

Josephine Community Library District

2017-2020 Strategic Direction

Vision

A vibrant community strong in itself and connected to the world.

Mission

Enriching our community through access to quality library services across Josephine County.

Values

Integrity	Innovation
Accountability	Freedom
Engagement	Equity & Inclusion

Reputation

Transformative	Caring
Inclusive	Essential
Dependable	Courageous

Position

Our community members and partners value the library system as a lifelong source of ideas and inspiration in an open, warm, and responsive environment.

Imperatives

Enhance program quality and customer service

Objectives

- Year-over-year increases in patron satisfaction
- Achieve “Enhanced” status in Oregon Library Association Library Standards by 2020
- Year-over-year increases in library use

Initiatives

- Expand hours of operation in response to Measure 17-79 commitments
- Implement the collection development plan which improves materials against Oregon Library Association Library Standards

Nurture a work culture that values and supports its staff and volunteers

- Year-over-year increases (baseline in 2018) in staff engagement
- Year-over-year increases in volunteer engagement
- Increased volunteers hours by 1500 by 2019

- Develop and implement a volunteer recruitment plan that maintains the staff and volunteer balance required to expand hours without jeopardizing culture
- Develop and implement a staff and volunteer professional development program that aligns with organizational needs

Enhance the facilities across the library systems

- Complete Facilities Master Plan by end of July 2018
- Update overall objectives based on the results of the Master Plan by October 2018

- Develop a Facilities Master Plan that includes a vision which addresses community needs and provides a cost benefits analysis
- Develop and implement a fundraising campaign that engages community partners

Develop efficient operating systems and structures

- Clean annual audit
- 100% Board participation in Special Districts of Oregon training

- Develop a long-term financial plan for the library system
- Develop and maintain clear policies and procedures for key organizational functions
- Build board effectiveness in the governance and oversight of taxpayer funds

Build awareness and expand partnerships

- Year-over-year increases in patron awareness
- Increase in quality and number of partners
- Annual Board participation in Oregon Library Legislative Day

- Develop and implement a communications plan that includes progress updates on Measure 17-79 commitments and transitions Josephine Community Libraries' brand to the Library District
- Nurture healthy and impactful relationships with current and new Library System partners