

LATAH COUNTY LIBRARY DISTRICT STRATEGIC PLAN  
2006 - 2009

VISION

The Latah county Library District will provide a library system that:

- is inviting, comfortable and accessible to all its patrons
- that acts as a gateway to information and opens doors to the world at large
- and that results in a citizenry having
  - an appreciation for the discovery and application of knowledge,
  - an appreciation for human diversity
  - and a sense of self-worth.

SERVICE RESPONSES

To be provided to all seven libraries:

1. Current Topics: A library that provides CURRENT TOPICS AND TITLES helps to fulfill community residents' appetite for information about cultural and social trends and their desire for satisfying recreational experiences.

The library will provide a current collection with sufficient copies of titles in high demand to ensure patron requests are met quickly. Materials will be offered in the formats and in the languages patrons want, and will be selected primarily on the basis of local demand. The District's collections will be organized in ways that make items easy to find and will be merchandised to the public through the use of displays and display shelving. Staff knowledgeable of the content of best-selling titles and the style of popular authors and performers will offer expert guidance to the public. The library will monitor pre-publication reviews sources and publisher advertising campaigns to anticipate public demand.

2. Lifelong Learning: A library that provides LIFELONG LEARNING service helps address the desire for self-directed personal growth and development opportunities.

The library district will provide and maintain an extensive collection of circulating materials on a wide variety of topics in which the general public has a sustained interest. Collections will be easily accessible and organized to encourage public browsing by subject area. Staff knowledgeable in subjects and topics of interest to the general public will provide expert assistance in locating materials of all types and in all formats. The library will develop pathfinders or other finding tools to assist library users in learning about specific subjects or topics for which there are frequent requests.

3. General Information: A library that offers GENERAL INFORMATION helps meet the need for information and answers to questions on a broad array of topics related to work, school, and personal life.

The library will offer print, non-print and electronic reference resources that cover a broad variety of topics. The library will provide staff skillful in determining users' needs and in locating relevant information that satisfies those needs. Internet access will be provided for staff and public use.

To be provided as facilities and resources allow:

4. Commons: A library that provides a COMMONS environment helps address the need of patrons to meet and interact with others in their community and to participate in public discourse about community issues.

The library will provide public space for meeting and gathering that is recognized as inviting, neutral, and safe by all individuals and groups in the community.

5. Formal learning Support: A library that offers FORMAL LEARNING SUPPORT helps students who are enrolled in a formal program of education or who are pursuing their education through a program of home-schooling to attain their educational goals.
6. Basic Literacy: A library that offers BASIC LITERACY service addresses the need to read and to perform other essential daily tasks.

## MISSION

LCLD will serve patrons in a way that is in the best interests of all county residents:

- Provide a rotating collection of books, resources, and other materials;
- Provide access to materials outside the LCLD collection;
- Provide on-going education and development for all staff.
- Provide three essential service responses to all seven libraries and other services as facilities and finances allow.
- Provide access as financially feasible.
- Provide services that promote reading based on available staff and resources.

## ORGANIZATIONAL VALUES

- Provide friendly and accessible service;
- Create a comfortable, inviting and safe environment;
- Offer excellent collections and resources;
- Treat patrons and staff with dignity, respect, fairness, and courtesy;
- Be good stewards of public funds;
- Value employees' experience, skills, knowledge and commitment to the LCLD mission;
- Commit to excellence.

## GOALS

1. LCLD patrons will have access to the materials and resources for their recreational, informational, and knowledge-discovery needs.
  - 1.1 Continue to review and revise rotation procedures to ensure access to all district materials.
  - 1.2 Purchase materials that meet the Service Responses needs and comply with Collection Development Policy.
  - 1.3 Maintain an active and vital collection.
  - 1.4 Continue implementation of VALNeT and the Endeavor system
  - 1.5 Expand electronic access to resources.
  
2. LCLD patrons will be served by well-trained staff so their interaction with any library in the District will be positive and productive.
  - 2.1 Identify skills needed by staff.
  - 2.2 Ensure staff receives necessary training.
  
3. LCLD patrons and staff will be provided with the technology and resources needed for their informational, recreational and knowledge-discovery needs.
  - 3.1 Continue to update web site, making it more user friendly.
  - 3.2 Develop and administer a schedule of replacing technology throughout the District.
  - 3.3 Provide computer and internet access.
  - 3.4 Provide training opportunities to patrons as resources and staffing are available.
  
4. LCLD patrons will experience a welcoming and safe environment that will make using the libraries a positive experience.
  - 4.1 Compile information on space needs throughout the District.
  - 4.2 Compile information on infrastructure needs for all seven libraries.
  - 4.3 Find ways to make LCLD more accessible to anyone with a physically limiting disability.
  - 4.4 Review and revise as necessary all LCLD personnel and administrative policies.
  - 4.5 Work with Friends groups to enhance library facilities.
  
5. LCLD will encourage quality and appropriate programming throughout the District for all age groups.
  
6. LCLD will seek adequate funding to support these goals.
  - 6.1 Continue to identify fund-raising opportunities, including grant writing.
  - 6.2 Work with the Foundation and Friends groups to seek additional funding.
  
7. LCLD will provide adequate staffing to support the Mission.

- 7.1 Identify staffing needs.
- 7.2 Develop criteria to determine service hours.
- 7.3 Continue to analyze the budget for cost-saving options.
  - 7.3.1 Research cost-effective technologies such as self-checkout stations.
- 7.4 Develop a service delivery structure which can provide staffing flexibility to meet District needs for the next three to five years. (A collaborative approach under the leadership of the Director is recommended.)