LONG-TERM PLAN

CORE COMPONENTS

Our Values
Our Purpose
Our Vision
Our Strategies
Our Outcomes

WHAT WE BELIEVE
WHY WE EXIST
HOW WE SEE THE FUTURE
WHERE WE WILL FOCUS
HOW EVERYONE BENEFITS

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OUR VALUES  WHAT WE BELIEVE IN

VALUES

RESPECT
OPEN TO ALL

INTEGRITY
DO WHAT’S RIGHT

INSPIRATION
ALWAYS IMPROVING

BEHAVIORS

• Appreciate the diverse cultures and life experiences of others
• Be attentive and give thoughtful responses
• Talk with people, not about them

• Be honest with yourself and others
• Be true to your word
• Maintain the highest professional ethics

• Imagine what’s possible
• Innovate and embrace change
• Be exceptional for our customers and each other

OUTCOMES

People feel valued

We are trusted

Timeless value

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OUR PURPOSE  WHY WE EXIST

To INSPIRE reading
SHARE resources, and
CONNECT people.
“A THRIVING COMMUNITY WHERE WISDOM PREVAILS.”
TO EXTERNAL AUDIENCES:

OUR STRATEGIES AND OUTCOMES
WHERE WE FOCUS AND HOW PEOPLE BENEFIT

STRATEGIC FOCUS

YOUNG MINDS
Encourage learning and growth

MY LIBRARY
Anticipate changing customer needs

LIFE SKILLS
Identify challenges and provide opportunities

INVESTMENTS

Ready for Kindergarten
• Ready for K Boot Camps
• Ready for K Spaces

Third Grade Reading
• Reading Buddies
• Summer Reading Challenge

High School Graduation
• Homework Help Centers
• YouMedia
• Developmental Assets

My Way
• columbuslibrary.org
• Meeting Rooms
• Author/Civic Events
• Services to Seniors
• Computers

My Content
• High Interest, Popular Collections
• Local Digital Collections

Prepared to Work
• Basic Computer Skills
• Teen Internships
• Resume Help

Prepared for Life
• GED
• ESOL
• Adult Basic Learning

Outcomes

A foundation for a successful life

A library that works for me

A community that reaches its potential

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STRATEGIC FOCUS

OUR PEOPLE
Grow our Team

OUR PARTNERS
Engage the Community

OUR WORK
Strengthen Operations

INVESTMENTS

• Recruit Top Talent
• Staff Training
• Customer First
• Succession Planning
• Leadership Academy
• Leadership Class

• PS Director Orientation
• Leadership Columbus
• Milestone Recognition
• Tuition Reimbursement
• Volunteers
• Staff Relations Committee

• CML Foundation
• Friends of the Library
• Central Library Consortium
• Higher Education

• Nonprofits
• Schools
• Governments
• Donors
• Vendors

• Annual Department Goals & Objectives
• Risk Assessment
• Convert Analog to Digital
• LEAN

OUTCOMES

= Maximum Potential

= Maximum Impact

= Maximum Effectiveness