COLUMBUS METROPOLITAN LIBRARY

PURPOSE.
VISION.
STRATEGY.
LONG-TERM PLAN

CORE COMPONENTS

Our Vision

Our Purpose

Our Values

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
To **INSPIRE** reading

**SHARE** resources, and

**CONNECT** people.
“A THRIVING COMMUNITY WHERE WISDOM PREVAILS.”
OUR STRATEGIES AND OUTCOMES  WHERE WE FOCUS AND HOW PEOPLE BENEFIT

TO EXTERNAL AUDIENCES:

STRATEGIC FOCUS  INVESTMENTS  OUTCOMES

**YOUNG MINDS**
Encourage learning and growth

- **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 LIBRARY**
Anticipate changing customer needs

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

- **My Content**
  - High Interest, Popular Collections
  - Local Digital Collections

**LIFE SKILLS**
Identify challenges and provide opportunities

- **Prepared to Work**
  - Basic Computer Skills
  - Teen Internships
  - Resume Help

- **Prepared for Life**
  - GED
  - ESOL
  - Adult Basic Learning

= A foundation for a successful life

= A library that works for me

= A community that reaches its potential

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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