COLUMBUS LIBRARY
LONG-TERM PLAN

CORE COMPONENTS

Our Values

Our Purpose

Our Vision

Our Strategies and Outcomes

DEFINITION

WHAT WE BELIEVE

WHY WE EXIST

HOW WE SEE THE FUTURE

WHERE WE WILL FOCUS

HOW EVERYONE BENEFITS
## Our Values

### Values

**Respect**
*Open to all*
- Appreciate diverse cultures and life experiences of everyone
- Be attentive and give thoughtful responses
- Talk with people, not about them

**Integrity**
*Do what’s right*
- Be honest with yourself and others
- Be true to your word
- Maintain the highest professional ethics

**Inspiration**
*Always improving*
- Imagine what’s possible
- Innovate and embrace change
- Be exceptional for our customers and each other

### Behaviors

- [ ] Appreciate diverse cultures and life experiences of everyone
- [ ] 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.”
TO EXTERNAL AUDIENCES:

OUR STRATEGIES AND OUTCOMES

WHERE WE FOCUS AND HOW PEOPLE BENEFIT

STRAIGHTIC 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
- Ready for K Classes

Third Grade Reading
- Reading Buddies
- Summer Reading Challenge
- School Delivery

High School Graduation
- Homework Help Centers
- YouMedia
- Developmental Assets
- Career and College Prep
- VolunTeens

My Way
- columbuslibrary.org
- Meeting Rooms
- Author/Civic Events
- Services to Seniors
- Computers
- Wireless Access
- SearchOhio
- 2020 Vision Plan
- Mobile App
- Customer Call Center

My Content
- High Interest, Popular Collections
- Local Digital Collections
- eResources
- eBooks
- Streaming Content

Prepared to Work
- Basic Computer Skills
- Teen Internships
- Resume Help
- Workforce Development
- Small Business Classes
- Job Application Help

Prepared for Life
- GED
- ESOL
- Adult Basic Learning
- Social Work Assistance
- Legal Aid

OUTCOMES

A foundation for a successful life

A library that works for me

A community that reaches its potential

columbuslibrary.org 614-645-2275
OUR STRATEGIES AND OUTCOMES
WHERE WE FOCUS AND HOW PEOPLE BENEFIT

TO INTERNAL AUDIENCES:

STRATEGIC FOCUS

OUR PEOPLE
Grow our Team

OUR PARTNERS
Engage the Community

OUR WORK
Strengthen Operations

INVESTMENTS

- Staff Training
- Staff Engagement Survey
- Succession Planning
- Leadership Development
- Milestone Recognition
- Tuition Reimbursement
- Staff Relations Committee
- Diversity, Equity & Inclusion

- CML Foundation
- Friends of the Library
- Central Library Consortium
- Higher Education
- Volunteers

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

- Employee Benefits
- Employee Resource Groups
- Conferences, Networking and Professional Memberships

- Nonprofits
- Schools
- Local, State & Federal Govt/Agencies
- Donors
- Vendors

OUTCOMES

Maximum Potential

Maximum Impact

Maximum Effectiveness