OUR VALUES
WHAT WE BELIEVE IN

VALUES

RESPECT
OPEN TO ALL

INTEGRITY
DO WHAT’S RIGHT

INSPIRATION
ALWAYS IMPROVING

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
OUR PURPOSE WHY WE EXIST

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 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