CORE COMPONENTS

Our Vision

Our Purpose

Our Values

DEFINITION

WHAT WE BELIEVE

WHY WE EXIST

HOW WE SEE THE FUTURE

WHERE WE WILL FOCUS

HOW EVERYONE BENEFITS

Our Strategies

Our Outcomes
### OUR VALUES

<table>
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<tr>
<th>VALUES</th>
<th>BEHAVIORS</th>
<th>OUTCOMES</th>
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| RESPECT | - Appreciate diverse cultures and life experiences of everyone  
- Be attentive and give thoughtful responses  
- Talk with people, not about them | People feel valued |
| INTEGRITY | - Be honest with yourself and others  
- Be true to your word  
- Maintain the highest professional ethics | We are trusted |
| INSPIRATION | - Imagine what’s possible  
- Innovate and embrace change  
- Be exceptional for our customers and each other | 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

YOUNG MINDS
Encourage learning and growth

MY LIBRARY
Anticipate changing customer needs

LIFE SKILLS
Identify challenges and provide opportunities

INVESTMENTS

Ready for Kindergarten
- Success Camps
- Designated Spaces

Third Grade Reading
- Reading Buddies
- Summer Reading Challenge

High School Graduation
- School Help Centers
- YouMedia

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

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