

Strategic Planning for Community Impact



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Acting Strategically Now

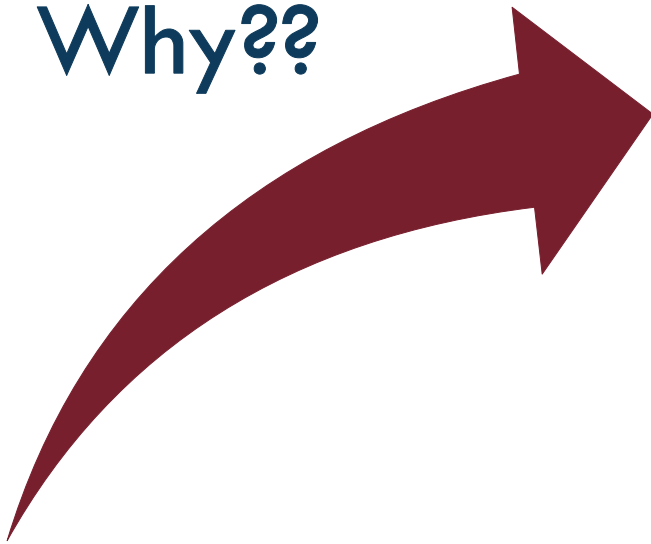
- How can we design a process that fits our current situation?

Tools for Moving Forward

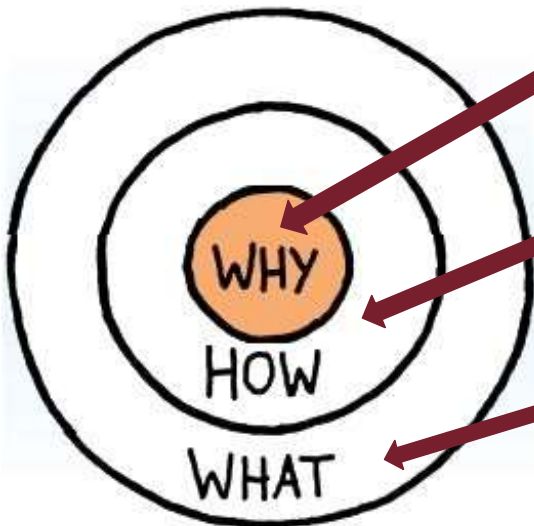
- How to integrate strategy into all your work?



Why??



- Establishes direction and priorities
- Sharpens focus and creates alignment
- Outlines clear path and simplifies decision-making
- Allows time for reflection and grounding
- Provides sense of purpose and meaning
- Creates momentum and clear communication



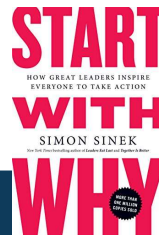
Vision & Mission

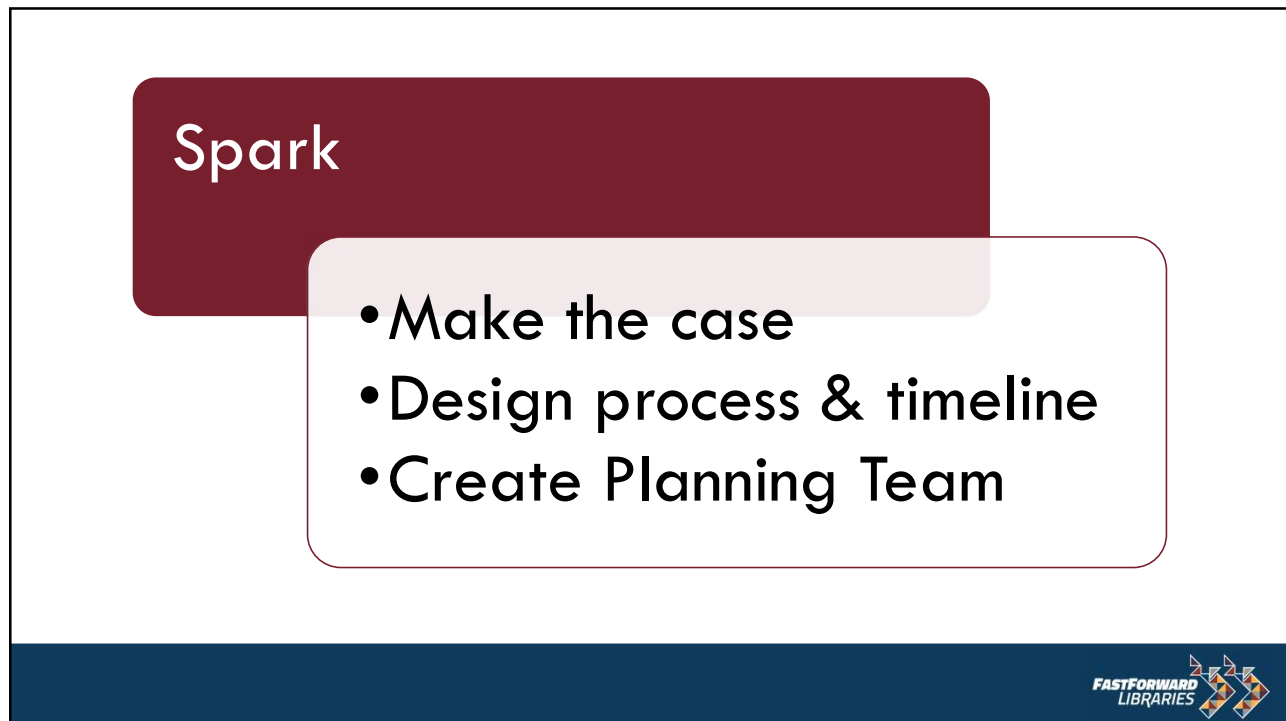
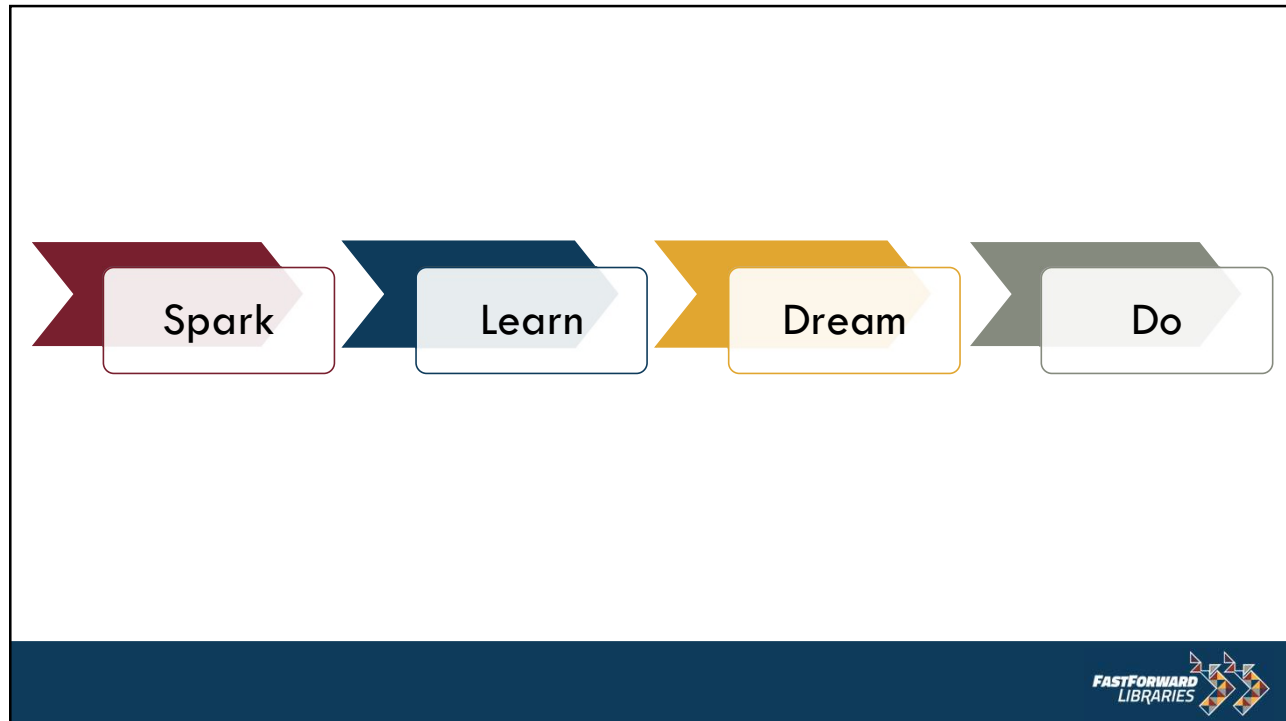
Strategic Directions & Goals

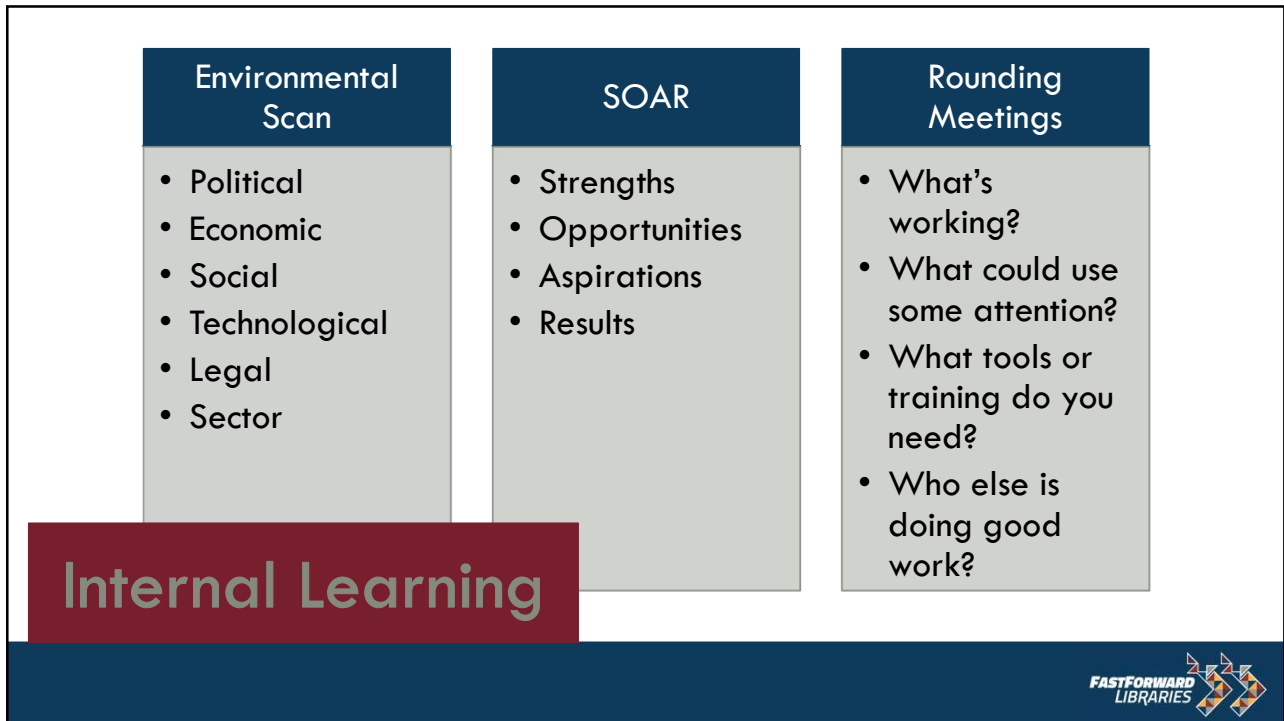
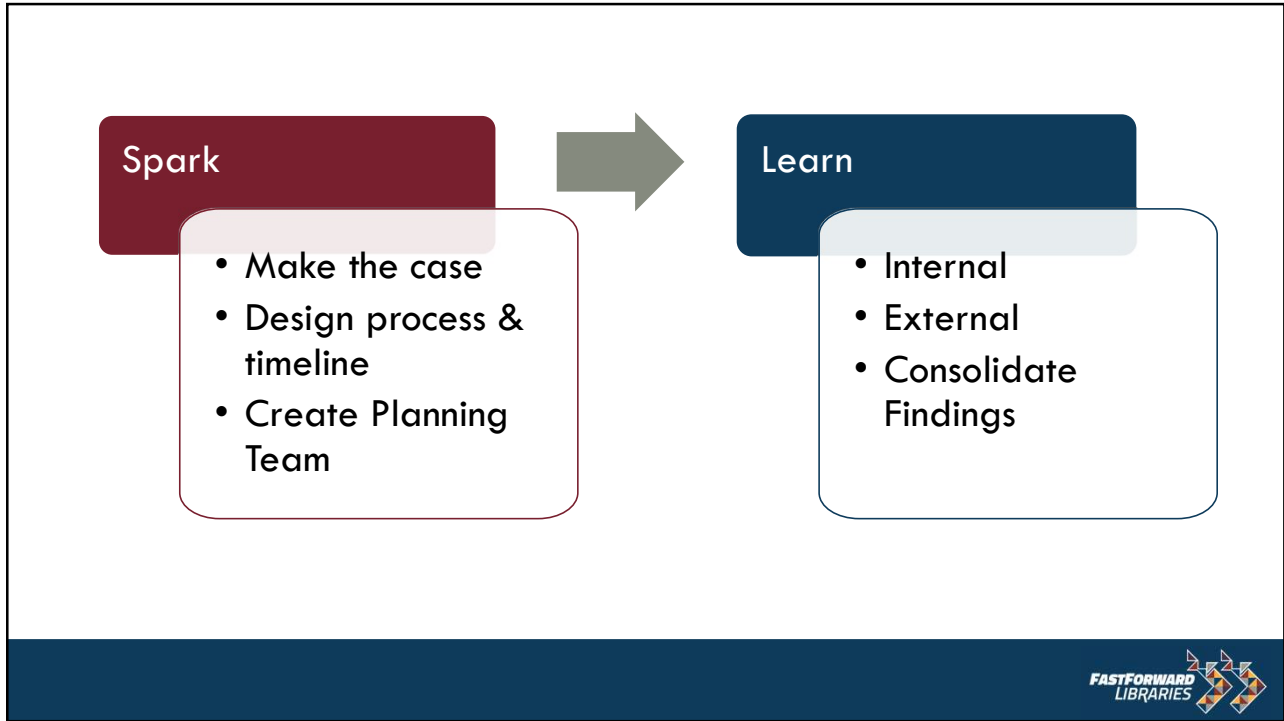
Activities & Evaluation

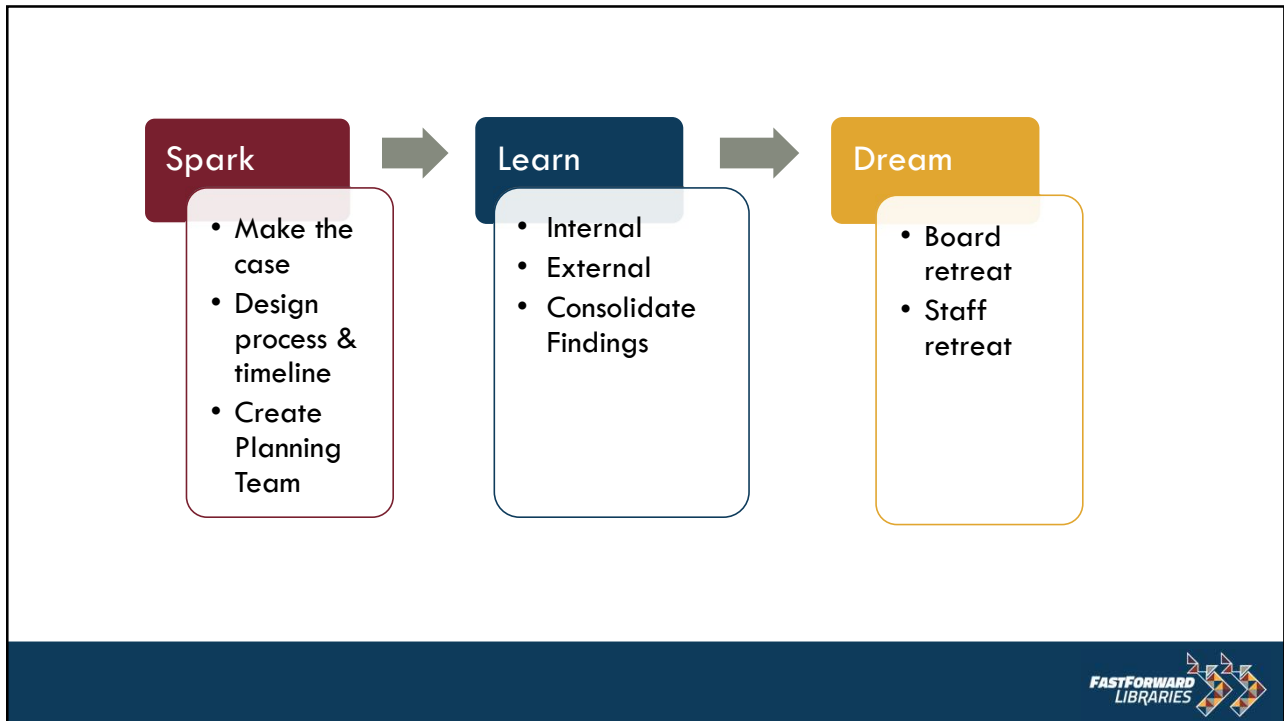
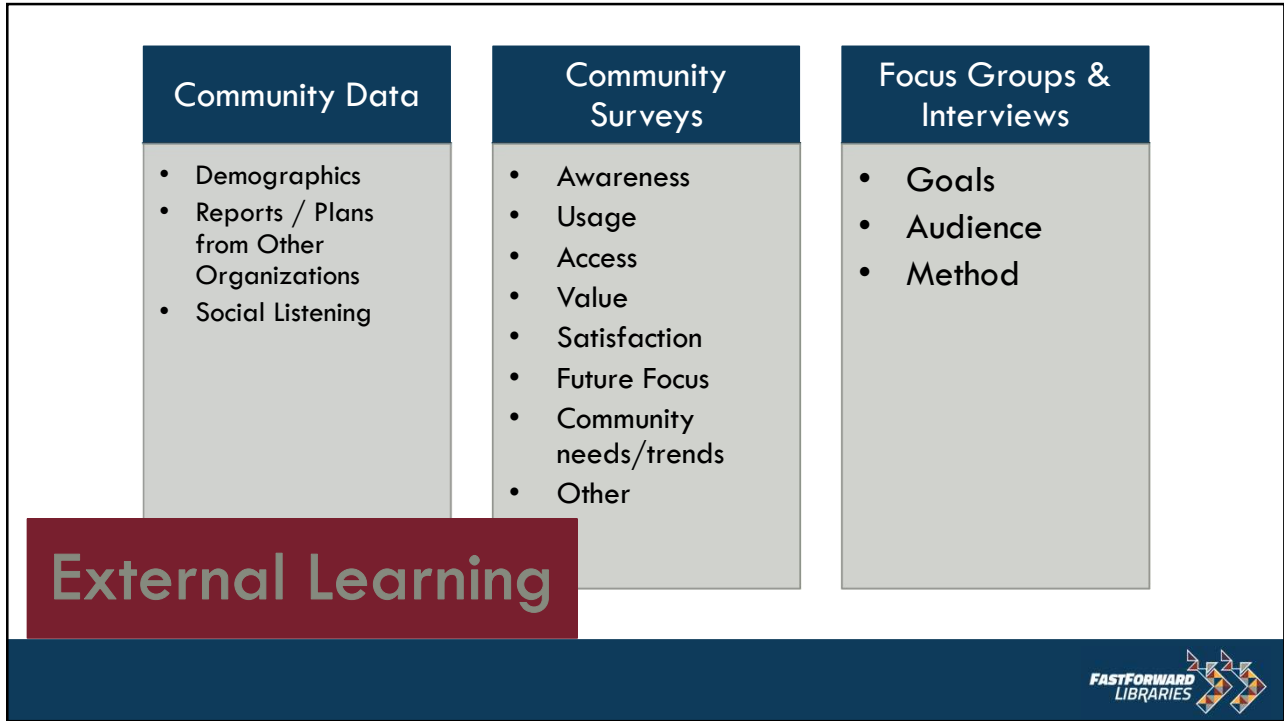
Board

Staff











Dream



Process & Learning Review

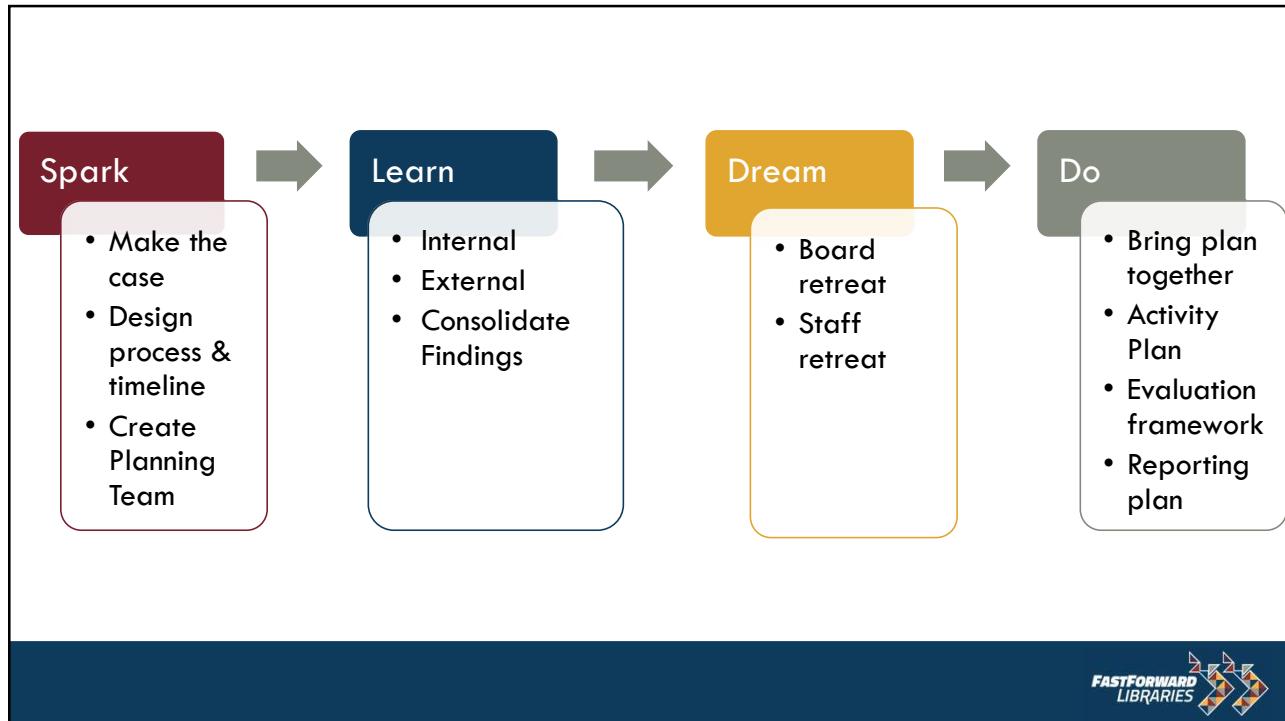
Board

- Strategic Directions
- Goals
- Vision/Mission
- Discuss Priorities
- Define Success

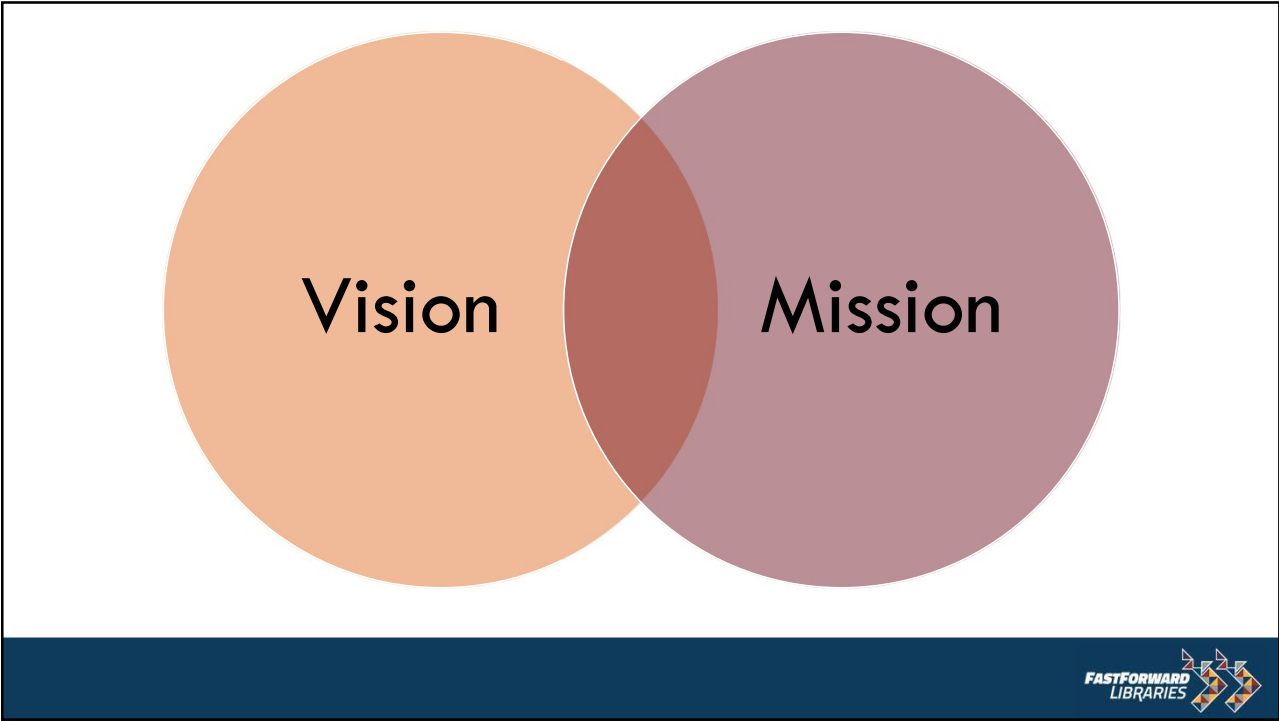

Staff

- Goals
- Current/Future Activities
- Discuss Priorities
- Define Success





Strategic Direction	Goals
<ul style="list-style-type: none">• Increase Awareness• Lifelong Learning• Engage the Entire Community	<ul style="list-style-type: none">• Increase cardholders by 10% per year.• Seek out new partnerships to build relationships with unserved communities.



Vision

- Discover. Create. Grow.

Mission

- We inspire lifelong learning, foster creativity and connect you to resources and to the community through our robust collection of books and technology, extensive services and knowledgeable staff.

FASTFORWARD LIBRARIES

Vision

Mission

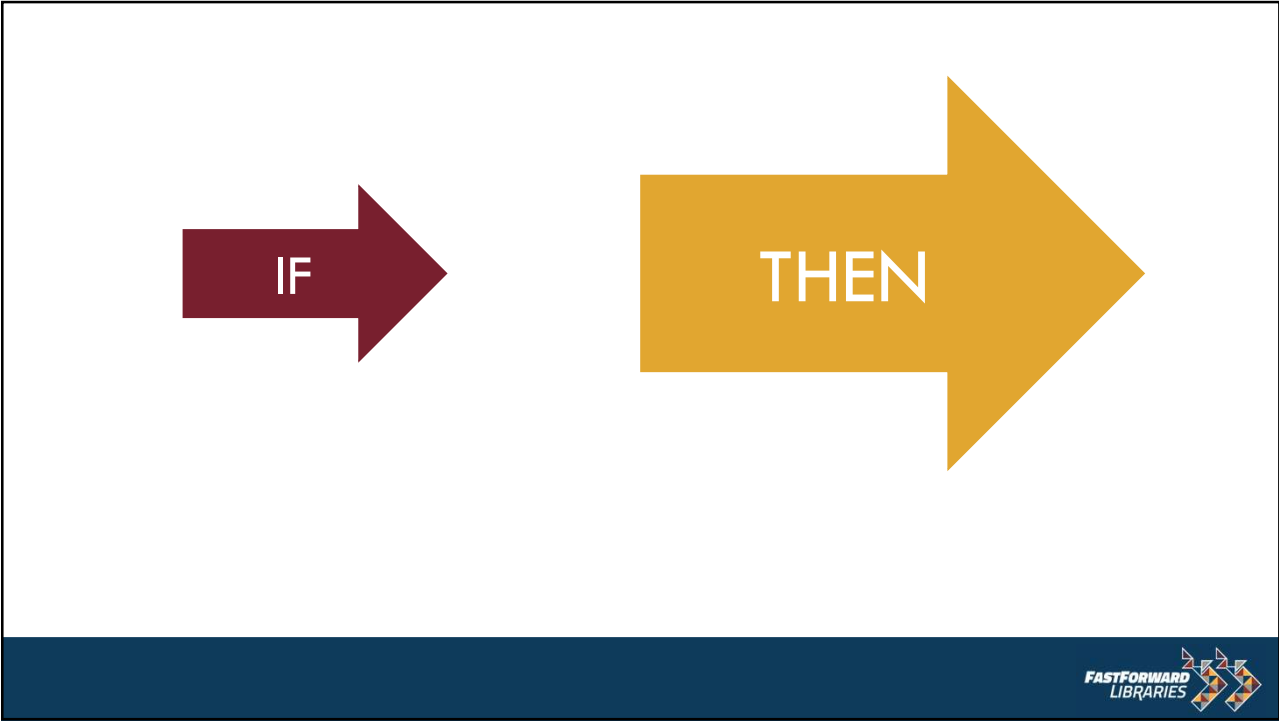
Strategic Direction Strategic Direction Strategic Direction

Goal Goal Goal Goal Goal Goal

Activities Activities Activities Activities Activities Activities

EVALUATION

FASTFORWARD LIBRARIES



Strategic Direction	Goals	KPIs
<ul style="list-style-type: none">• Increase Awareness• Lifelong Learning• Engage the Entire Community	<ul style="list-style-type: none">• Increase cardholders by 10% per year.• Seek out new partnerships to build relationships with unserved communities.	<ul style="list-style-type: none">• Increase in partnerships, partner plans, partner satisfaction, collective action• Increase in awareness as tracked by...





Allegany
District Library

STRATEGIC PLAN
FY22/23 TO FY24/25

MISSION
We inspire our community to explore and learn throughout their lifetime by providing access to resources, technology, and welcoming spaces.

VISION
A lifetime of learning, growth, and connection.

LIBRARY AWARENESS	LEARN & DISCOVER	ORGANIZATIONAL EXCELLENCE
District residents are aware of the library's value to the community.	Library programs spark exploration and enrich the lives of community members.	Staff members feel supported and are given the tools and training needed to be empowered and engaged in their work.
The library is a valued community partner. Maintain current community partnerships while establishing new meaningful partnerships.	Community members have barrier-free access to the collections for a lifetime of reading, learning, and recreation.	Trustees develop their knowledge and skills to responsibly steward, advocate for, and govern the library.
The library building is a welcoming and inclusive space for community connections.	Community members confidently navigate up-to-date technology.	The library has the systems to plan for and fund the library's building and operations.





Nashua Public Library

Strategic Plan 2022-2024

VISION
Growing a welcoming, engaged, connected community

MISSION
We enrich our community by being a safe, welcoming, and inclusive environment to discover, connect, create and grow.

 WELCOMING & COMFORTABLE The library is a trusted, safe place that is inviting, easy to use, and a hub of community activity.	<p>GOALS</p> <ul style="list-style-type: none"> Serve as a welcoming community gathering place for every member of the community. Emphasize open and easy access to traditional and digital resources with knowledgeable assistance. Continue renovation of the library building and grounds to update perceptions about the library and evoke community pride.
 LEARNING & CULTURE The library supports community members in living enriched lives by connecting them to learning opportunities throughout their lifetime in an equitable and inclusive way.	<p>GOALS</p> <ul style="list-style-type: none"> Build an informed community by ensuring diversity, equity, and inclusion in collections, programs, and services. Ensure community-wide digital literacy by providing access to technology and support that results in confidence and proficiency. Develop responsive programs to support educational needs, recreational interests, and expanded worldview.
 COLLABORATIVE & CONNECTED The library is integrated in the community resulting in high awareness, meaningful partnerships, and recognition of value.	<p>GOALS</p> <ul style="list-style-type: none"> Broaden the library's reach and recognition by expanding communication and events in the community. Actively listen to and gather feedback from the community to support the library in responding to community needs. Cultivate intentional partnerships with mission-aligned organizations and individuals seeking to enhance and empower the community.



ENGAGE GROW INSPIRE

THREE RIVERS
PUBLIC LIBRARY DISTRICT
Strategic Plan
FY2022 – FY2024

MISSION

We provide equal access to information, education, and recreation through a variety of programs, technology, and services in an engaging environment to all members of the community.

ENGAGE

We are embedded in the community.

- Be in unexpected places throughout the community to connect people to information, resources, and each other
- All community members know about and value the library
- Deepen partnerships with mission-aligned community organizations to increase awareness and efficient use of resources

GROW


We are equipped to grow with the community.

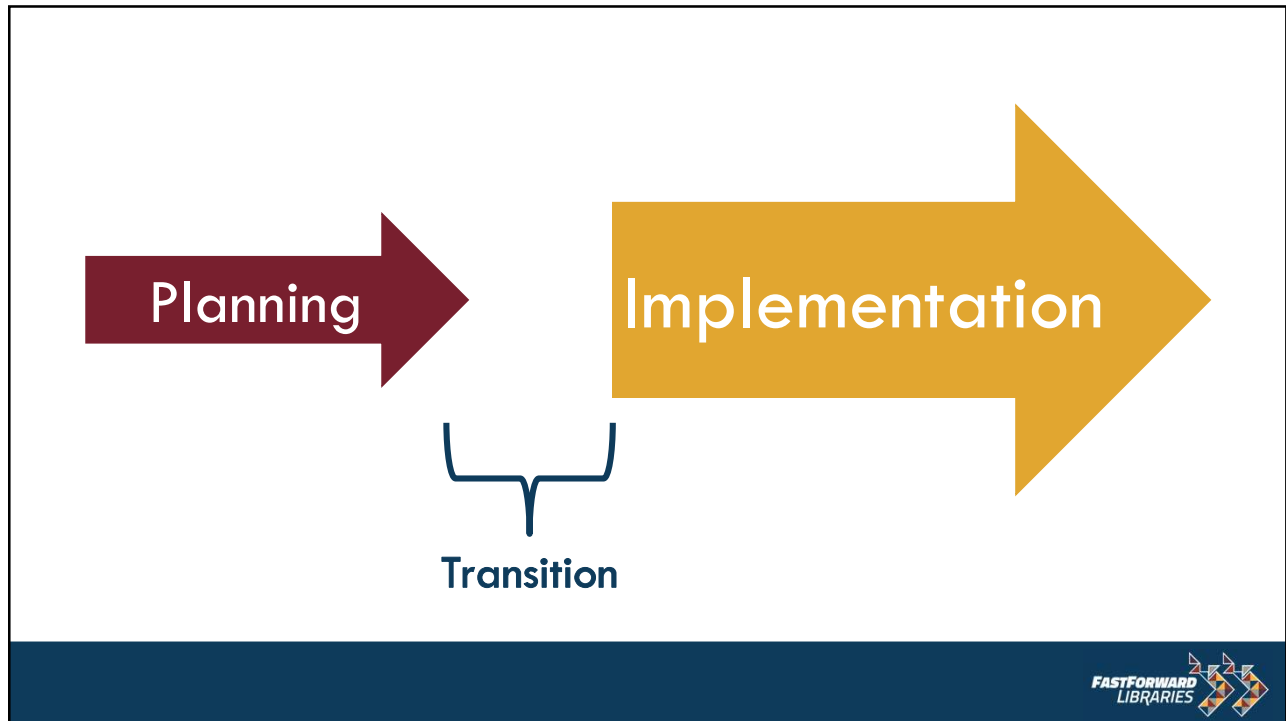
- Community members are proud of our modern, comfortable facilities
- Reflective practices are used to listen to and respond to community needs and growth
- Board and staff members feel effective and valued

INSPIRE

We build relationships and connect people to foster imagination, discovery, and creativity through information and technology.

- Patrons feel like they are a part of a welcoming community of learners
- Community members are inspired by, learn from, and create at diverse programs
- Patrons feel confident navigating the digital world






Acting Strategically Now

- How can we design a process that fits our current situation?

Tools for Moving Forward

- How to integrate strategy into all your work?



EXHIBIT

1

STRATEGIC THINKING

VS STRATEGIC PLANNING

STRATEGIC THINKING



- Process-Oriented
- Continued Long Term
- Data-Driven Emergent Macro Trends
- Emergent and Adaptable
- All Levels of the Organization are Involved
- Long-Term Success

VS

STRATEGIC PLANNING

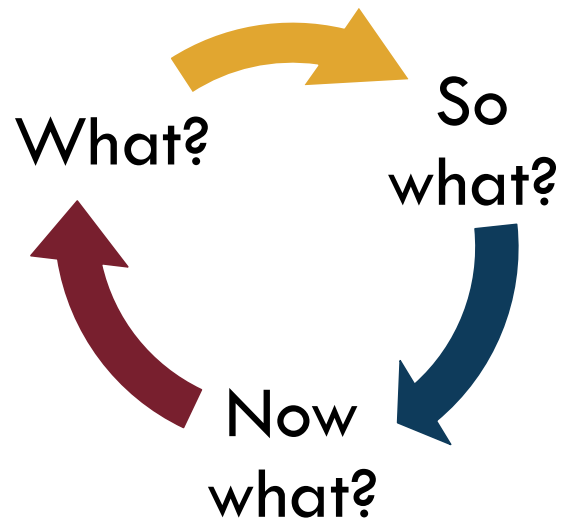


- Product-Oriented
- Short Term 2-5 Years
- Data-Driven Product Trends
- Linear
- Senior-Level Decisions
- Short-Term Survival

Tools for Moving Forward



Adaptive Action



Tools for Moving Forward



Scenario Planning

- Ground the process in **guiding principles**.
- Assess **current state**.
- Consider **multiple versions** of the future.
- Anchor on **broad directions**.
- Use **strategic moves**.
- Watch for **trigger points**.

Tools for Moving Forward



Theory of Change

Tools for Moving Forward

FASTFORWARD LIBRARIES

The image shows a group of approximately 15 people of diverse backgrounds standing behind several large hand-drawn posters. The posters include:

- THEORY OF CHANGE**: A complex flowchart with various icons and text.
- LOGIC MODELING**: A diagram showing a flow from inputs to outputs.
- ASSET MAPPING**: A circular diagram with various colored segments.
- JOURNEY MAPPING**: A diagram showing a path or process.
- IMLS LISTENING TOUR**: A diagram with various icons and text.

 To the right of the group is a large, detailed 'Theory of Change' flowchart. It starts with 'Strategies for Community-Centered Initiatives' leading to 'Capacity & Practice Changes among libraries and museums', which then leads to 'Local Network & Community Changes'. The flowchart includes several boxes with text and arrows indicating the flow of information and impact. At the bottom, it states: 'Museums and libraries are well-supported to innovate and continuously learn' and 'Communities strive and thrive'.

Where to find me:

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