



Strategic Plan | Goals and Objectives Year 1
2023-2028

Mission: Putting People at the Heart of Dynamic Library Services.

Vision: Preserve the Past, Enrich the Present and Illuminate the future.

1

INCREASE Library Service Access for the Community

- 1.1 Establish collection access outside of library branches
- 1.2 Ensure quality of library collection
- 1.3 Reallocate library programming to meet community where they are
- 1.4 Increase the accuracy and accessibility of the library catalog
- 1.5 Involve the Library system in Bond 2019/CIP projects to strengthen library presence



2

Ambitiously EDUCATE the Community about Scottsdale Public Library

- 2.1 Improve the library website
- 2.2 Actively explore new ways to educate the public about library service
- 2.3 Establish an identity for Scottsdale Public Library
- 2.4 Build community partnerships (external outreach) to further and promote library service

3

INVEST in Library Staff Development and Involvement

- 3.1 Evaluate and implement new development programs for all levels of library staff
- 3.2 Increase cross departmental and/or Community Services division-wide work
- 3.3 Provide support on career advancement in the library profession

4

Boldly INNOVATE Library Services for the Future

- 4.1 Support risk taking pilot ideas for all levels of library staff
- 4.2 Invest in new technologies to provide new services
- 4.3 Reimagine library programming
- 4.4 Organize community input session/forums bi-annually to gain information from the public about what they would like to experience from Scottsdale Public Library

5

INFUSE DEIB (Diversity, Equity, Inclusion & Belonging) into Library Work and Culture

- 5.1 Review existing policies and procedures to ensure DEIB is fully incorporated into library service (public and internally) by February 2024
- 5.2 Address, train, and support staff in the area of Diversity Equity, Inclusion & Belonging
- 5.3 Assess library collection to determine current level of DEIB and determine DEIB goals for the collection in the future.
- 5.4 Review spaces, practices, messaging, and workflows