

Long Range Plan 2022-2027

Mission Statement: The mission of the Reinbeck Public Library is to provide patrons of all ages with materials for recreational and educational purposes, with the primary emphasis on current, high demand, high interest materials, and to provide resources and programs to stimulate interest in reading and learning for children.

Administrative and Fiscal Goal:

1. To write and maintain a long range plan appropriate with the library's mission statement and the needs of the community.
2. **Objectives:** Review the plan each December to update and reevaluate needs and goals. Conduct a community study every five years to determine changing needs.

Personnel Goal:

1. The library will provide a friendly and knowledgeable staff.
2. **Objectives:** Provide funding for continuing education for staff each year to equal at least .5% of payroll costs. Annually evaluate staff job performances.

Programs and services Goals:

1. To provide programs and services in accordance with the library's mission statement. **Objectives:** The library will maintain a collection of popular books, movies and other materials in formats reflecting current interest: i.e. DVDs, CDs,

access to downloadable ebooks and audios etc. Library will provide regular programming for preschoolers during the school year. The library will also develop children's programs for after school once a week, focusing on starting clubs and classes of community interest.

2. GOAL: We will work with the City to raise the available budget for programming in the new fiscal year of 2022. By the Fall School Term of 2022-23, the library will establish and provide a once weekly After School program.

GOAL: According to community data through our 2020 survey, the Reinbeck community wants technology classes. By the summer of 2022 we will establish a once monthly technology help class at the library.

Community and Outreach Goals:

1. The community is kept informed of library services and encouraged to use the library.

2. **Objectives:** Encourage use by providing discussions, children's programming, public use computers, and wireless service. Upgrade computer hardware and software as needed. Update the library website and Facebook page to inform the community of programs and services.

3. **GOAL:** Post community events online and send to the school. Release a regular monthly article of new library materials and services to the newspaper. Become a regular fixture by 2022.

Facility Goal:

1. The library provides a clean safe facility.
2. **Objectives:** Continually monitor maintenance needs. Continue to employ a custodian to clean on a regular basis, and develop areas of the library for readers and students to more fully utilize during open hours.

Collection Development Goal:

1. To provide library patrons with materials in a variety of formats appropriate with the mission statement, with emphasis on high demand, high interest materials.
2. **Objectives:** To add nonbook materials to the collection each year in popular formats. Currently this includes DVDs and books on CD. To add materials each year in large print format for patrons who are sight impaired. Library will weed collection on an ongoing basis, updating with high interest materials.

Public Relations Goal:

1. To give a positive promotion of library services and materials through a variety of approaches.
2. **Objectives:** The library will submit regular articles for the local newspaper, advertise programs on the local TV station, library website, and Facebook page to

keep the community informed of programs and services, and materials. Plan will be reviewed annually at the December meeting, with accomplishments and failures noted. Adjustments may be made as needed.