



# **Strategic Plan 2024-2027 Update December 2024**

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# The process

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In February 2023 Los Alamos Public Library began working on a strategic plan covering 2024 through 2026. The goals identified within this plan are intended to provide direction for library initiatives and are being developed with input from staff and the Library Board. This strategic plan relies on community input gathered from surveys, conversations, and focus groups during the research phase of the Community Services Integrated Master Plan.

# Community Services Integrated Master Plan and Library Goals

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- Improve organizational reach and impact
- Improve programs and service delivery
- Maintain and improve facilities and amenities



# **Library Goals, Objectives, and Activities**

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1. Improve and increase internal and external partner relationships and collaborations
2. Enhance marketing and communication of activities
3. Promote community-wide inclusivity
4. Utilize technological solutions to deliver services and programs
5. Build a robust volunteer program for all ages



**Improve organizational reach and impact**

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# Highlights include


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- Progress towards standardizing marketing efforts and guidelines including insuring that all materials are accessible
- Library specific social media launched
- Added materials in Hindi to collections
- New website launch in Jan 2025
- Electronic signatures for applicants

# Working on

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- Relaunching home delivery
- Building a volunteer program
- Continue building Library of Things collections
- Procedures and guidelines changes based on policy changes
- Library as one stop shop for info about the community

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1. Increase cultural programs
  2. Add more programming for all ages
  3. Work with Social Services Division to improve health, wellness, and mental health for all ages and abilities
  4. Add to collections to ensure that this collection reflects the needs and desires of the community
  5. Expand on technology services offered
  6. Develop and support robust staff training and development opportunities
  7. Ensure that staffing levels remain adequate through targeted recruitment, effective onboarding, and appropriate retention activities

## **Improve programs and service delivery**

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# Highlights include


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- Robust programming schedule developed including third annual Atomicon
- Coordinated with Social Services to offer evening SS hours at both libraries
- Additional computers added to the WRBL
- Team building and professional development for staff

# Working on

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- Continued expansion of programming including bringing in paid speakers
- Procedures and guidelines changes based on policy changes
- Survey public on technology needs
- Improve technology literacy for staff and patrons

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1. Improve facilities
  2. Improve ADA accessibility
  3. Increase access to physical and digital collections
  4. Expand library services that are available online through the website

**Maintain and improve facilities and amenities**

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# Highlights include

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- Sound study for MPL is out for bid
- New website will launch in Jan 2025
- Added online access to Wall Street Journal
- Teen areas improved in both libraries

# Working on

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- Finalizing designs for outdoor classroom
- Display space for Library of Things collections
- Hold locker for WRBL
- Marketing and training the public on our online services

# Questions

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