



# **Strategic Plan 2024-2027 Update**

## **January 2025**

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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**

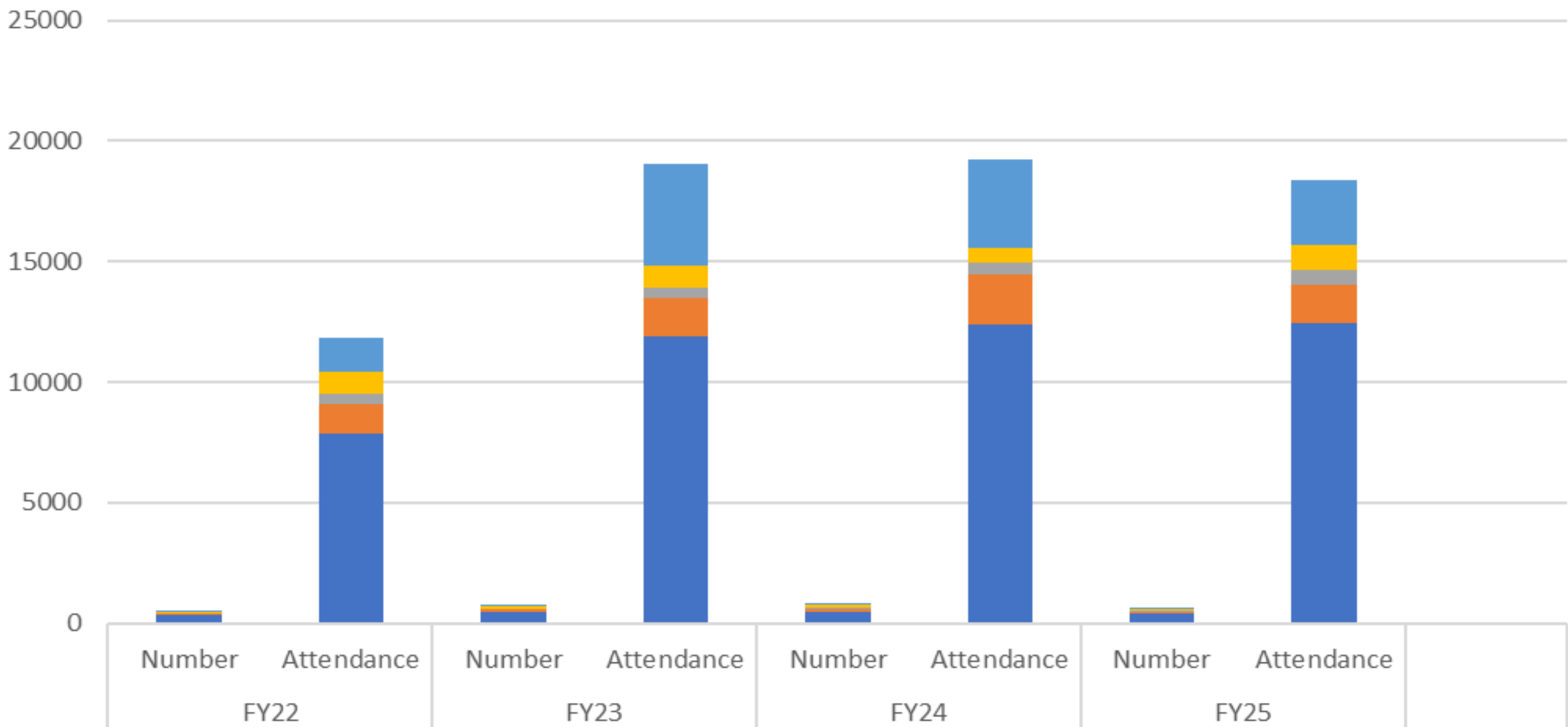


# Highlights include



- Launched a new website
- Created videos for the Community Resources section of the website
- Partnered with Social Services, Courts, JJAB, Seed Stewards on many events and services
- Expanded Library of Things including purchase of new cabinets to house these items
- Developed a process so that all staff contribute to social media content

# Programs




# Working on

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- Ensuring website meets WCAG 2.2 standards
- Launching volunteer program using Volunteer Los Alamos site
- Partnering with Social Services and the Courts on a teen summit
- Library as one stop shop for info about the community through development of Community Resources section on our website
- Doing a Community Assessment



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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**

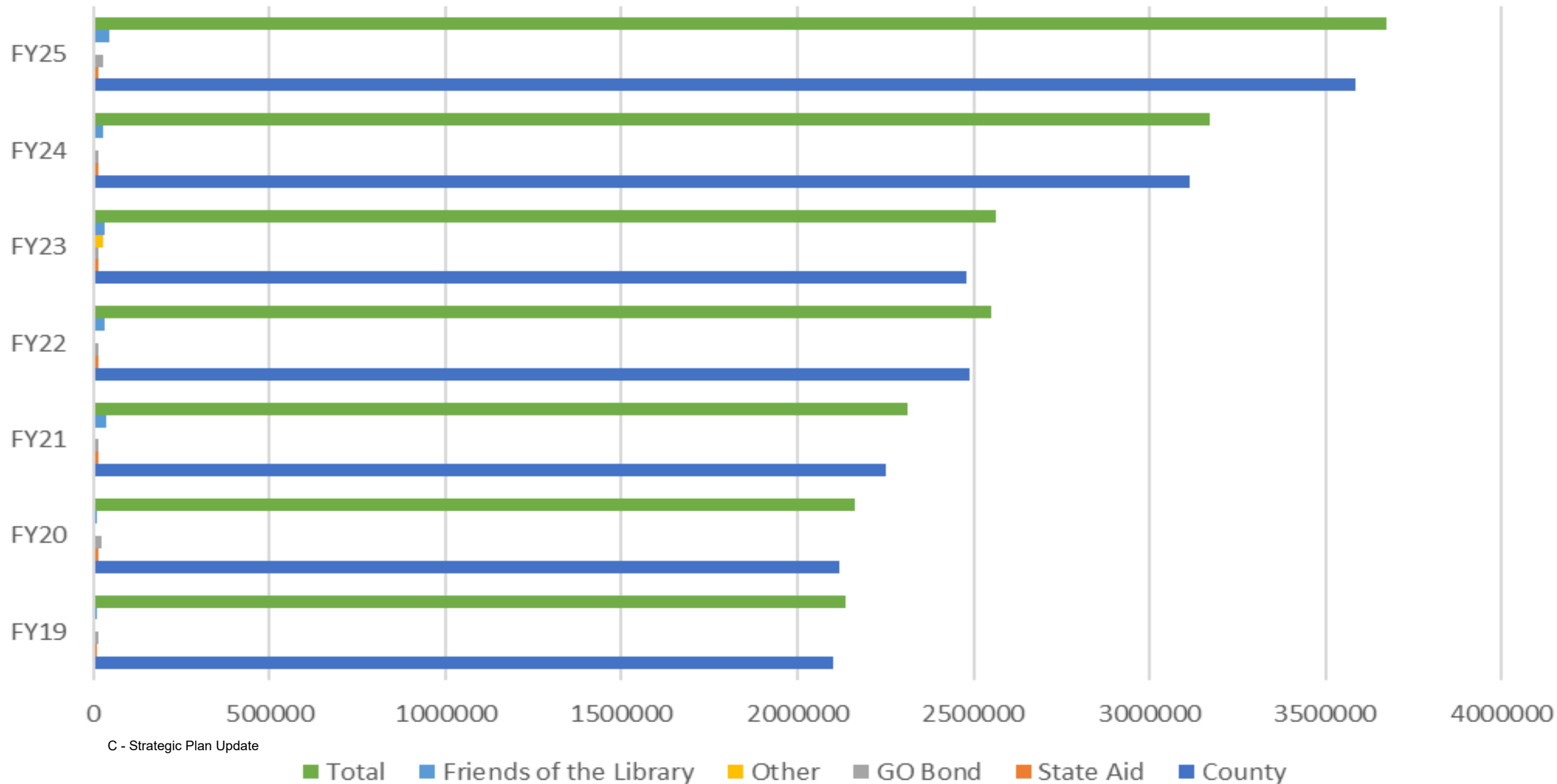


# Highlights include

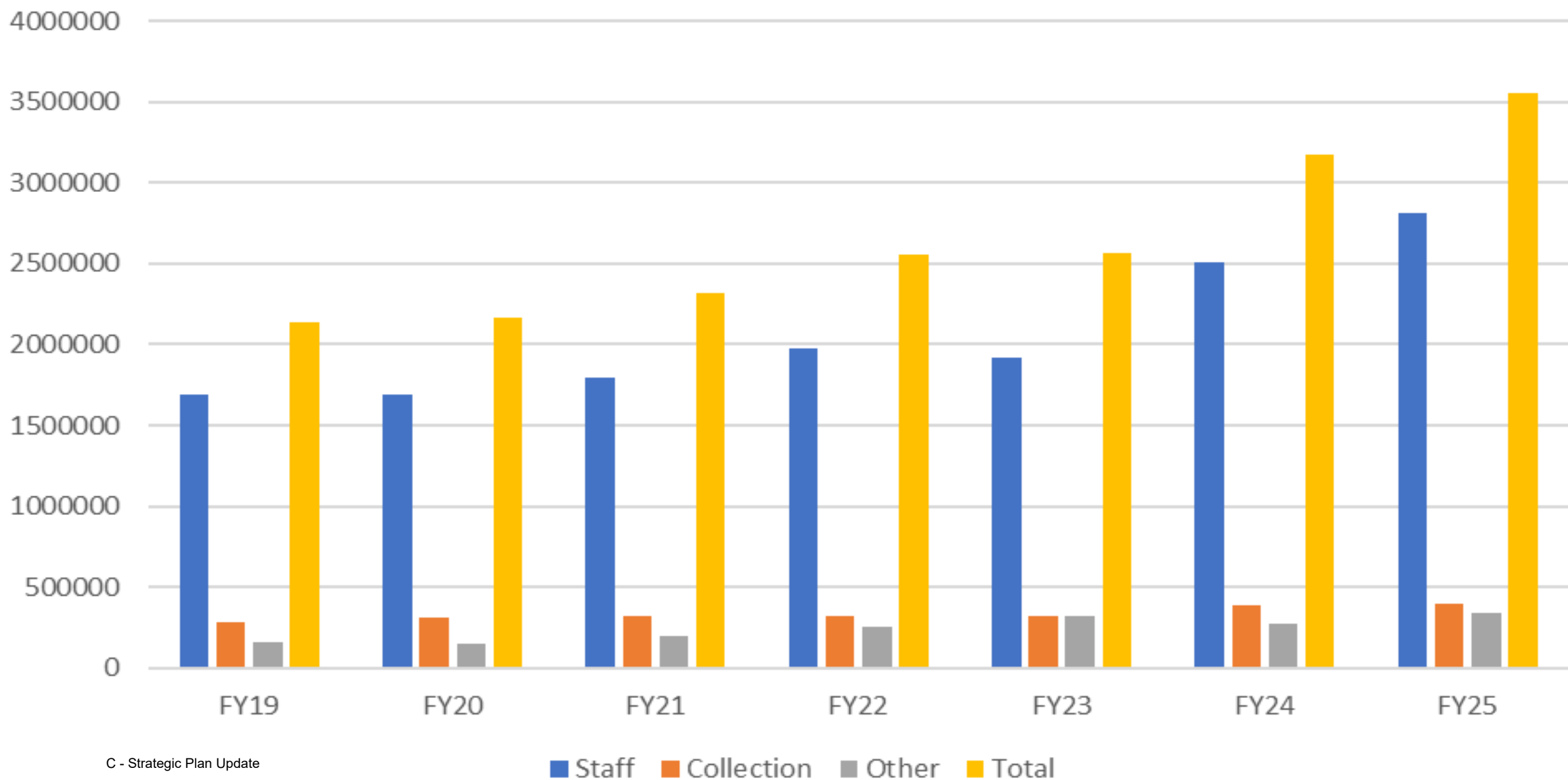


- Robust programming schedule developed including fourth annual Atomicon and a WR Anniversary celebration including an appearance by Hampton Sides
- Hired two new librarians
- Additional resources for digital collections
- Successful team building and professional development for staff through Staff Development Days and attendance at conferences
- Developed a tech help service

# Revenue




# Expenditures



# Working on

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- Determining a model for programming at the WR Branch
- Survey public on technology needs
- Improve technology literacy for staff and patrons
- Community Resources section on our website
- Updating Collection Development guidelines

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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**

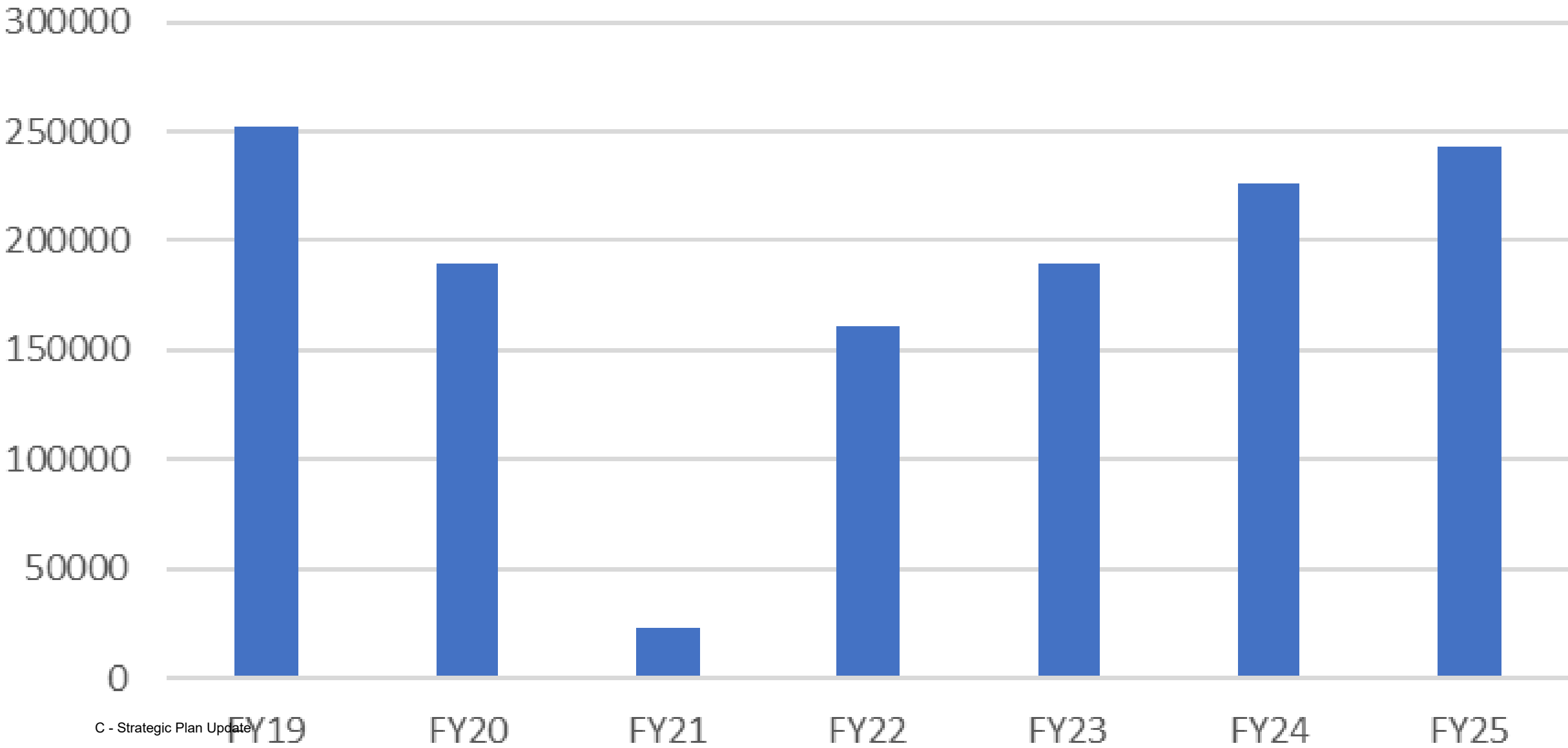
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# Highlights include

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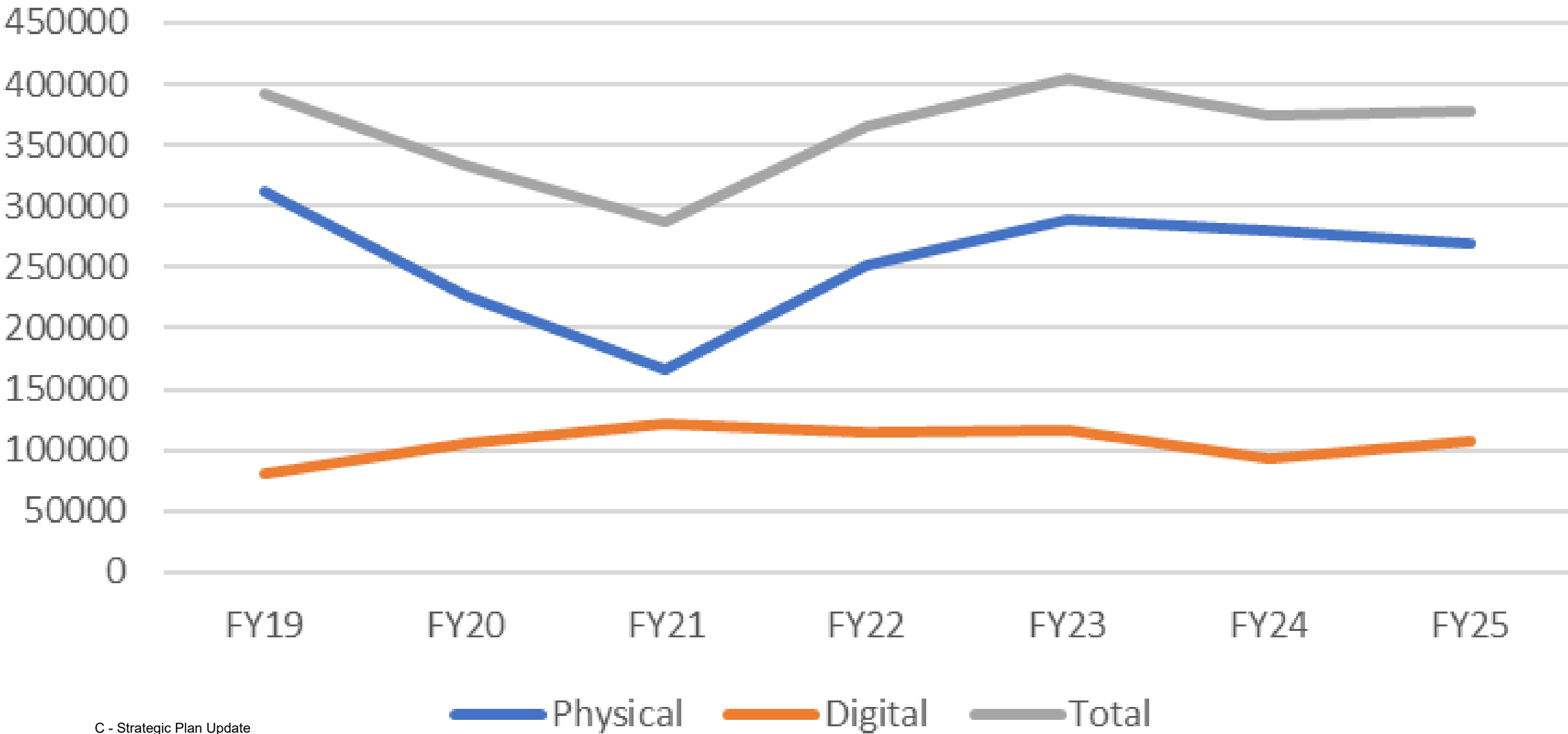
- Sound study for MPL has been completed
- New website launched
- Added GetSetUp, online classes on a variety of topics
- Installed panic buttons at all service desks
- Additional funding for Libby and Hoopla

# Library Visitors

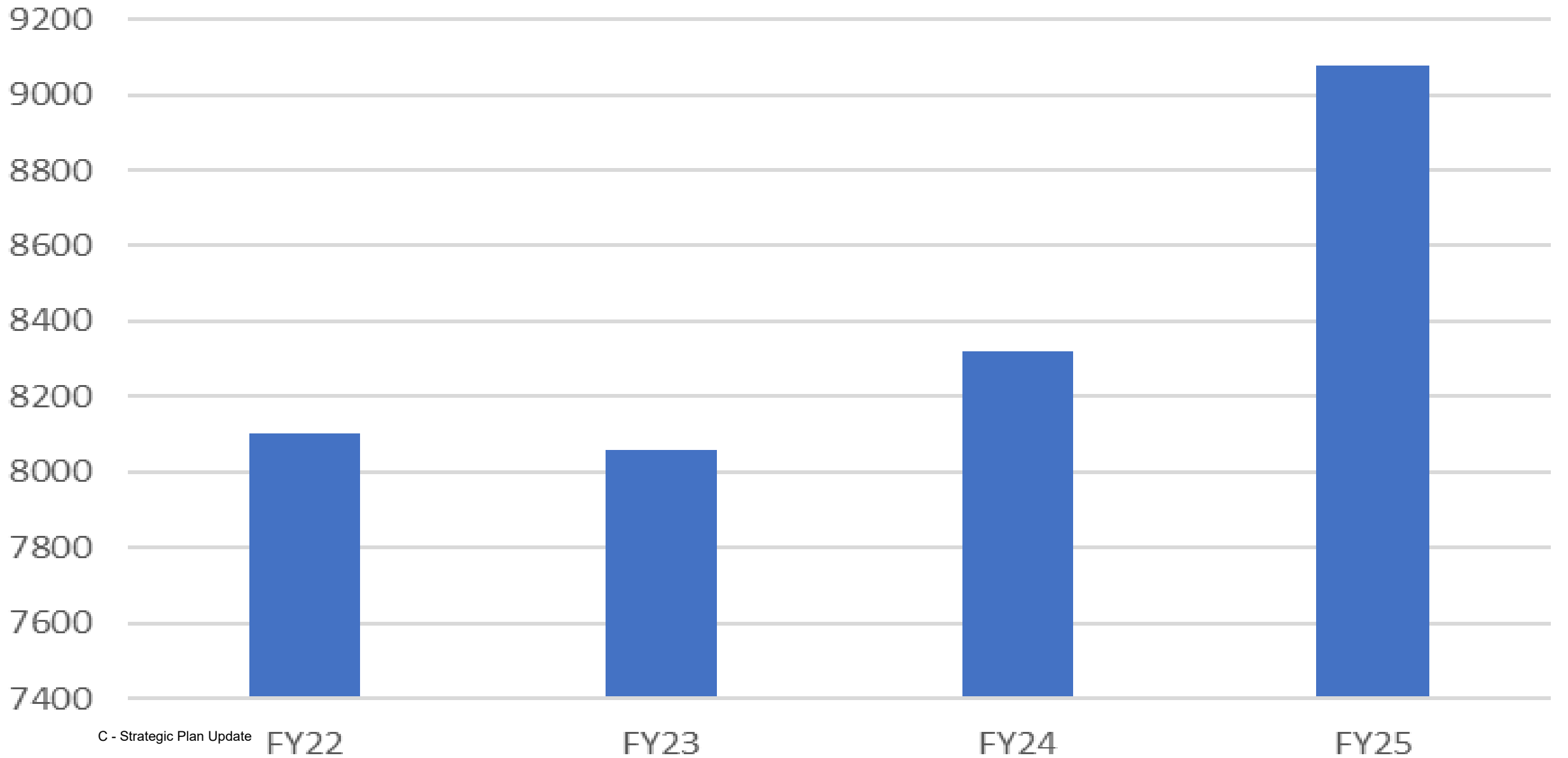




# Circulation



# Reference Questions



# Working on

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- Finalizing design and construction documents for outdoor classroom
- Hold locker for WRBL
- Plan to implement sound study recommendations
- Marketing and training the public on our online services
- Continuously updating website including WCAG 2.2

# Questions

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