

# ILSLEY PUBLIC LIBRARY

BRIDGE PLAN

2023-2027



# INTRODUCTION

In the spring of 2022, the Ilseley Public Library Board adopted a new vision and mission statement. The board had planned on drafting a strategic plan as a next step, but a careful review of best practices in strategic planning revealed that the libraries undertaking significant renovation/expansion projects are not in a good position to undertake such a robust process.

Instead, the board decided to develop a bridge plan, a short-term strategic plan that “bridges” the gap between strategic plan cycles. The intent of this plan is to provide guidance and structure to the library staff during the Ilseley 100 Project, roughly anticipated to cover 2023-2027.

This plan draws on previously collected community feedback, a careful SWOT analysis, and staff input. By identifying four key priority areas, and clear action steps to achieve them, the plan ensures steady progress towards fulfilling the library’s mission throughout the Ilseley 100 Project.

# VISION

We envision a welcoming and vibrant community that inspires individuals to pursue their passions, discover new ideas, connect with others, and engage with civic life.

# MISSION

The Ilsley Public Library system enriches lives and builds community connections by providing engaging and accessible programs, services, resources, and spaces that meet evolving community needs. Library staff invite everyone in to learn, create, and collaborate. The library is a safe and friendly environment where everyone belongs.

# STRATEGIC PRIORITIES

- WELCOMING EVERYONE INTO THE LIBRARY
- CREATING COMMUNITY CONNECTIONS
- CONTINUITY OF SERVICE THROUGHOUT ILSLEY 100 PROJECT
- STAFF WELLBEING AND PROFESSIONAL DEVELOPMENT



# WELCOMING EVERYONE INTO THE LIBRARY

The Ilsley Public Library is for everyone. The library provides a vital service by creating a space where all community members can spend time, free of charge. By inviting everyone in, library staff foster a sense of belonging and inclusion.

## Identified Goals

- Increase outreach efforts and meet with partner organizations to invite underserved groups into the library.
- Diversify library collections and programs so there is something for everyone, and patrons see themselves reflected in the library's offerings.
- Revisit best practices in customer service and library procedures to see if there is more room for flexibility and accommodation.

# CREATING COMMUNITY CONNECTIONS

The Ilsley Public Library brings people together. Library spaces and programs create opportunities for social connection. Individuals gather and build relationships at the library, strengthening our community.

## Identified Goals

- Offer more programs that create opportunities for social gathering among affinity groups.
- Offer more drop-in activities that create opportunities for spontaneous social connections.
- Create a Community Connections Team to strengthen ties between local organizations and to promote use of the Community Meeting Room.

# CONTINUITY OF SERVICE THROUGHOUT ILSLEY 100 PROJECT

The Ilsley Public Library's commitment to serving the Middlebury community will remain steadfast during the Ilsley 100 Project. The library will continue to provide core services in alternative locations during construction. Thinking creatively, preparing far in advance, and communicating clearly will ensure a smooth transition period.

## Identified Goals

- **Create a Moving Team to prepare collections and spaces for the relocation period.**
- **Communicate with the public early and often to manage expectations and prepare for changes in service model.**
- **Develop interim operations plan and cultivate a “can-do” attitude.**

# STAFF WELLBEING AND PROFESSIONAL DEVELOPMENT

The Ilsley Public Library's greatest asset is the staff. Prioritizing health and wellness, and investing in education and career growth, will support the staff during the Ilsley 100 Project. The library will emerge from this transitional period with an energized, engaged, and productive staff.

## Identified Goals

- **Create more teambuilding and bonding opportunities so staff can come together.**
- **Increase communication between the Ilsley 100 Team and the library staff, and ensure staff involvement in the project.**
- **Staff will seek out professional development opportunities and well-being activities that help them prepare for and manage this period of intense change.**

# MEASURING SUCCESS

## Community Feedback

Library staff will solicit community input through surveys, suggestion boxes, and informal conversations.

## Annual Goal Setting and Reviews

Library staff will set specific goals to support the Bridge Plan in their annual reviews. The library director will provide updates on progress related to the Bridge Plan at board meetings and in her own annual review.

## Statistics

Relevant statistics, such as program attendance, use of materials, etc., can be used to assess the success of some goals.