MLD’S MISSION

Meridian Library District supports our community by enriching lives, igniting curiosity, and cultivating connections.

MLD’S VALUES

- Empathy
- Pro-knowledge
- Extraordinary
- Relationships

STRATEGIC GOALS AT A GLANCE

1 | Maintain vibrant collections and resources built around the educational, recreational, and cultural needs of library district patrons.

2 | Create connections in the community with a focus on decreasing barriers to access and increasing inclusion through our services and programs.

3 | Offer physical spaces that are welcoming, set the tone for excellence, and meet the diverse needs of Meridian.

4 | Employ staff that exemplify the values of MLD, create partnerships and embed themselves within the community. Cultivate an environment of excellence, professionalism, and growth.

5 | Provide technology that supports the needs and interests of staff and patrons.

6 | Strive to be responsible stewards of our financial resources.
GOAL 1
Maintain vibrant collections and resources build around the educational, recreational, and cultural needs of library district patrons.

ESTABLISH METHODS TO REGULARLY EVALUATE LIBRARY COLLECTIONS
- Perform a data assessment of current collections to determine use.
- Conduct an assessment of the collection needs of underserved populations.
- Design a strategy for the evaluation and expansion of non-traditional collections such as Culture Kits and Digital Devices.

DEVELOP COLLECTIONS THAT SUPPORT THE EDUCATIONAL NEEDS OF THE COMMUNITY
- Increase and promote collections geared toward traditional educators.
- Increase and promote collections geared toward homeschool families.

PROMOTE OUR COLLECTIONS AND TECHNOLOGY
- Employ marketing strategies to connect collections to patrons.
- Frame the collection as part of the sharing economy.
- Position ourselves as reading recommendation experts.
- Communicate that library collections are instrumental in inspiring and supporting a community of learners.

DEVELOP COLLECTIONS THAT REFLECT OUR DIVERSE COMMUNITY
- Increase and promote bilingual materials.
- Expand special collections geared toward underserved populations.
GOAL 2
Create connections in the community with a focus on decreasing barriers to access and increasing inclusion through our services and programs.

DESIGN AND DELIVER SERVICES THAT SUPPORT LIFELONG LEARNING, AN INFORMED PUBLIC AND ENCOURAGE A LOVE OF READING
- Design, implement and evaluate programs for all ages, abilities, and language needs to be delivered both at the library and in the community.
- Create district-wide initiatives to meet community literacy needs, including support for early literacy, adult literacy, and English Language Learners.
- Increase access to resources and materials outside the library buildings.
- Develop a plan to focus programming and collections based on specific developmental stages of life/learning.
- Create methods to support educators and students through school visits or other collaborations.
- Implement a campaign to share the 5 Early Literacy Practices with caregivers.
- Expand resources and support for community book clubs.

DESIGN, IMPLEMENT AND EVALUATE A COMPREHENSIVE AND VIBRANT VOLUNTEER PROGRAM THAT ENGAGES CITIZENS WITH THE LIBRARY AND WITH EACH OTHER
- Offer skilled volunteer opportunities in order to attract and retain high-impact volunteers of all ages.
- Connect volunteers to each other and the library with possible community-wide projects.
- Develop a committee of volunteer ambassadors in the community who advocate for MLD in person and online.

INITIATE AND MAINTAIN OPPORTUNITIES FOR COMMUNITY PARTNERSHIPS TO DELIVER HIGH QUALITY PROGRAMS AND SERVICES
- Staff seek out opportunities for organizational memberships or community presenters that further promote library programs and services.
- Provide a mechanism for outside organizations to cross-promote their events and services.
- Provide opportunities for community partners to present and/or provide information/activities dedicated to building fiscal resilience and financial literacy.

PROVIDE WAYS FOR RESIDENTS TO CONNECT TO EACH OTHER IN ORDER TO CREATE A STRONG COMMUNITY
- Adjust youth programs to facilitate caregiver interaction.
- Identify and create programs that welcome and support new Meridian residents.
GOAL 2 cont.
Create connections in the community with a focus on decreasing barriers to access and increasing inclusion through our services and programs.

IMPROVE LIBRARY ACCESS FOR CITIZENS BY REDUCING BARRIERS

- Identify opportunities to decrease or eliminate fines for patrons.
- Identify opportunities to increase hours of operation and decrease holiday closures.
- Offer library printed materials in multiple languages.

IDENTIFY OPPORTUNITIES TO INCREASE INCLUSION IN PROGRAMS AND SERVICES.

- Create programs that recognize and celebrate Meridian’s diverse community.
- Identify and create programs to support ELL community members.
GOAL 3

Offer physical spaces that are welcoming, set the tone for excellence, and meet the diverse needs of Meridian.

EXAMINE PHYSICAL SPACES TO ENSURE THEY ARE ACCESSIBLE AND MEET THE DIVERSE NEEDS OF USERS

- Annually review ways to improve ADA accessibility.
- Review library areas and increase comfortable spaces.
- Train staff in methods to greet and connect patrons to the physical spaces.
- Conduct an assessment of large and small conference rooms.
- Update the library's long-range facilities plan.
- Develop a renovation plan for Cherry Lane.

MAKE THE LIBRARY MORE CONVENIENT

- Create holds-pickup parking spots for Cherry Lane.
- Explore financial means to increase service points.
- Pursue opportunities for new locations.
- Create consistent branding experience across locations and across all media.
GOAL 4

Employ staff that exemplify the values of MLD, create partnerships and embed themselves within the community. Cultivate an environment of excellence, professionalism, and growth.

RECRUIT, SUPPORT, AND RETAIN A DIVERSE WORKFORCE

- Identify barriers for diverse applicants in the recruiting and hiring process and make changes to eliminate those barriers.
- Build cultural competencies and train staff on cultural awareness and competencies.
- Identify staff, volunteers, and community partners who can network with diverse individuals and communities.

CREATE NEW POSITIONS TO DEEPEN OUR WORKFORCE PIPELINE

- Create associate librarian positions to deepen career opportunities for paraprofessionals.
- Continue to develop librarian positions to improve MLD’s ability to execute strategic initiatives.
- Continue to refine the Junior Librarian program.
- Create a professional internship program.

RETAIN AND SUPPORT A TALENTED WORKFORCE

- Foster opportunities for professional development for career growth.
- Evaluate and update the tuition assistance program.
- The administration will conduct a listening tour to better understand staff challenges.
GOAL 5
Provide technology that supports the needs and interests of staff and patrons.

IMPROVE MLD'S TECHNOLOGY PROCEDURES AND PROCESSES
- Define equipment replacement procedures and timelines.
- Research and implement computer and print management software options.
- Create cross-location consistency in technology access and experience for patrons and staff.
- Develop a structured staff training program to improve day-to-day technology skills.
- Improve documentation of processes and procedures.
- Create documentation of technology service and software contracts.

IMPLEMENT PROGRAMS AND SERVICES AROUND TECHNOLOGY
- Create technology instruction opportunities for patrons of all ages and skill levels.
- Increase technology-focused job skill programs for patrons.
- Develop emerging tech training for staff.

CONDUCT AN ASSESSMENT AND EVALUATION OF THE LIBRARY'S CURRENT AND FUTURE TECHNOLOGY NEEDS
- Evaluate current status and future needs of public use and public-facing hardware and software.
- Evaluate current status and future needs of staff hardware and software.
- Develop a strategy for the research and implementation of new and emerging technologies.
GOAL 6
Strive to be responsible stewards of our financial resources.

IDENTIFY OPPORTUNITIES TO INCREASE REVENUE STREAMS OUTSIDE OF PROPERTY TAXES
- Create a library foundation and launch a capital campaign to fund new library construction.
- Conduct an analysis of non-tax income, such as grants, sponsorships, etc.
- Expand alternative revenue streams, such as offering birthday party packages and special events.
- Continue to support the Friends of Meridian Library.

CONTINUE TO IMPROVE AND COMMUNICATE STRATEGIES FOR FISCAL ACCOUNTABILITY AND RESPONSIBILITY
- Create a communication plan that shares efficiency of tax dollar spending and focuses on transparency.
- Seek input from stakeholders on budget allocation.