
Jefferson County Library Cooperative

Strategic Plan : Years 2023-2028 Mission & Vision

Who Are We?

The Jefferson County Library Cooperative dba Public Libraries in Jefferson County is a mission-driven, active partnership of libraries leveraging resource sharing, collaboration, innovation, and efficiency to create real impact and deliver best-in-class library service to our communities.

Our Guiding Principles

- We exercise fiscally responsible stewardship and create efficiencies through shared platforms. We champion public libraries and public library service.
- We leverage technology and explore innovation to delivery exceptional experiences to library users. We integrate systems so all libraries have equity in technology.
- We encourage resource sharing and knowledge exchange. We foster the inter-library exchange of ideas and professional expertise.
- We provide professional development, training, and networking opportunities. We are learning organizations and promote initiatives that are staff-driven.
- We support libraries through consulting, professional services, and equitable access to knowledgeable staff.
- We engage all member libraries and recognize their diversity and autonomy.
- We recognize the library cooperative is longstanding and on-going diligence and care is required for its future sustainability.

Principle 1: Finance and Advocacy

We exercise fiscally responsible stewardship and create efficiencies through shared platforms. We champion public libraries and public library service. Sustainability is the result of careful application of resource, active participation in decision-making, and well-defined organizational roles and responsibilities.

Objective 1: Foster active participation in the governance of the cooperative

Objective 2: Reduce operational costs and/or add new services through partnership or contract

Objective 3: Research grant opportunities to fund new initiatives

Objective 4: Evaluate current cooperative membership assessment formulas

Objective 5: Design a marketing plan to promote member libraries and cooperative management services

Objective 6: Explore new funding sources within the county and the region

Principle 2: Innovation and Technology

We leverage technology and explore innovation to deliver exceptional experiences to library users. We integrate systems so all libraries have equity in technology. System integration, acquisition, and on-going support for technologies are critical elements that can affect accessibility for libraries and their users.

Objective 1: Assess cooperative needs for new services and implement relevant technologies

Objective 2: Strengthen cooperative awareness of the features of new and existing products and technologies

Objective 3: Provide training opportunities on new and existing products and technologies

Objective 4: Develop user feedback loops to refine adopted technologies or consider new implementations

Objective 5: Actively participate in product development with vendors

Principle 3: Resource Sharing and Collaboration

We encourage resource sharing and knowledge exchange. We foster the inter-library exchange of ideas and professional expertise. Our libraries and communities benefit with the free exchange of information and knowledge.

Objective 1: Foster a culture of collaboration and community among the library members and their staffs

Objective 2: Explore opportunities to expand and enhance resource sharing and delivery through innovation

Objective 3: Support cooperative collection development across all platforms and media

Objective 4: Expand and refine gathering and analysis of local and cooperative usage data

Objective 5: Investigate opportunities to create a more effective library resources discovery tool

Objective 6: Reaffirm the cooperative principle of *One County . One Card*

Principle 4: Staff Training and Professional Development

We provide professional development, training, and networking opportunities. We are learning organizations and promote initiatives that are staff-driven. A well-informed and highly effective staff across all libraries directly impacts the perception of public library service.

Objective 1: Identify training needs of the cooperative

Objective 2: Strengthen awareness of training opportunities

Objective 3: Support opportunities for sharing expertise in areas and communities of interest

Objective 4: Utilize new and existing partnerships for professional development and networking opportunities

Principle 5: Support Services

We support libraries through consulting, professional services, and equitable access to knowledgeable staff. All libraries have equitable access to professional staff for consultations on existing products and services, and workflow and management challenges that may result in the adoption of new products and services.

Objective 1: Provide libraries with technical and subject matter experts for shared services and technologies

Objective 2: Develop user feedback loops for needs assessment and intervention

Objective 3: Design promotional materials for support services and management services

Principle 6: Member Libraries

We engage all member libraries and recognize their diversity and autonomy. The library cooperative exists to facilitate services and resource sharing that benefit libraries and communities.

Objective 1: Develop data analysis and information reporting on local communities

Objective 2: Foster in-person meetings and events at different libraries to highlight local resources

Objective 3: Design a system for peer-to-peer knowledge exchange between libraries

Principle 7: Organizational Stability

We recognize the cooperative is longstanding and requires on-going diligence and care for its future sustainability. Stability can be promoted through active management and retention of long-term employees.

Objective 1: Preserve 501c3 status for the organization

Objective 2: Develop on-boarding toolkits for new staff

Objective 3: Remain competitive in the marketplace with salaries and benefits for staff

Objective 4: Fund professional development and training opportunities