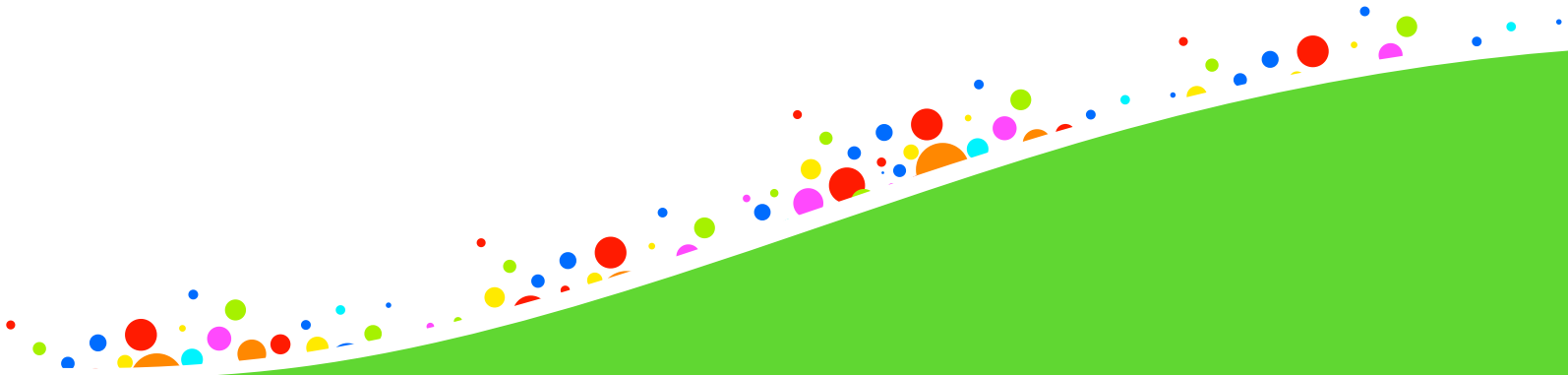
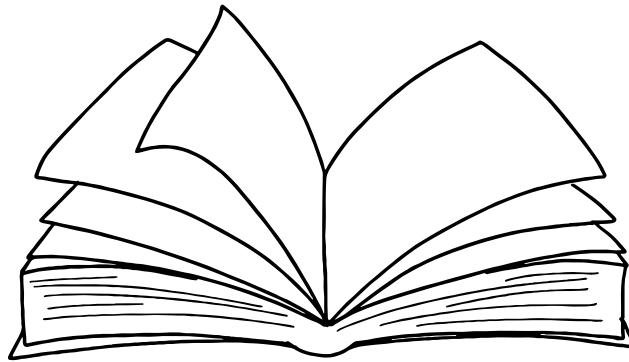




Drake Community Library

Discover • Connect • Learn





Creating a plan to guide any institution as central to a community as a public library is a massive undertaking. This document that we are sharing with you, the Drake Community Library's 2024–2029 strategic plan, is the result of hundreds of people giving of their time, sharing their thoughts, and taking great care to determine how the library can best serve our community. If you are reading this, chances are you had a hand in shaping the strategic plan.

We want to acknowledge and thank everyone who was involved in this wide-ranging process. We welcomed representatives from a diverse group of stakeholders—the Board of Directors, Friends of Drake Community Library, staff, and community members.

What we have articulated in this document are both the needs of our community and how we intend to meet them as well as our aspirations for the long-term goals and future impact of the library. We want to stress that this is a living document to be reviewed annually and adjusted to meet the emerging needs of the library, its patrons, and the community it serves.

As we look forward to the next five years, this strategic plan will be our true north, guiding us through uncertainty and ensuring that we continue to become what our community needs most. Thank you for joining us on this journey.

Sincerely,
Karen Neal, Library Director
Adrienne Hardin, President, Board of Trustees

STAKEHOLDERS



Walker Bell, Staff - Drake Community Library
Amy Blanchard, Friends of Drake Community Library
Rachel Bly, City Council
Lucy Chang, Staff - Drake Community Library
Deloris Cowan, Retired Library Patron
Tina Elfenbein, Library Trustee
Nico Glass, Staff - Drake Community Library
Adrienne Hardin, Library Trustee
Sue Hiner, Staff - Drake Community Library
Tobias Lincoln, Grinnell College Summer Intern
Avery Lindley, Library Trustee
Allison Marsigliano, Library Patron
Grace Morrison, Staff - Drake Community Library
Tang Nance, Staff - Drake Community Library
Karen Neal, Staff - Drake Community Library
Theresa Pagliai, Library Trustee
Dani Perkins, Friends of Drake Community Library
Harold Pierce, Teen Library Patron
Imogen Pierce, Teen Library Patron
Margaret Pierce, Teen Library Patron
Nifer Pierce, Library Patron/Homeschool Parent
Rachel Romero, Staff - Drake Community Library
Veronica Ruse, Staff - Drake Community Library
Michelle Shaffer, Staff - Drake Community Library
Wallis Shephard, Summer Vista Member
Monique Shore, Staff - Drake Community Library
Mallory Snow, Staff - Drake Community Library
Beckett Squier, Teen Library Patron
Melissa Strovers, Grinnell College
Madison Swanson, Staff - Drake Community Library
Darcy Swick, Library Trustee
Shana Yates, Library Patron



The Library's Core Commitments

Vision

We continually evolve to provide access and inclusivity.

Mission

We are a dynamic, inclusive hub that stimulates discovery and strengthens community bonds.



Our Core Values

Collaboration

We value collaboration and new ways of imagining the library.

Community

We value serving as a community hub to gather, engage and discover.

Learning

We value ongoing learning for our staff, volunteers and patrons.

Quality

We value being a helpful knowledgeable, and trustworthy community resource for all.

Respect

We value all human beings, their safety, their space, their individual right to privacy, and their intellectual freedom.

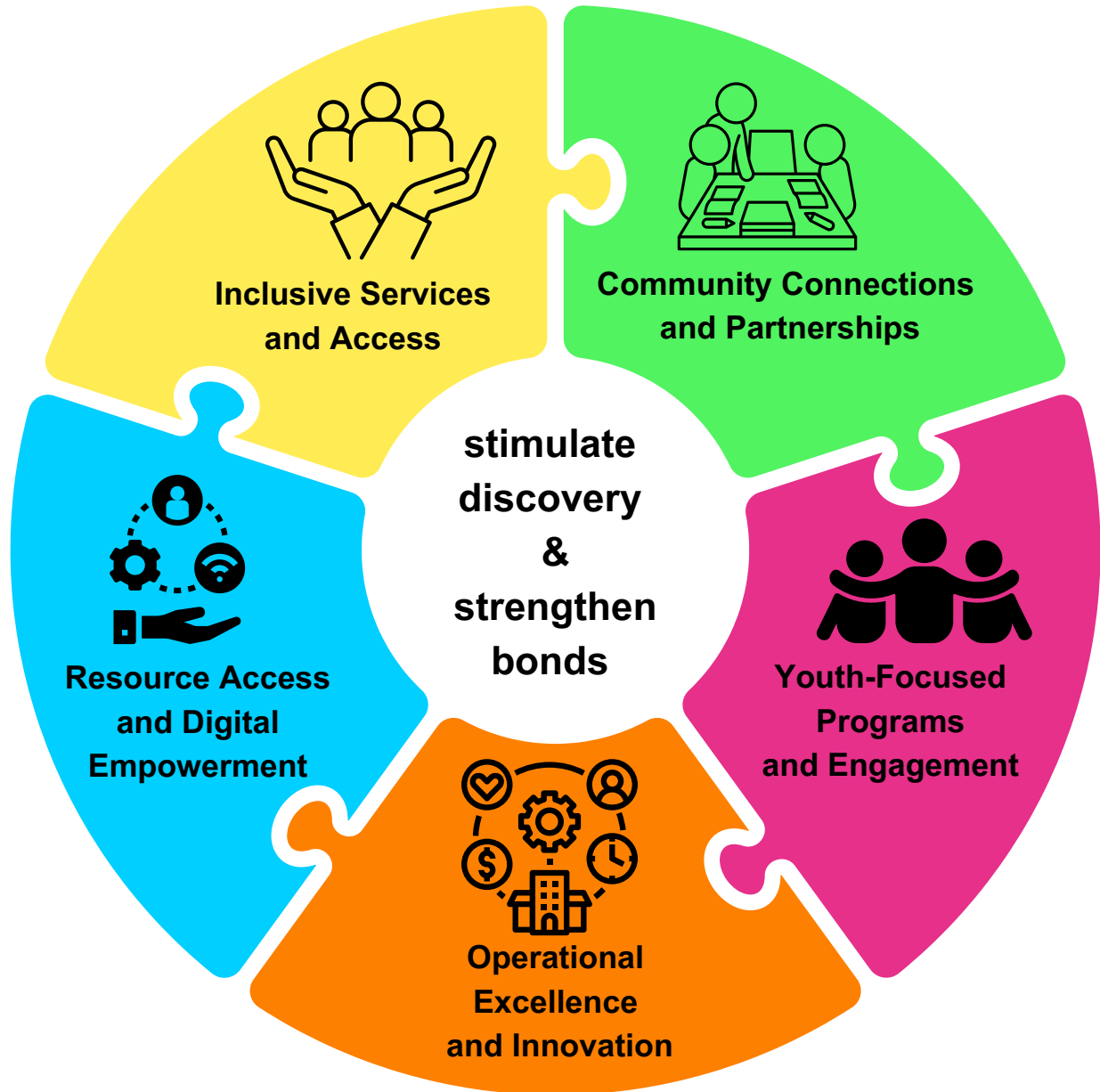
Resources

We value access to information and services for people of all ages, abilities, and means.

Stewardship

We value efficient and effective use of all resources: people, time, assets and funds.

Strategic Focus



The library will focus on five strategic areas over the next five years. Each focus area identifies what the library will accomplish and the intended impact on the library, its patrons and the community it serves. Goals are listed for each focus area.



Inclusive Services and Access

The library is committed to welcoming all members of our community and making sure they are accommodated by our services and their experiences are represented in our collection and programming. We will increase our resources in multiple languages, promote cultural diversity, and improve accessibility for individuals with disabilities.

Accomplishment

The library will continue evolving to become a more inclusive and accessible place that meets the diverse needs of our community. We will enhance our services to reflect the diversity of our community, and implement more accessibility features to ensure all patrons can fully engage with our services and programming.

Impact

The library will be known as a place where every community member feels seen, heard, and valued, and where everyone has equal access to our resources and services.

Goal 1

Enhance the library's collections, services, and programs to reflect and support diversity in our community.

Goal 2

Increase the accessibility of our facilities, services, and resources for individuals with all types of disabilities.



Resource Access and Digital Empowerment

The library is committed to ensuring patrons have access to a broad array of resources and services. Careful consideration and prioritization of funds and resources will ensure the library is meeting the evolving needs of the community. We will routinely assess to what degree our resources and services are aligned with community needs.

Accomplish

The library will enhance digital offerings, seek to balance digital and physical offerings to meet patrons' needs, and implement relevant technology-related services.

Impact

The library will help create an empowered community with improved digital literacy, more access to diverse informational resources, and a better understanding of how to use these resources.

Goal 1

Develop technology-related services to ensure access and relevancy.

Goal 2

Improve digital literacy in the community and promote appropriate use of digital resources.

Goal 3

Enhance the website as an online resource hub to promote awareness and easy access to all resources and services.



Community Connection and Partnerships

The library is committed to establishing and enhancing connections with the community through programming, partnerships, and efforts to address emerging community needs.

Accomplish

By prioritizing community engagement, the library will develop and maintain partnerships and programs that have a strong positive impact on the community, and will continue to serve as a community hub.

Impact

We will be at the center of a stronger, more interconnected community with increased awareness and usage of library services.

Goal 1

Develop strong, productive partnerships with local organizations, institutions, and community groups.

Goal 2

Develop community-based programming for a broad range of age groups and interests.



Operational Excellence and Innovation

The library is committed to internal operations, systems, space, and procedures that build upon its history of high-quality service. This includes aspects like collection development, accessibility of resources, and staff development.

Accomplish

The library will continue to improve its systems and procedures, enhance its spaces and collections, and ensure staff is well-trained and equipped to serve the community.

Impact

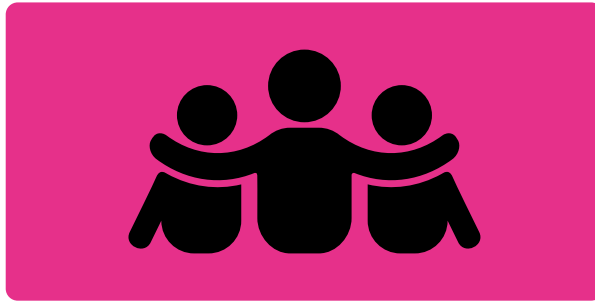
The library can better meet the community's evolving needs.

Goal 1

Respond to changing community needs and meet those evolving needs in the staff training, resources, collections, and programming.

Goal 2

Introduce innovative operations and systems that improve efficiency and patron experience.



Youth-Focused Programs and Engagement

The library is committed to designing and offering a diverse range of programs and activities, with a particular emphasis on engaging and serving the teen demographic.

Accomplish

The library will actively engage with youth and teens, by providing relevant resources, activities, and opportunities that cater specifically to their needs and interests.

Impact

The library will better serve its teen demographic, leading to increased engagement, a broader range of offerings for this age group, and a library experience that better meets their needs in a safe and welcoming place.

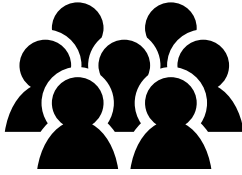
Goal 1

Develop and implement a comprehensive teen programming strategy that caters to the interests and needs of the teen demographic.

Goal 2

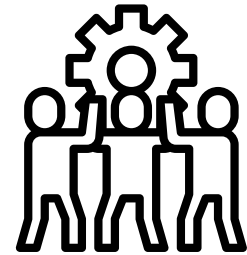
Foster stronger connections with local schools and organizations to promote youth engagement.

PROCESS



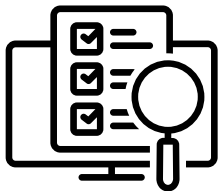
MARCH

Community Building
Systems Learning
Identify Priorities



APRIL TO MAY

Community Building
Establish Core Values
Refine Priorities

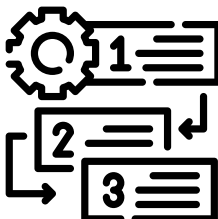


JUNE TO JULY

Gather Community Input
Conduct SOAR Analysis
Develop Mission & Vision Statement

AUGUST TO SEPTEMBER

Finalize Strategic Priorities
Identify Goals
Discuss Community Input



OCTOBER TO DECEMBER

Write and design plan
Plan reviewed by Committee
Plan adopted

