



**MISSION:** To engage our community, connect people to all available resources, and inspire discovery, learning, and growth.

**VISION:** An Inspired, Engaged, and Connected Community.

## Learning & Education

### Goals

- Help prepare children and families for kindergarten.
- Offer technology assistance at each branch.
- Partner with educational communities in Geauga County

### Initiatives

- Youth Services teams will create programs to promote Kindergarten Readiness annually and incorporate skills into existing programs.
- Continue responsive tech assistance for patrons at branches, with an emphasis on the library's e-Resources and finding ways to simplify technology processes for patrons.
- Identify gaps in technology training for the senior population and develop a plan to address needs.
- Support the local school districts in our service area at the administrative, management, and teacher levels.
- Support the local homeschool community by connecting with local homeschool groups and co-ops at branches.
- Marketing to work with Youth Services team to make it easier for homeschool families to find programs and resources on our website.

## Community Engagement

### Goals

- Continue to evaluate and offer outreach services to seniors and underserved populations in Geauga County.
- Advance toward becoming a dementia-inclusive library system.
- Collaborate with local community groups and professional organizations.
- Share Chardon building timeline and project updates with staff and the public monthly.
- Demonstrate the library's impact on the community and stakeholders.

### Initiatives

- Consider interbranch and public communication, promotion, and education of Books by Mail, homebound delivery, working with care facilities, and services to senior centers.
- Outreach and Adult Services teams collaborate on outreach programs at senior centers and other community organizations.
- Create Memory Care Kits for Library of Things and Outreach use.
- Add a collection of memory care materials at each branch.
- Administration and Marketing to consistently promote the library's achievements to stakeholders through monthly newsletter to elected officials and community partners.
- Create meetups for library supporters at the branches. Introduce current topics in libraries (like Essentials) and encourage community building around the library.

## Staff Engagement & Morale

### Goals

- Promote cooperation and fellowship among employees.
- Encourage participation with the Staff Advisory Committee.
- Provide proactive training opportunities for supervisors to enhance the culture of teamwork and respect.

### Initiatives

- Create a training platform to standardize orientation and training for new staff.
- Administration to continue Chats, the Staff Satisfaction Survey, and other initiatives to promote cooperation and fellowship among employees.
- Encourage the Staff Advisory Committee to identify staff needs and assist Administration to improve work conditions systemwide.
- Create a Code of Conduct for organizational expectations for employees to clarify policies around work expectations.
- Encourage information sharing across the system.
- Administration to create and provide training sessions for supervisors to enhance adaptive leadership and supervisory skills.