Fairfax Community Library

Strategic Plan 2020-2025

**Mission**

The mission of the Fairfax Community Library is to serve the citizens of Fairfax, as well as the students, faculty, and staff of Bellows Free Academy-Fairfax in finding knowledge, enrichment, and entertainment through reading and other means of intellectual growth. The library provides materials, reference services, and programs to accomplish these goals.

**Strategic Planning Process**

During 2019, the Fairfax Community Library Board of Trustees surveyed the community and interviewed library staff to gather information that would help the library improve its services and continue its role within the cultural and intellectual life of the community. Trustees then used this information to revise the 2014-2019 Strategic Plan. Through focused meetings, Trustees and community representatives reviewed the survey results and defined key topics to addresses in this 2020-2025 Strategic Plan.

The 2020-2025 Fairfax Community Library Strategic Plan focuses on:

I. Community Engagement

II. Lifelong Literacy and Learning

III. A Welcoming and Safe Learning Environment

Within each main area, basic goals and activities are described.

**Strategic Plan for 2020-2025**

**I. Community Engagement**

The Fairfax Community Library is the hub of learning and social engagement for the community.  As such, it offers resources and activities to create and sustain multigenerational interest in exploring the world of books and ideas, while enjoying learning together through varied media.

Goal #1:  Offer a balance of excellent programs for all.

The FCL develops and implements programs that encourage community engagement in multigenerational activities that support personal and intellectual growth.

Goal #2:  Engage community organizations.

The FCL collaborates with community partners to develop learning activities and social events that foster interaction among community members.

Goal #3:  Promote library use.

The FCL promotes library services through a variety of digital and non-digital media and methods that reach all community members, from small children to senior citizens.

**II. Lifelong Literacy and Learning**

The Fairfax Community Library is a center for lifelong learning and discovery. Its programs and resources offer diverse viewpoints that enrich knowledge, stimulate the imagination, and respect individual learning styles and needs.

Goal  #1:  Support early literacy.

* Cultivate attitudes and skills that help young children (birth-

Grade 2) develop a foundation for becoming able, engaged readers and learners.

* Help parents support early literacy development.
* Reach out to early childhood programs and homes to welcome birth thru grade two children and parents to library programs that support early literacy.

Goal #2:  Encourage lifelong learning.

* Offer diverse, age-appropriate programs for children, young adults, adults, and families.
* Strive to increase participation in programs.
* Provide materials that support a variety of interests and learning opportunities.

Goal #3:  Develop digital literacy competence.

* Support the staff’s technological learning through continued education, so that they have the skills to assist patrons.
* Provide information and programs that address the current technology needs of patrons, including how to locate and evaluate digital information and verify the accuracy of sources.
* Continuously update the library’s technology equipment and materials.

**III. Welcoming and Safe Learning Environment**

Fairfax Community Library patrons will continue to have welcoming physical and virtual spaces to meet and interact with others.

Goal #1:  Physical Environment

* Maximize the efficient use of available space.
* Create settings for individuals and varied group sizes.
* Work with the school to address future space needs and to upgrade furniture as needed.
* Collaborate with the school to assure that the library is a safe place for students and patrons.  Library staff will

1. attend all safety trainings required of school staff;
2. follow school safety policies when school is in session; and
3. follow safety and emergency procedures outlined in *FCL Employee Emergency and Safety Procedures* handbook when the library is open after school hours.

* Follow Vermont state guidelines that address community health and well being, as advised by the Vermont State Department of Libraries. \*

Goal #2:  Digital Environment

The Fairfax Community Library will offer patrons digital resources that expand access and interaction with information and serve to enhance our collections.

* Strive to assure equitable access to the library’s digital equipment and resources.
* Follow best practices\* for the selection and application of digital tools that are current and safe for a variety of age groups.
* Establish transparent privacy policies and information about its digital services.

Approved by Trustees

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*\*This document was created during the 2020 COVID pandemic.*