

STRATEGIC PLAN

CIDL

CLARKSTON INDEPENDENCE
DISTRICT LIBRARY

Innovate. Enrich. Educate.

**2025 -
2027**

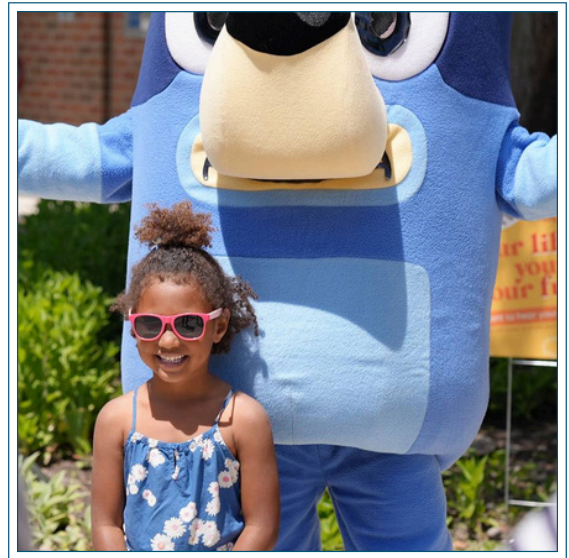


TABLE OF CONTENTS

| | |
|-----------------------------|-----------|
| Introduction | 4 |
| Process Timeline | 5 |
| Vision and Mission | 6 |
| Strategic Directions | 7 |
| Next Steps | 10 |



INTRODUCTION

Clarkston Independence District Library (CIDL) is a lifelong resource for its community. The Library's dedicated staff, engaged patrons, and vital services create a welcoming and comfortable community space. To align its resources with the emerging priorities of the community, the Library has undergone a comprehensive strategic planning process with feedback from the community and stakeholders. By implementing a new strategic plan, CIDL will renew its commitment to:

- Connecting through local partnerships and expanded collaborations with the community,
- Optimizing library spaces and enhancing communications,
- Providing a wide variety of library services and collections to nurture learning and inclusion, and
- Cultivating staff growth and development to equip the organization for positive interactions with community members.

CIDL initiated a strategic planning process starting in early 2024. [Fast Forward Libraries LLC](#) was engaged in February 2024 to facilitate the planning process in three phases: Learn, Dream, Do. The Learn phase entailed gathering community feedback through surveys and interviews. Input was also gathered from Board and staff members. In the Dream phase, the Board and staff held retreat sessions to discuss possible future pathways for the Library. This document includes the strategic directions and goals that will guide CIDL through the Do phase, as the Library executes its vision for the future.

PROCESS TIMELINE

February 2024 - February 2025

The Planning Team spent months learning about community needs and developing strategies to advance the Library's mission over the next five years.



VISION

Innovate. Enrich. Educate.

MISSION

We inspire our community to pursue lifelong learning through innovation, enrichment, and education for all.



STRATEGIC DIRECTION 1

We Are a Community Collaborator

Our library belongs to the community. We provide services and spaces that meet people where they are, both within the library and through outreach in the community. We collaborate with local partners and provide a variety of communications that raise awareness of what the library offers.

Goals

1.1 Strengthen our presence within the community through partnerships and outreach

1.2 Expand library spaces to better serve the community and establish the library as a community hub

1.3 Enhance library communications to increase engagement within the community

Potential Outcomes

- The library is a go-to partner for community organizations
- The community considers the library to be a community hub that meets a wide variety of needs
- Community members are more aware of what the library offers
- Increase in new users

STRATEGIC DIRECTION 2

We Are a Go-To Place for Learning and Resources

We offer programs and collections that meet diverse interests while nurturing learning and enjoyment. Our community has access to technology that provides opportunities to meet basic needs and increase technology skills.

Goals

2.1 Provide robust and responsive programming across age groups and diverse audiences

2.2 Improve access to a variety of inclusive collections and services to meet community needs

2.3 Inspire digital literacy for our community through exploration of innovative technology

Potential Outcomes

- Increase in program attendance
- Increase in circulation
- Patrons report satisfaction with collections
- Community members feel more confident using new technology

STRATEGIC DIRECTION 3

We Are a Vital Organization

Library staff members are essential to the success of our organization. We aim to support growth and connection while ensuring the community has positive interactions with our staff.

Goals

3.1 Ensure that staff feel supported and well-informed through open and continuous communication

3.2 Prioritize training and development that directly leads to positive staff and patron experiences

Potential Outcomes

- Staff indicate they feel empowered and connected
- High staff retention
- Staff feel confident in their roles
- Patron satisfaction with customer service

NEXT STEPS

Now that the strategic plan has been adopted by the Clarkston Independence District Library Board, the staff will develop an activity plan to guide implementation. Implementation is a continual process. The timing of certain activities will be determined by priority and influenced by various factors, such as funding and other resource allocation. Review and adjustment of the activity plan will happen on a regular basis.

Evaluation of progress towards the goals will be ongoing once the plan implementation is underway. The status of activities and progress towards goals will be reported regularly to Trustees and stakeholders.

