



Moose Jaw Public Library



Strategic Plan 2023-2025

www.moosejawlibrary.ca

Moose Jaw Public Library Strategic Plan 2023-2025

Table of Contents

3 Mission & Vision

4 Beliefs

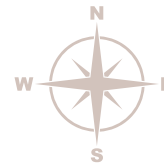
5 Core Values

6 Goals

7 Priorities & Strategies

9 Contact Information





Mission

Moose Jaw Public Library connects people, ideas and multiple ways of knowing by providing a safe, inclusive and welcoming space for all. We are a learning organization striving to provide equitable access to a diverse collection of resources and programs, support intellectual freedom, and nurture a sense of belonging for all.



Vision

A vibrant community center of discovery and learning for life.



Beliefs

Libraries make communities better by acting as centres to connect people with each other and with information, art and history. We believe that knowledge increases our wellbeing, provides opportunities, improves literacy and allows for the creation of new ideas.

These beliefs inform all of our work:

Intellectual Freedom We support, defend and promote intellectual freedom. We endorse the Canadian Federation of Library Association's Statement on Intellectual Freedom and Libraries which can be found [here](#).

Accessibility We work to make information available to all. We work to reduce barriers (physical, economic, and conceptual) that inhibit access to information and we uphold the right for individuals to access information and ideas without fear of reprisal.

Learning & Memory We are dedicated to collecting resources and information for the purposes of generating learning opportunities and stewarding cultural memory in our community.

Intellectual
Freedom



Accessibility

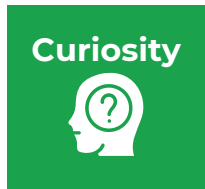


Learning &
Memory





Core Values



Curiosity We are focused on promoting learning and fostering curiosity in our community by providing access to ideas and connection to others, potentially creating a transformative impact on the people we serve.

Belonging The library values and promotes a sense of belonging for the community and staff, allowing people to self-identify and find their way, through our service. The library strives to be community-led and upholds principles of respect, dignity, and equity. Acknowledging past barriers to service, the library aims to include stories and perspectives from Indigenous, Black, and equity-seeking populations to create an inclusive environment for all.

Connection We are interrelated in our community and acknowledge the importance of relationships, collaboration, community and partnership. We connect people to resources and information by providing access to resources, the internet and each other. Our space is a place where our community can build connections with each other.

Care We are stewards of intellectual freedom, accessibility and learning in our community. We carry this responsibility with awareness and consideration or more simply put - care. We are solution focused and intentional in the creation of our service, our approach with patrons and our colleagues.



Goals

Goal 1

Establish the library as a community hub and meeting place, attracting and serving the full diversity of people in our community. Embrace people with different perspectives, encourage respectful dialog, and generate a 'buzz' in the community about our programs and services.

Goal 2

Complete planned and budgeted for equipment replacement as part of a clear overall Library Facility Plan to make the space more usable and inviting.

Goal 3

Highlight the work of the library and our team locally, provincially, and nationally. Generate pride in and value around the library in our community.

Goal 4

Manage the challenges of social issues such as homelessness and substance disorder, in ways that are healthy for all and seen as an example of effective practice.

Goal 5

Build a strong, diverse staff team who are trained, prepared and compensated to work effectively for our community.

Goal 6

Strengthen and build on our community partnership and build our visibility in the community such that the library is seen as an essential organization in the city.

Priorities & Strategies

Supporting Belonging

- Create positive experiences with the library
- Encourage autonomy over space use
- Commit to diversity, equity and inclusion

Improving Safety for All

- Increase hours of Commissionaires
- Work with peer arts groups & social service organizations to create shared solutions
- Provide ongoing training and tools for library staff and regularly discuss progress & concerns

Enhancing our Programming

- Create diverse programming for a wide range of patrons
- Provide off site programming to reach people who can't or don't access the library

Effectively Using Space

- Access space planning expertise & create an overall facility plan to address priorities
- Improve usability of collection space by re-arranging and rightsizing collection
- Improve security of and access to digital assets

Improving Internal Communications & Working Environment

- Create an inquisitive working environment
- Infuse more fun & learning in our work environment
- De-silo management & promote cross-departmental engagement

Developing & Supporting Staff

- Set up staff members for success
- Assess and realign staff roles & compensation

Priorities & Strategies

Promoting & Protecting Intellectual Freedom

- Promote learning and use of critical thinking skills & the principles of intellectual freedom
- Engage staff & board members in discussion of intellectual freedom and their role in supporting it
- Revisit collection policy with Palliser to reflect the changing ways that information is engaged
- Connect to national and international discussions around intellectual freedom

Improving Visibility & Reach in the Community

- Develop our marketing & promotions and use technology to increase visibility
- Improve our use of the library team as ambassadors
- Establish an annual campaign to boost awareness of and support for the library
- Nominate the organisation and team members to receive recognition
- Identify key community leaders & decision-makers and meet with them annually

Generating Resources

- Launch an annual funding campaign to encourage donations to the library
- Make giving opportunities easy and obvious
- Investigate and pursue foundation support and special campaigns for capital projects and programming
- Improve Board function, recruitment & engagement

"Libraries store the energy that fuels the imagination. They open up windows to the world and inspire us to explore and achieve, and contribute to improving our quality of life."
~ Sidney Sheldon



Connect With Us!

306-692-2787



ask@moosejawlibrary.ca



www.moosejawlibrary.ca



You Belong Here