

# Annual Library Service Plan – FY2018-19

## Hermiston Public Library

### Library Vision for the Future:

The City of Hermiston has the following Vision Statement: - *The City of Hermiston aspires to support an excellent community. We strive to provide courageous leadership to create an inclusive community while providing an affordable, livable and growing economy.*

As a Library I see the following as our more specific Vision.

Hermiston is a growing community which the library needs to grow with. The basement needs to be used to expand the collection, and hours need to expand without losing programming. We also seek to provide good quality access to e-sources.

1. **Goal:** Early Childhood Program: Focused on early childhood literacy that gets children ready to learn

Needs addressing: This is a community need that continues as long as children are born.

Priority(ies):

Year 1 activities – Review the Every Child Ready to Read program and identify shortcomings in our program. Assess the value of desired changes and develop a plan to fill deficiencies.

Year 2 activities – Develop a survey system to learn from our customers how we are doing.

Year 3 and beyond activities – Continue evaluating and adjusting.

2. **Goal:** . Training Program: Focused on identifying and providing specific training needed by staff, board and volunteers that will strengthen skills, services, and programs.

Needs addressing: Library staff have good general education backgrounds, however, their training on specific library work is limited.

Priority(ies):

Year 1 activities – Each staff member has been asked to identify and engage in on line Library training each quarter as part of their annual evaluation.

Year 2 activities – Based on previous years experience each staff member will evaluate and identify trainings related to their specific tasks and library work in general.

Year 3 and beyond activities – Continue training and evaluating.

3. **Goal:** Community Relations Program: Focused on establishing the library as a vital presence in the community.

Needs addressing: We will complete a community based long rang plan in the coming months, this will guide us in our efforts of this nature.

Priority(ies):

Year 1 activities – Develop a detailed list of all community partners, use that to assist in communication and sponsorship opportunities.

Year 2 activities – Continue growing and developing relationships in the community.

Year 3 and beyond activities