

# STRATEGIC PLAN OVERVIEW

2021 - 2023

## MISSION

We cultivate curiosity by creating wonder.

## VISION

Communities united through shared exploration and understanding.

Evansville Vanderburgh  
Public Library

200 SE Martin Luther King Jr. Blvd  
Evansville, Indiana 47713

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[evpl.org](http://evpl.org)

EVPL STRIVES TO BY YOUR PLACE FOR  
**LEARNING, CONNECTING,  
FUN, & BEING YOU.**

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## OUR **LEARNING** OBJECTIVES

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Provide training and growth opportunities for all staff, including in-service learning days, webinars, conferences, coaching, etc., leading to expert and knowledgeable staff.

Explore multiple communication channels that engage and inform our staff and community about learning opportunities.

Create learning opportunities that result in an improved quality of life and/or increased skills in the Evansville community.

Increase digital literacies.

Learn from and listen to staff to improve operational efficiency and effectiveness.

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## OUR **CONNECTING** OBJECTIVES

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Integrate new technologies into customer experiences and into library spaces.

Re-evaluate locations, buildings, and spaces through a Master Facilities Plan that takes into consideration shifts in community demographics.

Adapt interiors to meet community needs, including spaces which promote and allow for social connection and collaboration.

Provide programs that encourage and support building communities.

Increase reach in the community through services, outreach, relationships, and being in new spaces and places.

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## OUR **FUN** OBJECTIVES

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Design spaces that are fun and inspire creativity.

Encourage curiosity and play for all ages through resources and experiences.

Plan programs that reflect the community's interests and enjoyment.

Implement staff experiences that increase employee satisfaction.

Create and find wonder and excitement daily.

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## OUR **BEING YOU** OBJECTIVES

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Ensure that collections and programs are reflective of multiple life experiences, beliefs, and the interests of our communities.

Recruit high quality, diverse staff that enhance workplace culture.

Continually assess and improve accessibility, whether in physical or digital environments.

Provide customer experiences that are personalized when needed, but are always friendly and welcoming to all.

Listen and respond to changing customer needs, being open to new ideas.



# OUR 2021 PRIORITIES

THESE PRIORITIES INCLUDE ACTION PLAN STEPS FOR 2021 AND STEPS THAT WILL BEGIN IN 2021 AND CONTINUE IN FUTURE YEARS.

## LEARNING

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Retitle roles so that they are easier to understand and more reflective of the work.

Partner with outside organizations and agencies to help job seekers increase skills or find jobs.

Assess current reach of communication channels and marketing efforts.

Expand eAccess program to more grades and schools

Complete makerCentral and provide instructional sessions on the tools available.

Develop and implement culture of mentoring/coaching, including new trainings for all supervisors/managers.

Create an online resource sharing list/tool for community services and information.

## CONNECTING

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Ensure that staffing models that support programming.

Assess where EVPL locations are within in the county to ensure that locations are properly placed.

Evaluate spaces within locations and update as needed.

Increase adult and teen programs that build communities around interests or hobbies.

Research technologies that could help citizens access the internet, including feasibility studies of offerings.

Utilize technology more to unite staff and locations across the system.

Extend wifi reach and coverage.

Grow outreach services utilizing new vehicles.

Research and investigate other lending models and ways to be in other spaces - kiosks, lockers, vending machine model

Create building and/or renovation plan for EVPL locations.

## FUN

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Create and find wonder and excitement daily.

Attempt to involve the public in space design and redesign efforts.

## BEING YOU

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Look at new and different employee benefits to expand upon what is currently offered. Additionally, evaluate health options/allowance for part-time staff.

Create a Library of Things.

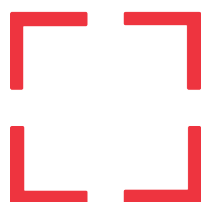
Assess whether materials are easily findable by customers

increase bias training at all levels, including within the hiring process.

Revise/re-evaluate Collection Development Policy and procedures to be aligned with EDISJ+, when possible across all formats.

Expand Book Bundles, Activity Bundles, and Take & Makes to be regular EVPL services

Investigate adding EDISJ+ work to a role description and or hire a specific person to that role.



**EVANSVILLE  
VANDERBURGH  
PUBLIC LIBRARY**