



## Muncie Public Library Strategic Goals 2022-2025

**Goal 1:** The Muncie Public Library will empower community residents with the information they need to promote civic participation, social responsibility, and lifelong learning.

### Action Steps:

- a. Provide a neutral, safe space conducive to constructive engagement and public discourse where people work together to solve public problems.
- b. Offer programming and educational opportunities that are informative, creative, and relevant to the needs and interests of all age groups in the community.

**Goal 2:** The Library will enable the creation of original content through the provision of digital tools and innovative computer applications to develop technology skills and build the confidence of library customers.

### Action Steps:

- a. Use web-based applications to enable staff and library customers to create, store, and publish original content
- b. Digitize local historical and genealogical resources providing access and long-term storage of fragile print and unique historical records
- c. Provide assistance and training in current technology for adults and youth library customers
- d. Expand youth access to learning opportunities through partnerships with youth serving organizations such as Motivate Our Minds, Inc., the Youth Opportunity Center, and BSU's Burris Laboratory School through MPL's premier online READ catalog

**Goal 3:** The Library will secure learning resources to benefit families, adults, and children in the development of multiple literacies, particularly basic reading skill development in preschool and elementary-age children, and technology literacy for seniors.

### Action Steps:

- a. Deepen collaboration with literacy partners to expand and strengthen literacy efforts through a collaborative network of literacy programs
- b. Maintain community-wide Summer Reading Programming that emphasizes community-based literacy advocacy

- c. Investigate opportunities to improve technology literacy among adults seeking to help with city-wide literacy and reading initiative

**Goal 4: Facilities.** The Library will maintain and enhance facilities. The Library will promote MPL as a safe and welcoming environment conducive to active and quiet learning, leisure reading, and social interaction.

**Action Steps:**

- a. Pursue local, state, and national funding to enhance library facilities to reflect current trends and best use of public and staff space
- b. Extend wireless networks to library property including the garden and green spaces
- c. Evaluate, integrate, and expand the library security system in all five buildings
- d. Plan with Trustees and community partners to design multifunctional public space within the libraries
- e. Redesign and create additional staff break areas in library buildings

**Goal 5: Personnel.** Develop work environments and organizational structures that encourage staff input and creativity to enhance overall effectiveness of the library.

**Action Steps:**

- a. Work with MPL Board of Trustees and hired consultants to refresh the organizational chart to reflect innovative workplace connections and remote work options for key management and positions
- b. Promote the development of employees through participation in professional training and skills training opportunities in all formats
- c. Encourage library advocacy through active staff participation in the Indiana Library Federation, the American Library Association, the Friends of MPL, and professional organizations that support the missions of public literacy and public education
- d. Motivate and encourage managers and supervisors to reward outstanding work performance in creative ways including plaques, certificates, gift cards, etc.