

Six Mile Regional Library District Strategic Plan

Adopted April 9, 2013 at the regular monthly Board of Trustees meeting
Updated March 10, 2015; October 11, 2016

Establishment Purpose

To provide local public institutions of general education for citizens of Illinois...The library shall be forever for the use of residents and taxpayers of the district in which it is located...to render the use of the library of the greatest benefit to the greatest number of those residents and taxpayers.¹

Organization

A seven-member elected board of trustees governs the library district. The board sets policies and the budget and hires a director to fulfill the rules and regulations of the library district board within the parameters of the approved budget.

Mission

The Library makes a significant difference in the everyday lives of the people, institutions, and communities of Granite City, Mitchell, and Pontoon Beach by listening, understanding, and then transforming needs into proactive library services.

Vision

The libraries are vital, vibrant places where people gather to strengthen their minds, their abilities, and their community.

Values

◆ Community ◆ Access ◆ Integrity ◆ Compassion ◆ Inclusion ◆ Quality ◆ Service ◆

Focus Areas

Local Vitality, History, and Talent
Education, Information, and Instruction

¹ 75 ILCS 16/1-10

(<http://www.ilga.gov/legislation/ilcs/ilcs4.asp?DocName=007500160HArt.+1&ActID=993&ChapterID=16&SeqStart=100000&SeqEnd=1300000>)

Stakeholders

Stakeholders include people and groups invested in and influencing goals and activities of SMRLD.

Communities

Granite City
 Mitchell
 Pontoon Beach
 Other unincorporated areas

Community Members

The people who live in our district service boundaries and their neighborhoods

Local Organizations

Granite City School District
 Granite City Park District
 Southwestern Illinois College (SWIC)
 Southwestern Madison County Chamber of Commerce
 Incorporated city & village municipalities (City of Granite City, Village of Pontoon Beach)
 Non-profit organizations
 Businesses

Neighboring Communities

Madison	Edwardsville	Glen Carbon
Venice	Hartford	Collinsville

SMRLD Board of Trustees

Governing authority for the library district; elected by the general population, the board hires an executive director to carry out the policies of the board.

SMRLD Staff

Hired by the executive director, the staff is responsible for the day-to-day activities of the library. Staff ensures that the community experiences excellent service.

Friends of the Library

Community members who are interested in and supportive of the library district.

Illinois Library Community

- Illinois Heartland Library System coordinates the shared automated catalog as well as delivery of library materials between Illinois libraries.
- The Illinois State Library coordinates grants, annual reports, educational opportunities, and issues of importance to libraries on a statewide basis.
- The Illinois Library Association provides information on legal issues of import to libraries. ILA also provides several publications that impact library services:
 - *Serving Our Public 3.0: Standards for Illinois Public Libraries, 2014*
 - *Illinois Library Laws and Rules in Effect April 2015*
 - *Financial Manual for Illinois Public Libraries*

Community Conversations 2016

Summary

- During May 2016, three community conversation opportunities were sponsored by the Library District. The first took place at the Marvin Ribbing Community Center in Pontoon Beach, the second at Southwestern Illinois College Granite City Campus, and the third at the downtown library on Delmar Avenue. Approximately 15 – 20 people participated at these conversations.
- Community Conversations were also held at a Granite City Rotary meeting and a Business Foundry² meeting. Approximately 38 people participated in these conversations.
- Additional community conversations were held at a regular SMRLD board meeting and during SMRLD staff training.
- Finally, day-to-day interactions between staff and the public contributed to the overall public knowledge.
- The 2015 City of Granite City Economic Development Strategic Action Plan was also consulted for guidance; we were unable to locate a strategic plan for Pontoon Beach.

Public Knowledge –

No matter how diverse the participants, facilitators heard many common themes.

Safe communities

- ♦ Participants want to live in a safe community where residents exhibit individual accountability and pride and connect to their neighbors for a greater good.
- ♦ Need more extracurricular activity available; more amenities. Keep youth from being bored.
- ♦ Combat the perception of Granite City as a city of crime and violence – it's not true.

Community Pride

- ♦ Participants were frustrated by a lack of a cohesive source for community information.
- ♦ Lack of knowledge of the history of our area.
- ♦ They desire a clean community (no trash on streets or in yards), including access to attractive public trash cans.
- ♦ Need a welcome package to new residents – include information on what's available as well as expectations.
- ♦ Get the mindset of people who live here to be proud of our community and knowledgeable of all it offers.
- ♦ Encourage neighborhood block parties; neighborhood get-togethers; neighborhood identity.

² Founded on December 1, 2014, the Granite City Business Foundry's "mission is to establish a vibrant, robust economy for business within the Granite City community by linking municipal, entrepreneurial, and community goals, objectives, and ideas – thus becoming the glue between the sturdy resources and building blocks that make this city great." The Business Foundry hosts a weekly business networking event on Thursday mornings.

Resident Economic Well-Being

- ♦ Participants are concerned about the economic well-being of residents and businesses.
- ♦ 70% of students in GCSD#9 are in free or reduced lunch program.
- ♦ Need more diversity in employers; need to be more than a steel town.

Code Enforcement

- ♦ There was a general feeling of a lack of code enforcement in the city of Granite City. Concern centered mostly on property maintenance and vacant homes and buildings.
- ♦ Feeling that there are not enough appropriate city workers to enforce codes.
- ♦ 63% of residential properties are rentals in Granite City, many with absent landlords. 30% of properties are foreclosures in Granite City. There is frustration by landlords and homeowners regarding a perceived lack of property maintenance.
- ♦ Concern over the amount of property owned by people/groups who do not live here.
- ♦ Somehow show people how to make things happen.

This strategic plan is meant to be a living document that informs and provides direction. Every program, service, opportunity, and effort is determined by how it advances the district in meeting goals and objectives as outlined in the plan. The plan also provides guidance in assigning budgetary expenditures. This plan will continue to be re-assessed and adjusted as societal changes influence community needs.

Strategic Plan of Goals and Objectives

Expectations

- We are a community-centered organization
- Our focus is on continuous improvement
- We seek to identify and implement added value for our stakeholders
- We actively reinvent the library's role to meet community needs
- We communicate widely and broadly
- We remain agile in order to address new needs as they arise
- We prepare for the future

Assessment

- Document results through monthly reporting structures
- Highlight outcomes along with outputs
- Document and analyze use of library collections, services and programs

Leadership

Goal A: The community benefits from the presence of the library

Objective 1: Turn outward

Strategies

- Solicit input from individuals and groups
- Understand our community
- Create conditions for change and sustainability
- Determine pathways of possibility
- Encourage civility
- Cultivate community awareness and involvement
- Collect community stories

Objective 2: Provide adequate spaces to be a gathering place

Strategies

- Determine physical facility needs to match community needs
- Consider placemaking³ as public spaces are investigated
- Investigate property availability in the geographic center of the service area
- Nurture a dynamic, inviting, and purposeful virtual presence
- Ensure easy access to library spaces and resources

³ Designing spaces for people, not just books and computers; focus on the social and cultural importance of a lively library. Placemaking is both a process and a philosophy centered on observing, listening to, and asking questions of the people who live, work, and play in a particular space in order to understand their needs and aspirations for that space and for their community as a whole. Function always trumps form in placemaking. www.pps.org

- Cultivate services and programs in other facilities

Objective 3: Actively nurture stakeholder relationships

Strategies

- Prudently liaison with relevant organizations and groups
- Actively participate on community boards and committees
- Determine platform(s) for event information delivery
- Encourage a positive community identity and pride

Objective 4: Practice good stewardship

Strategies

- Ensure compliance with legal and statewide standards
- Safeguard assets and efficiently manage financial resources
- Identify alternate streams of revenue
- Evaluate programs and services
- Assess policies and procedures
- Identify and implement methods of reducing costs
- Market library services and resources to the fullest extent

Services

Goal B: Library services and programs reflect community needs

Objective 1: Support local vitality and lifelong learning

Strategies

- Provide services specifically for job seekers
- Partner with local social service agencies
- Support access to e-government
- Increase outreach
- Expand teen and adult programming
- Promote literacy
- Provide technology training
- Provide life skills education

Objective 2: Be the primary resource for local history

Strategies

- Safeguard rare materials
- Provide spaces (physical and virtual) devoted to local history
- Collect unique materials that tell the story of our local history
- Create avenues for people to access local history

Objective 3: Promote local talent

Strategies

- Identify local talent
- Increase community awareness of local talent
- Showcase community talent
- Sponsor tools and resources for production

Objective 4: Provide developmentally appropriate services for young people

Strategies

- Expand programming
- Deliver programs and services when and where customers prefer
- Promote reading
- Focus on developmental stages
- Collaborate with local educational institutions and educators

Staff and Resources

Goal C: Meet community needs through the provision of excellent resources and staff

Objective 1: Equip staff with knowledge, skills, and tools

Strategies

- Use electronic tools to advance communications and efficiencies
- Encourage a continuous learning environment
- Invest in the resources necessary to recruit and retain quality employees
- Hire highly skilled individuals with customer service as a priority
- Establish and implement an equipment replacement plan
- Ensure staff competence in an ever-changing environment

Objective 2: Use performance management tools for assessment, planning, and compensation

Strategies

- Choose or develop tool(s)
- Orient staff to the tool(s)
- Enlist staff participation in goal creation (goals that reflect and align with the strategic plan)
- Continuously evaluate goals for relevancy
- Develop an equitable and objective scale for compensation
- Monthly highlights/activities are reported by all administrative staff