

5/1/06

**PEND OREILLE COUNTY LIBRARIES  
AND  
LIBRARY SERVICES**

**STRATEGIC PLAN  
2006-2007**

**PEOPLE – PERSONNEL – PROGRAMS – PLACES  
POLICIES – TECHNOLOGY**

Pend Oreille County Library District  
**Board of Trustees**

**Dale Weathers, Chair** – Newport – (509) 447-2387  
**Bettie Perry, Vice-Chair** – Usk area – (509) 447-2800  
**Patricia Weeks, Secretary** -- Newport (509) 447-0391  
**Debbie Harkness** – Newport – (509) 447-0761  
**Kimberly McNaughton** – Ione – (509) 442-2433  
Janet Lyon, Director – (509) 447-2158

**Note: New or changed text in bold.**

## **MISSION STATEMENT**

The Pend Oreille County Library District strives to be the best possible rural library system by providing information in an environment that is conducive to thinking, learning, and personal development.

## **ORGANIZATIONAL VALUES**

1. We serve the community as a reliable source of information.
2. We provide opportunity and encouragement for children, young adults, men and women to continuously educate themselves.
3. We provide access to information so that inquiring minds may encounter original, diverse, and critical ideas.
4. We are responsive and helpful.
5. We fill our libraries with a wide variety of materials and services.
6. We develop and maintain clean, inviting library facilities and render services that keep pace with anticipated population growth and changing community needs.
7. We provide opportunity for and collaborate with other organizations to provide recreation through the use of literature, music, videos, electronic and other media.
8. We provide reference, readers' advisory, and borrower services for users of all ages and backgrounds.
9. We offer the opportunity to learn and use information technology services.
10. We actively support and defend intellectual freedom and the confidentiality of each patron's use of the library.
11. We explore and develop alternative library services.
12. We collaborate with schools and other organizations providing services that compliment rather than compete.

## **2006-2007**

### **EDUCATION & LIFE-LONG LEARNING SUPPORT**

The Library provides materials and services to enhance informal and formal education and independent learning – collaborating as possible with area education and training providers and programs.

### **REFERENCE & INFORMATION SUPPORT**

The Library provides reference/information services on-site and online, by telephone and e-mail to aid users in locating needed information. The library acts as a contact point to connect users with sources of information from expert persons and special organizations in the state, nation and other countries.

### **POPULAR MATERIALS CENTER**

The Library features and actively promotes the use of current, high-demand materials in a variety of formats [print, video, audio, digital/electronic] for persons of all ages.

**GOALS, OBJECTIVES & ACTIVITIES 2006 - 2007**

**PRIMARY SHORT-TERM OBJECTIVE  
2006 – 2007**

**Short-term Strategic Plan**

**OBJECTIVE #1      To increase marketing of the library resources.**

Activity #1      **Develop a marketing plan.**

**OBJECTIVE #2      To stay on track with strategies**

Activity #1      **Revisit strategic plan quarterly.**

**OBJECTIVE #3      Develop collaborative relationships**

Activity #1      Identify and define partners

**OBJECTIVE #4      To improve quality and space at Newport Library Building.**

Activity #1      **Develop a plan.**

## **GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**

### **Goal #1 – Patrons**

The Pend Oreille County Library will reach out to new groups of unserved individuals.

**OBJECTIVE #1** To keep pace with anticipated population growth and changing community needs, and to assure a reasonably proportionate return of taxes spent on services of value for each community.

Activity #1 The Library District will identify, plan, and allocate **for programs and** services for the following areas.

Calispel Valley Service Area – includes Cusick, Kalispel/LeClerc, Locke, Ruby, and Usk voting precincts (active and inactive count). It is estimated that **11%** [**815** people] of the County population live in this area. There is one district library in Cusick open 24 hours/week.

Ione Service Area – includes Ione East, Ione West, and Tiger – Dry Canyon voting precincts (active and inactive count). It is estimated that **13%** [**957** people] of the County population is in this area. The district library in Ione is open 25 hours/week [this is based on when the library is open on Saturday].

Metaline Service Area – includes Metaline and Metaline Falls voting precincts (active and inactive count). It is estimated that **6%** [**431** people] of the County population is in this area. The district library in Metaline Falls is open 23 hours/week [this is based on when the library is open on Saturday].

(For budget purposes Ione and Metalines service areas will be combined and then divided in half since both libraries receive equal parts with regard to materials, director, technician and bookkeepers' time. This would be a total of 19%).

Newport Service Area – includes Dalkena, Deer Valley N., Deer Valley S Diamond Lake, Diamond Lake East, Furport, Newport NE, NW, SE, & SW, Noble, and Skookum voting precincts (active and inactive count). It is estimated that **51%** [**3724** people] of the County population live in this area. There is one district library in Newport, open 43 hours/week.

Far South County Service Area – includes Camden, Diamond Lake West, Fertile Valley N, Fertile Valley S, and Sacheen. It is estimated that **19%** [**1431** people] of the County population live in this area (active and inactive count). There is one district library in Newport, open 43 hours/week.

For budget purposes Newport and Far South County areas will be considered as one service area using a total percentage of **70%**.

#### **Online Community Service Area**

Total precinct voters (active registered) in the entire county as of **February 9, 2006** are **7358** people. The strategic plan reflects the latest percentages.

**Goal #1 – Patrons Continued**

**OBJECTIVE #2**      **To increase marketing of the library resources and usage**

Activity #1      **Develop a marketing plan.**

Activity #2      **Evaluate the needs of South County**

Activity #3      **Consider patrons request for new materials and services.**

**GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**  
**GOAL #2 – Personnel**

The Library will **strive to** maintain, improve, and reward a quality staff.

**OBJECTIVE #1**     The current staff will be given a broader range of responsibilities, with an increase in wages or hours where possible.

    Activity #1     Support and encourage continuing education and professional development.

**OBJECTIVE #2**     The Library will **provide** training time.

    Activity #1     Identify training time and provide instructors.

## GOALS, OBJECTIVES & ACTIVITIES 2006 –2007

### GOAL #3 – Programs

#### Increase patron usage.

**OBJECTIVE #1** Position the Library District to reach patrons more cost effectively by using current technologies and traditional programs and services.

Activity #1 Continue online reference desk **marketing**.

Activity #2 Consider new program suggestions.

**OBJECTIVE #2** Library programs will continue.

Activity #1 Children’s Coordinator and community library staff members will be alert for opportunities for activities and programs for children from birth through grade 6.

Activity #2 Children’s Coordinator will continue to research support needs of homeschoolers.

Activity #3 Plan and develop activities and programs for young adults from Jr. High through High School.

Activity #4 Continue to plan adult and senior citizen programs.

Activity #5 Coordinate programs with other entities.

**GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**  
**GOAL #4 – Places**

**OBJECTIVE #1**     **The Library will maintain traditional facilities.**

Activity #1     **Maintain adequate, traditional facilities.**

**Activity #2**     **Improve Newport Library facility to make it friendlier,  
brighter, and spacious**

**Activity #3**     Each year funds permitting, furniture, equipment, and decorations  
will be added in all traditional facilities to keep them looking and  
operating as quality rural libraries.

**Activity #4**     The Director will continue to work with library support groups and  
governing bodies.

**GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**  
**GOAL # 5 – Policies**

The Board of Trustees of the Pend Oreille County Library District will develop policies to produce an environment in which the finest library services and programs can be delivered.

**OBJECTIVE #1**      Maintain policies that will ensure fair treatment to employees and patrons that reflect current legislative action.

Activity #1      The **Trustees and Director** will continue to review and/or adopt policies as appropriate.

Activity #2      Develop and adopt policy for remote locations **when needed**.

**GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**  
**GOAL #6 – Technology**

Continue to evaluate emergent technologies for applicability to library services.

**GOALS, OBJECTIVES & ACTIVITIES 2006 – 2007**  
**GOAL #7 – Funding**

**Seek alternative funding sources.**

**OBJECTIVE #1**      **Develop collaborative relationships with Friends and other non-profit organizations.**

Activity #1      **Meet with Friends**

Activity #2      **Foundation?**