# Hardin County Public Library
# Strategic Plan: 2025-2029

## Introduction

The 2025-2029 Hardin County Public Library Strategic Plan reflects our ongoing commitment to enriching the lives of our patrons and strengthening the community we serve. This plan outlines a focused vision for the future, emphasizing operational excellence, community engagement, resource stewardship, and innovation.

Through this strategic framework, we define our mission, reaffirm our core values, and establish goals that align with the evolving needs of the community we serve.

### Mission Statement:

We strengthen our community by advancing literacy, inspiring lifelong learning, and building connections that spark growth.

### Vision Statement:

The Hardin County Public Library envisions a future where access to knowledge sparks individual growth, inspires civic engagement, and fosters a stronger community through shared purpose.

## Our Values:

- People: We welcome everyone.
- Community: We actively engage with our community to foster relationships and connections and create a greater sense of belonging for all.
- Integrity: Honest action is at the center of every decision we make, from our stewardship of allocated funds to the information and services we provide.
- Adaptability: We learn and grow with our community to meet the challenges of a rapidly changing world.

## Strategic Goals

1. Develop and maintain a well-rounded materials collection that serves all patrons.
2. Increase visibility and engagement throughout the community.
3. Cultivate lifelong library use in children and young adults.
4. Offer varied, enjoyable, and informative programming.
5. Ensure all patrons have fair access to resources and services.
6. Invest in the professional development of library staff.
7. Use technology to enhance and expand access to information for all patrons.

## 1. Budget & Finance

The library will continue to manage allocated funds responsibly, using resources efficiently and strategically to advance its mission, vision, and goals.

Objectives:

- Explore and develop additional avenues for funding, partnership, and institutional support.
- Conduct regular evaluations of expenditures to ensure alignment with strategic objectives.
- Actively seek grant opportunities at the local, state, and federal levels that align with demonstrated community needs.

## 2. Collection Development

The library will offer a varied and up-to-date collection of materials that supports lifelong learning, fosters curiosity, and upholds intellectual freedom, including the rights to freely access information, explore a broad range of ideas, and express thoughts without censorship.

Objectives:

- Increase circulation through improved discoverability and user engagement.
- Promote the collection through marketing and outreach efforts.
- Expand the digital collection to meet growing demand for e-resources.
- Conduct regular audits and strategic weeding of outdated materials.
- Ensure the collection includes a wide range of beliefs, cultures, and interests from the community.

## 3. Facilities

The library will ensure its facilities are welcoming, accessible, and well maintained to support a positive patron experience.

Objectives:

- Upgrade furniture and equipment to improve functionality and comfort.
- Provide after-hours connectivity with extended Wi-Fi coverage and outdoor seating options (e.g., charging stations).
- Maintain safe, functional, and welcoming library spaces, while strategically planning for long-term future growth that aligns with community needs, that becomes achievable as fiscal resources allow.

## 4. Personnel

The library is committed to empowering staff through ongoing professional development and by fostering a culture of excellence in customer service.

Objectives:

- Foster a service-driven culture committed to consistently exceeding community expectations.
- Ensure all required staff maintain required certification through the Kentucky Department for Libraries and Archives (KDLA) to uphold professional standards.
- Offer professional development training opportunities for staff and implement crosstraining to increase organizational flexibility and resilience.
- Support internal career growth and promote from within when possible.
- Provide competitive salaries, benefits, and work-life balance options.
- Recognize and reward exceptional employee performance.

## 5. Programs and Services

The library will provide engaging and educational programs and services that address community needs that promote lifelong learning with a dedicated focus on literacy.

Objectives:

- Conduct regular assessments to ensure programming is relevant and impactful.
- Identify and address gaps in services and program offerings.
- Expand partnerships with schools, colleges, and educational providers.
- Strengthen collaborations with local businesses and community organizations.
- Increase the library's presence at local events to promote services and build relationships.

## 6. Public Relations & Communication

The library will use clear, consistent communication to promote its services and community impact.

Objectives:

- Expand the library’s presence and interaction across multiple social media platforms to reach a wider audience.
- Enhance outreach messaging to targeted audiences.
- Redesign and maintain a user-friendly, informative, and accessible website.
- Regularly promote new services, resources, and share library success stories.

## 7. Technology

The library will continually improve its technological infrastructure to ensure equitable access to information, support innovation, and enhance user experience.

Objectives:

- Upgrade and maintain the library’s website to serve as a digital hub for services.
- Expand access to technology with loanable Wi-Fi hotspots and outdoor Wi-Fi zones.

- Modernize backend systems, including email security, and IT infrastructure.
- Provide technology literacy support to help patrons confidently navigate digital resources.

## Strategic Plan Timeline (2025–2029)

| Year | Focus Areas |
|---|---|
| 2025 | website redesign, technology upgrades, furniture upgrades, early literacy programs |
| 2026 | staff development, Wi-Fi expansion, program evaluation, community needs assessment |
| 2027 | outdoor Wi-Fi expansion, staff development, cross-training, volunteer recruitment |
| 2028 | technology infrastructure upgrades, strategic evaluation, digital access evaluation |
| 2029 | review and prepare for the development of the next strategic plan |

## Conclusion

This strategic plan provides a roadmap for progress, innovation, and service over the next five years. Guided by our mission and values, the Hardin County Public Library will continue to serve as a dynamic center for learning, connection, and community growth.

## Evaluation

- Use patron feedback, circulation statistics, program attendance, annual statistics, and staff input as key performance indicators.
- Adjust initiatives based on evolving community needs.
- Review metrics annually to track progress.
- Adjust goals and methods as needed based on performance insights.
- Periodically review strategic goals and objectives.

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