



REDDICK

PUBLIC LIBRARY DISTRICT

2026-2028

Strategic Plan

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Introduction

The Reddick Public Library District (RPLD) is a lifelong resource for its community. The library's dedicated staff, engaged patrons, and vital services create a welcoming and comfortable community space. To align the library's goals with the evolving needs of the community, RPLD has undertaken a thorough strategic planning process with input from the community and local stakeholders. By implementing a new strategic plan, RPLD will renew its commitment to:

- Inspire community connections,
- Invest in access and accessibility, and
- Foster library excellence.

RPLD initiated a strategic planning process in spring 2025. Fast Forward Libraries LLC was engaged in June 2025 to facilitate the planning process in three phases: Learn, Dream, Do. The Learn phase entailed collecting community feedback through a survey, focus groups, and interviews. Board and staff input was gathered through a survey, as well. In the Dream phase, the Board and staff held planning workshops to discuss possible future pathways for the library. This document includes the strategic directions and goals that will guide RPLD through the Do phase, as the library implements its goals for the future.



Process Timeline

June 2025 - January 2026

The Planning Team spent months learning about community needs and developing strategies to advance the library's impact over the next three years.



June

Planning
Team
kick-off

July - Oct.

Surveys,
focus
groups,
learning
report

Nov. - Dec.

Workshops,
plan
development
and review

January

Present plan
and transition
to implementation

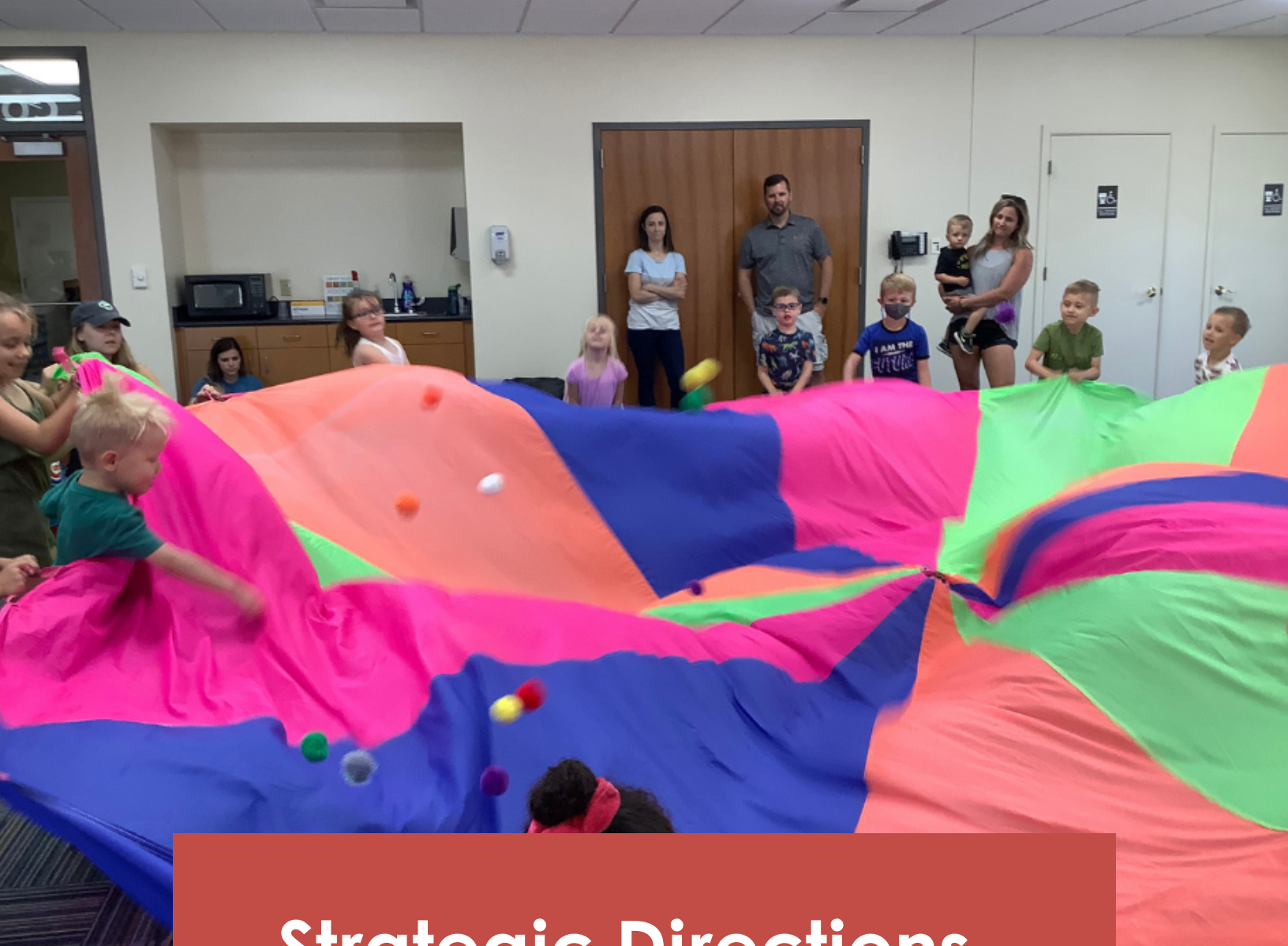
Vision

Literacy, Culture, Community.



Mission

We serve our community in a welcoming space where everyone can learn and grow through access to diverse resources.



Strategic Directions

01 Inspire
Community
Connections



02 Invest in
Access and
Accessibility



03 Foster Library
Excellence



1. Inspire Community Connections

We collaborate with local partners to connect our community to needed resources while raising awareness of the library's varied services.



Goals

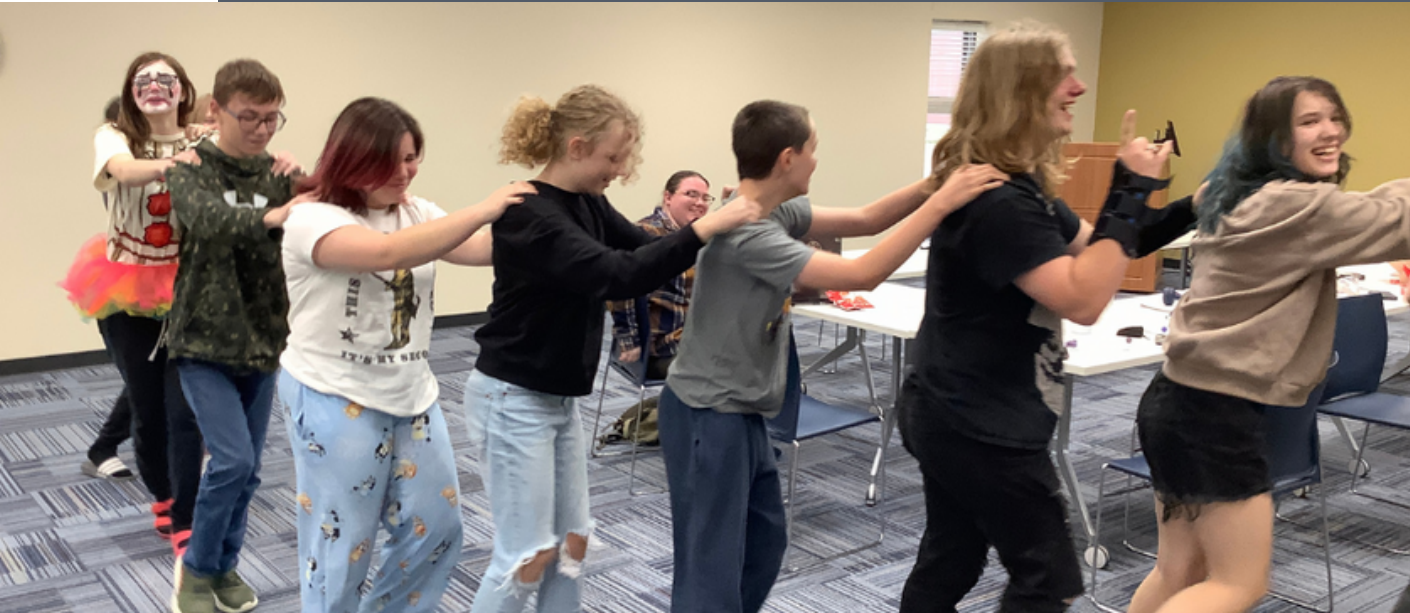
- 1.1 Expand outreach and partnerships with local organizations and schools to better engage community members.
- 1.2 Increase awareness of all the library offers through enhanced marketing and communication of the library's value.
- 1.3 Build community and strengthen library support by using relationship-focused service.

Potential Outcomes

- The library is known as a go-to partner in the community.
- Increased overall library usage.
- The community is more aware of all the library offers.

2. Invest in Access and Accessibility

We provide a wide variety of programs and collections that serve all ages and evolving interests. Our spaces are welcoming and accessible, serving as a central hub for community events.



Goals

2.1 Ensure responsive and relevant programs and services that meet the community's evolving needs.

2.2 Develop robust and diverse collections that represent the community and their interests.

2.3 Consider updates to library spaces to address accessibility and flexibility for future use.

Potential Outcomes

- Patrons indicate high satisfaction with programs and registration process.
- Increased program attendance and circulation.
- Patrons indicate high satisfaction with collections.
- Patrons indicate high satisfaction with library spaces.

3. Foster Library Excellence

Our staff are the heart of the library's excellent service to the community. We strive to support staff while growing funding that allows for new and future library services.



Goals

- 3.1 Prioritize staff and Board member training and ensure sufficient staff to take on new work.
- 3.2 Focus on funding and support for future growth and sustainability.
- 3.3 Continue to create a strong, collaborative work culture.

Potential Outcomes

- Staff indicate high job satisfaction.
- Staff growth as needed to support expanded marketing and outreach.
- Increase in new donors.
- Stable funding allows for expanded services and spaces.



Next Steps

Now that this plan has been adopted, RPLD staff will develop an activity plan to guide implementation. Implementation is a continual process. The timing of certain activities will be determined by priority and influenced by various factors, such as funding and other resource allocation. Review and adjustment of the activity plan will happen on a regular basis.

Evaluation of the plan will be ongoing once implementation is underway. The status of the plan and its implementation will be reported regularly to the Board and community stakeholders.

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