

# Milwaukie Ledding Library Strategic Plan

2024-2027

## PRIORITY 1: IMPROVING LIBRARY SERVICE AT THE POINT OF NEED

The library serves more than 40,000 community members within its service area, both inside Milwaukie as well as portions of unincorporated Clackamas County. This priority focuses on delivering services beyond the building and to areas underserved by the existing library location.

- Develop and apply an equity lens for library sponsored programs, participation in community events, and delivering library services and resources outside of the physical library (outreach) *(MM)*.
- Develop plan to improve services in underserved areas *(MM)*.
- Reduce barriers to access: *(MM)*
  - By FY26 ensure Milwaukie's Ledding Library is fine free
  - Review and revise policies and procedures representing barriers to access
  - Implement student card for K-12 public school students in the service area so all students have access to a library card

## PRIORITY 2: IMPROVING ORGANIZATION HEALTH AND SUSTAINABILITY

Ensure all who serve and work in the library are engaged in creating and sustaining a healthy and supportive environment. The library will work smarter together with staff and partners to leverage organizational capacity and training to support this priority.

- Build capacity for members of the Library Board, Ledding Library of Milwaukie Foundation and Friends of the Ledding Library to support on-going library advocacy work
- Ensure strong working relationships between the library and Friends of the Ledding Library, Ledding Library of Milwaukie Foundation and Library Board
- Continue investing in an organizational culture that prioritizes all employees feeling engaged and heard *(MM)*
- Ensure library positions have internal pay equity with similar city positions *(MM)*
- Evaluate staff and operational capacity to successfully carry out current and planned library programming, services and outreach *(MM)*
- Foster relationships with city departments and community partners that add value or support our collective work *(MM)*
- Establish a training plan focused on helping library staff succeed and improve confidence in the changing work of public libraries *(MM)*

## PRIORITY 3: INTEGRATE MILWAUKIE MOMENTUM (CITY'S STRATEGIC PLAN)

As a department of the City of Milwaukie, the Ledding Library is committed to implementing the city-wide strategic priorities detailed in Milwaukie Momentum. Library tactics detailed above that align to Milwaukie Momentum are indicated with *(MM)*.

