

# LeRoy Collins Leon County Public Library System Annual Plan for Library Service, FY22

*In the first year of the Essential Libraries Initiative Strategic Plan for FY2022-2024, the Library will focus on implementing selected initial action items linked to priorities within each of the four Focus Areas. Numbering of strategies corresponds to the “Priorities” in the Essential Libraries Initiative.*

## **Goal 1: Literacy and Lifelong Learning**

To serve as a resource in developing the skills needed to be successful socially, intellectually, financially, and technologically at any age by promoting traditional and non-traditional forms of literacy.

*Strategies:*

### **1.1 Increase youth literacy resources by providing additional staff training, curating a collection of books, games and other materials to help children practice reading skills at home and offer summer reading camps.**

Action 1.1.a: Librarians will use self-guided training provided by Leon County Schools to become reading coaches.

Action 1.1.b: Host the first summer reading skills camp for rising third and fourth graders by June 2022.

Action 1.1.c: Curate a vibrant collection of books, games, and other materials to help children develop and practice reading skills.

*Indicators of Success: Completion of self-guided training by at least 3 librarians by May 2022. Librarians will have the skills necessary to successfully implement the summer reading camp in June. At least 12 rising third and fourth graders attend the camp. Feedback from reading camp participants and their parents will be reviewed to measure accomplishments and to consider changes for next year. Educational materials collection available for use by the public in January 2022.*

### **1.2 Provide technology training for all ages to ensure a digitally literate community.**

Action 1.2.a: Provide free basic and intermediate digital literacy programs using existing staff and contracted instructors.

Action 1.2.b: Offer individualized “Tech Help I-on-1” at all library locations.

*Indicators of Success: Programs offered on a variety of topics will include skills needed currently as well as those for future. Feedback of participants will guide future program content, structure, frequency.*

### **1.3 Support lifelong education for seniors and retirees with programs that entertain, educate, and provide connections to community resources.**

Action 1.3.a: Beginning November 2021, develop and present a series of programs addressing the emotional, mental, medical, and financial well-being of seniors and their caregivers.

*Indicators of Success: Program attendance and positive feedback from participants will determine baseline for success. At least 3 new partnerships will be fostered in the process of program planning and presentation.*

**1.4 Develop early learning resources for parents and guardians to teach their children the skills they need for success in school.**

Action 1.4.a: Continue to provide kindergarten readiness workshops and programs to help young children and their caregivers prepare for school.

Action 1.4.b: Create tip sheets, reading lists, and other resources; model behaviors and techniques with parents in library programs.

*Indicators of Success: Kindergarten readiness program attendance increases by 10% over FY21; 80% of families provide positive feedback. Reading lists, tip sheets and other resources available to parents and guardians beginning April 2022.*

**1.5 Support K-12 students in developing core academic and learning success skills: literacy, problem solving, creativity and innovation, teamwork and collaboration, and communication.**

Action 1.5.a: Continue to offer one-on-one tutoring and homework help via the Homework Hub program.

Action 1.5.b: By January 2022, partner with Leon County Schools to make children's ebooks readily accessible via Baker & Taylor's *Community Share* program.

Action 1.5.c: Demonstrate and promote use of the Library's online resources.

Action 1.5.d: Plan and implement an engaging summer reading program.

*Indicators of Success: Homework Hub participation by both students and tutors increases by 10% over FY21; 80% of families provide positive feedback. Successful launch of Community Share program with Leon County Schools results in 20% increase in the number of ebooks for youth checked out. Use of online databases and ebooks increases by 10%. Summer reading program participation increases by 10% over FY21.*

**Goal 2: Business and Workforce Development**

To support a strong local economy by acting as a resource for businesses and individuals seeking professional development.

*Strategies:*

**2.2 Provide programs that develop skillsets needed to build a thriving workforce.**

Action 2.2.a: Continue to provide programs and activities with local partners to introduce youth to possible STEM career fields.

Action 2.2.b: In partnership with CareerSource, host workshops on job seeking strategies, career coaching, and related topics.

*Indicators of Success: 5% increase in program participants over previous year; addition of at least one new partner for STEM programming.*

**2.3 Support jobseekers struggling to find or afford childcare by offering Story Time and other activities during job fairs.**

Action 2.3.a: When safe to resume these services, explore hosting career and job fairs at libraries and other venues in partnership with CareerSource Capital Region.

Action 2.3.b: Develop and present Story Time and related activities for children accompanying parents.

*Indicators of Success: Successful participation in at least one job fair held by CareerSource or another partner by September 2022.*

**2.4 Provide opportunities for teens to develop leadership and life skills to ready them for the workforce.**

Action 2.4.a: Continue the Teen Advisory Board program and volunteer opportunity.

Action 2.4.b: Working with teens, coordinate presentations by outside organizations, and subject matter experts on relevant topics.

*Indicators of Success: Teen Advisory Board membership increases by 5%. Programs attract targeted audiences and attendance increases 10% over FY21.*

**Goal 3: Civic and Community Engagement**

**To serve as a vibrant, active hub of civic discourse and participative democracy, building relationships and bridging gaps in all segments of the community.**

*Strategies:*

**3.1 Provide opportunities to engage in civil discourse around topics that impact Leon County and are of interest to the community.**

Action 3.1.a: Host facilitated discussions and resources on relevant topics and issues that impact Leon County residents, including voter suppression.

Action 3.2.b: Develop a resource guide for having discussions on race, equality, and inclusion.

*Indicators of Success: Host or cohost at least one discussion; create relevant resource guide; Library staff participate in related County or community-wide group addressing Diversity, Equity and Inclusion (DEI).*

**3.2 Serve as a gateway to connect people with community services and government programs.**

Action 3.2.a: Establish a Community Resources Specialist position to provide one-on-one assistance and referrals for community services, including affordable housing, career skills training, counseling, and government services and benefits.

Action 3.2.b: Connect library users with needed information and resources through direct interactions and consultations.

*Indicators of Success: Community Resources Specialist hired and implementation of related new services begin by November 1, 2021.*

**3.3 Collaborate with local colleges and universities to maximize outcomes in areas of mutual interest.**

Action 3.3.a: Expand the Library's internship program. Participating students will work with staff to increase outreach to local community members and offer programs outside of library facilities.

*Indicators of Success: Host a minimum of 4 internships per year, beginning Fall semester 2021.*

**3.4 Act as a resource and partner to local nonprofit service providers in addressing community issues.**

Action 3.4.a: Launch a video visitation and family literacy program where children can connect with an incarcerated parent using a video kiosk at the Library.

Action 3.4.b: Develop collaborative food programming with the Leon County Office of Sustainability and local partners to offer healthy cooking classes, no/low waste cooking, cooking on a budget, and cooking for those with limited access to food sources.

*Indicators of Success: Video visitation / family literacy program implemented and operational by December 1, 2021. At least 2 new food programs presented in partnership with Leon County Office of Sustainability and other local partners by September 2022.*

**Goal 4: Arts and Humanities**

**To support residents in their creative, intellectual, and recreational pursuits and foster cultural enrichment.**

*Strategies:*

**4.1 Offer a diverse physical and digital collection that supports the needs and interests of the community.**

Action 4.1.a: Develop a Library of Things containing various items available for loan that supports the “sharing economy” and sustainability efforts and can provide low-income residents with access to much-needed resources that promote digital literacy or home improvement and maintenance.

Action 4.1.b: Obtain grant funding to continue to grow and diversify the Library of Things, ebooks, and/or printed materials collections.

*Indicators of Success: Initial Library of Things launched by November 15, 2021. Two relevant grant applications completed with at least one successfully funded by September 30, 2022.*

**4.2 Collaborate with arts, humanities, and other creative organizations to provide programming for all ages.**

Action 4.2.a: Work with WFSU to host “StoryCorps” at the County Main Library in November-December 2021.

Action 4.2.b: In February-March 2022, collaborate with local arts and humanities organizations for programming to be included in The Big Read featuring the novel, *Beloved*, by Toni Morrison.

*Indicators of Success: Programs completed on time; 5% increase in Big Read participation.*

**4.3 Offer timely and relevant cultural events and classes that showcase the community's diversity.**

Action 4.3.a: Celebrate cultural heritage months and other annual observations with relevant programs, displays, and social media outreach that promote related books and materials in the collections.

*Indicators of Success: Host at least 3 relevant celebrations/observations per year (e.g., Hispanic Heritage, Black History Month or Florida Emancipation Day, Pride Month); curate on-site and virtual displays of Library materials related to various cultural celebrations year-round.*

**4.4 Support creativity through the Library's collection, collaborative spaces, events, and classes.**

Action 4.4.a: Engage local artists, archives, colleges of art, and community organizations to curate exhibits at Library locations.

Action 4.4.b: Create a welcoming and relaxing environment for patrons by playing soft music.

*Indicators of Success: Exhibit spaces will be filled with interesting displays 70% of available days. Host 3 "openings" at the County Main Library for special exhibits. Music to be piloted on selected days of the week at designated branch locations beginning October 2021. A survey of the public will be conducted to gather feedback.*

Approved by the Board of County Commissioners  
September 14, 2021