

# Introduction to Long Range Plan

## Keys to Success

### Mission

### Goals & Objectives

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#### Introduction

The GPL is a focal point of Carlisle life. At its best, the GPL connects people to people, people to Carlisle, and people to knowledge and entertainment.

In the general noise of the outer sphere, the library subtly engages the learned community that is Carlisle; supporting personal discovery, echoing fundamental ideas, and embracing fun. Layering quality and creativity in its services, collections, and atmosphere, the GPL is a living legacy of what Carlisle was, is, and can be.

Within the century-old brick building lie memories and artifacts that have withstood challenging times in the past and supported the community to thrive in the future. The GPL is a special place, a personal place, a centering place, a nucleus for the Carlisle community.

The GPL strives to be a positive connector in this unique and learned community by the provision of opportunity. Opportunity to use the space, place, collections, and staff as community needs evolve.

Meanwhile, we have lofty goals to be better, involve you more, and carve an even larger corner out in your community pride for a truly local treasure – the Gleason Public Library.

The Gleason Public Library holds seven keys to success. While serendipity plays a major role, we can strategically lay out our expectations and speak openly about our abilities and accomplishments. In times both challenging and rewarding, the GPL will do its utmost to aim high and recognize that each interaction, from finding the book to being a good listener, can open the door for someone to have a better experience, day, and life.

#### Keys to Success

- I. **Discovery:** *Community learning co-op.*  
The people of Carlisle will be supported in their learning throughout life.
- II. **Equality:** *Welcome to Your place.*  
The people of Carlisle define what the Library is and we provide the access.
- III. **Loyalty:** *Carlisle's Atlas.*  
Carlisle's history has a home at the Library.
- IV. **Civility:** *Come Together.*  
The people of Carlisle find opportunity for social engagement, volunteerism, and community building at the Library.
- V. **Literacy:** *A Love of the Word.*  
The word, in its many mediums, is celebrated and available.
- V. **Positive Interactions:** *Empower People.*  
The people of Carlisle will be welcomed and put first.
- VI. **Trust:** *Effective Management.*  
The people of Carlisle will see an open and trustworthy organization.

## Mission

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The GPL is a dynamic community nucleus. The library fosters personal and civic connections, embraces learning and the pursuit of knowledge, provides professional services and a bountiful collection of research materials, recreational materials and media, and technology. The GPL promotes discovery, equality, loyalty, civility, literacy, positive interactions, and trust through all times.

## Goals and Objectives

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### I. *Community learning co-op.*

The GPL is the GO-TO portfolio of information, entertainment, research, and technology that people in Carlisle expect. COLLECTIONS & SERVICES

Key: **Discovery**

- A. Our broad collections sustain the needs and nourish the minds of our patrons.
- B. Put it in their hands – Fast! The library collection will support the reading, listening, and viewing habits of Carlisle patrons of all ages, from babies to sage seniors.
- C. The library will work in concert with schools, town departments, and organizations to support their research and informational needs.
- D. The Library will provide proactive patron advisory services.

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### II. *Welcome to Your place.*

The Library will be a welcoming, safe, and useful environment accessible for all. BUILDING, EQUIPMENT, HOURS

Key: **Equality**

- A. The library will ensure that the facility is open during convenient and consistent hours for the various user groups.
- B. The library virtual branch will be seamless 24/7 and support an online active community commons.
- C. Ensure that all public and staff areas are welcoming, useful, and fun.
- D. All visitors will be welcomed and informed of our resources through a variety of communication methods.
- E. The Library will be a welcoming environment with niches created to accommodate quiet study, small group meetings, and special events.
- F. The library will foster and applaud serendipitous people connections.

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### III. *Carlisle's Story*

The GPL is a lead steward, collaborator, and communicator of Carlisle's unique history, people, and cultural identity.

Key: **Loyalty**

- A. The library will communicate its role of collecting, archiving, and illustrating Carlisle history.
- B. The library will develop a plan for the digitization of appropriate historical materials.

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### IV. *Come Together*

The GPL provides opportunities for cooperative learning, civic engagement, and community gathering.

Key: **Civility**

- A. The Library will provide a full and fully attended roster of programs for Carlisle's children and teens.

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- B. The library will offer a range of information on topics of local interest to convene community discussions and social gatherings.
- C. The Library will foster intergenerational gathering, civic engagement, and volunteerism.
- D. The Library will enable Carlisle to be information-fluent and able to find digital information with ease and discernment.
- E. The Library will engage the public, assess where Crowdsourcing will work, and seek advice, consulting, and communication to improve library services.

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**V. *A Love of the Word.***

The GPL celebrates literature, independent thinking, and cultural literacy of all mediums through programs, displays, diverse collections, and information. **Key: Literacy**

- A. The GPL will advocate for the rights of library patrons and the Freedom to Read.
- B. The GPL will emphasize literacy and language development and will ensure that all children find their place in the library.
- C. The GPL will actively highlight art, music, and drama.
- D. The Library will promote the value and pleasure of reading and libraries to the community.

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**VI. *Empower People.***

Library staff will be available with friendly, personal, and professional services to meet or exceed users' expectations. **Key: Positive Interactions**

- A. The GPL will provide a high level of public service in a kind, efficacious, and forthcoming manner.
- B. GPL will provide innovative and specialized services to meet patron needs.
- C. Ease of Use for patrons will be a top priority.

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**VII. *Effective Management***

The GPL must maintain the trust this historical institution holds by efficient, effective, and professional management of the library's collections, personnel, facilities, and resources. **Key: Trust**

- A. The GPL will continue to be efficient, effective and responsive to Carlisle's needs through the development and implementation of operations, financial management, procedures, and policies.
  - B. The GPL management will emphasize staff morale, applaud staff achievement, and encourage staff professional development.
  - C. Staff Job Descriptions will reflect the responsibilities of demands of the current positions and the true needs of the Library.
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