



Guiding Principles for Huron County Library

Huron County Library has adopted the following vision, mission and values statements as guiding principles to delivering library services in Huron County.

Vision:

Huron County Library is an inclusive and vibrant community hub. It builds community, enriches lives and fosters creativity by providing access to information, skills and ideas.

Mission:

Huron County Library provides the community with inviting and accessible facilities, engaging virtual spaces, comprehensive collections and user-friendly technology. Welcoming and knowledgeable staff and volunteers provide innovative services and programs that contribute to community vitality.

Values:

Inclusive and equitable access for all
Literacy and lifelong learning
Intellectual freedom and protection of privacy
Customer services
Community focus
Collaboration
Creativity
Accountability, integrity and teamwork
Balancing tradition and innovation
Embracing a changing world



Goal 1: Deliver services, programs and collections that meet community needs

Rationale: Delivery of core services will be strengthened and duplication reduced.

Objective	Action Plan	Who	When
Introduce new collections/stay relevant	Develop action plan for non-traditional collection lending at Huron County Libraries	BSL/CIL	2018
Focus on people-centred service delivery	Develop and implement programs based on community hub model	BSL/CIL	2018
Ongoing maintenance of core services	Develop collection maintenance strategy and plan (including migration to floating collections)	Deputy CEO	2018
Ongoing maintenance of core services	Implement collection maintenance strategy and plan (including migration to floating collections)	Deputy CEO	2019
Evaluate programs in a meaningful way to determine if desired outcomes are achieved	Research and implement outcome based evaluation practices	BSL/CIL	2020

Goal 2: Deliver innovative and reliable technology that supports and enhances library service and programs to meet community needs.

Rationale: Ensure technology is up to date and services are relevant to for all ages and communities throughout Huron County.

Objective	Action Plan	Who	When
Online Program Registration	Work with OLC and SirsiDynix, Useful to find an appropriate program online to facilitate	ISL	2019
E-Commerce (fines payment/program registration fees, etc.)	Work with OLC and SirsiDynix/County of Huron	ISL	2021
Online library membership sign up & renewal	Continue to work with OLC/SirsiDynix, and work with County of Huron IT to help implement on County website as well as Enterprise	ISL	2018



Investigate self-checkout machines (in comprehensive branches, as space allows)	Research machine types, costs, etc. (consult OLC/Deputy County Librarian/County of Huron IT, etc.) and determine suitability	ISL	2020
Keep existing public and staff technology as up-to-date as possible	Develop IT plan for introducing new technologies at Huron County Library branches as informed by communities	ISL	2018
Prepare for ILS changes	Ongoing staff professional development (both internal and external) relating to Integrated Library System	TSC	Ongoing
Develop staff skills and abilities in order to maintain support for new technologies	Identify team members that have the interests in developing these skills and provide support, as available	BSL	Ongoing

Goal 3: Promote and strengthen partnerships with community members and organizations in order to better understand and respond to community needs and initiatives.

Rationale: Position the library as a strong partner to local community initiatives.

Objective	Action Plan	Who	When
List of partnerships	Develop comprehensive list of existing community partnerships	BSL/CIL	2018
Develop criteria	Develop criteria for assessing existing community partnerships	BSL/CIL	2018
Evaluation	Evaluate partnerships to determine effectiveness	BSL/CIL	2019
Determine gaps	Determine gaps in existing community partnerships	BSL/CIL	2019
Develop strategies	Develop strategies for promotion of effective community partnerships	BSL/CIL	2020
Develop agreement	Develop partnership agreement with Huron County Museum in relation to special projects and shared staffing	CEO	2018
Develop agreement	Develop partnership agreement between Huron County Library and external partners including volunteers	BSL/CIL	2018
Share volunteers	Develop partnership with Huron County Museum and HAHN in relation to volunteers	BSL	2019



Goal 4: Build relationships with funding sources to maintain and improve practices and services.

Rationale: Ensure long-term sustainable funding.

Objective	Action Plan	Who	When
Increase profile	Develop marketing and lobbying strategy for library	BSL	2021
Increase profile	Implement marketing and lobbying strategy for library	BSL/CIL	2022
Increase profile	Ongoing participation at Council meetings	CEO	Ongoing
Increase profile	Participation in networking opportunities with funders, as available	CEO	Ongoing

Goal 5: Promote and strengthen library culture of teamwork and collaboration.

Rationale: Increase capacity.

Objective	Action Plan	Who	When
Increase participation at both Museum and Libraries	Library card partnership with Huron County Museum	CEO	2018
Information sharing	Coordinated all-staff day annually or biennially	CEO	Ongoing
Support ongoing collaboration	Ongoing support for programming and innovation team committees	All	Ongoing
Focus on information sharing	Participation in Cultural Services/Museum staff meetings	CEO/Deputy CEO	Ongoing
Support ongoing collaboration	Ongoing support for regular team and leadership meetings	All	Ongoing
Support good communication and ongoing collaboration	Ongoing use of CountyNet as platform for promotion and sharing ideas	All	Ongoing
Build capacity and support information sharing	Develop plan for voluntary branch exchanges of staff	CIL	2020

Goal 6: Create dynamic spaces that are accessible, welcoming and safe for patrons.



Huron County Library
Strategic Plan 2018-2023

Rationale: Ensure libraries are accessible, welcoming, safe and relevant to their communities.

Objective	Action Plan	Who	When
Improve accessibility	Develop strategy for ensuring accessible, welcoming and safe space for Clinton Library (in collaboration with Central Huron)	CEO/Deputy CEO	Ongoing
Maintain accessibility	Evaluate library branches as related to continued accreditation of Huron County Libraries	CEO/Deputy CEO	2019
Ensure sustainable facility/space improvements	Develop schedule for refreshing library spaces and ensuring continued accessible, welcoming and safe spaces for patrons	CEO/BSL	2019
Focus on creating multi-purpose spaces to allow for greater flexibility in meeting the needs of the community	Create spaces that reflect library service demands and community use	BSL/Deputy CEO	2020
Improve access	Conduct audit of space and develop plan for increasing community access to facilities	BSL/CIL	2018
