

# Strategic Directions

2017 - 2019



The Laramie County Library System Board of Directors, administration, management and employees have completed strategic planning for Fiscal Year (FY) 2018 and 2019.

Since 1992, your library has used strategic planning to move the library forward and provide you with top-notch library service to meet your needs.

Here is the roadmap for the library's focus between July 1, 2017 and June 30, 2019.

## Strategic Directions: July 1, 2017 - June 30, 2019

### **A. ANTICIPATE THE NEEDS OF USERS WITH RESPONSIVE SERVICES**

We will improve our ability to be responsive to your needs and ensure we are operating efficiently and effectively. You can look forward to seeing quicker turnaround times and easier-to-use spaces and collections.

**GOAL 1:** Develop methods to track, evaluate, and improve responsiveness of service.

**GOAL 2:** Improve the usability of collections and spaces.

**GOAL 3:** Reallocate resources to meet the evolving needs of the community.

### **B. INCREASE ENGAGEMENT WITH, AND SERVICES TO, ADULTS OUTSIDE THE LIBRARY TO BUILD COMMUNITY**

Expanding library service outside our walls and into your public lives will occur more regularly in the coming two years. We will evaluate the outreach services we have been providing for many years. We want to spend our time and talent wisely to assist you in lifelong learning and adventure where you work, play and interact.

**GOAL 1:** Evaluate and redesign outreach services to meet the needs of the community.

**GOAL 2:** Identify and use employees with skill sets and interests for new outreach programs.

### **C. LEVERAGE OUR REPUTATION AS A SAFE, TRUSTED AND EQUITABLE INSTITUTION TO POSITION THE LIBRARY AS A COMMUNITY HUB**

You can expect more creative use of our spaces at all library facilities, and pop-up programs that address current events locally, regionally, nationally and internationally. We will enhance our popular programming for adults and make them more relevant and exciting. Your experiences matter to us.

**GOAL 1:** Create a casual convergence space within the Cheyenne library for adults.

**GOAL 2:** Develop framework for immediate response to local, regional and national issues that affect our community.

**GOAL 3:** Identify and establish connections outside the library to draw people into the library as a community hub.

**GOAL 4:** Develop consistency and quality standards for all adult programs.

### **D. PROVIDE A HIGH-QUALITY WORK ENVIRONMENT THAT ENCOURAGES EMPLOYEES TO GROW PERSONALLY AND PROFESSIONALLY**

We want to keep the incredible employees who serve you and attract the best and brightest to join our team. Internally we will work with employees to enhance their work life, ensure they know they are valued, and provide tools to help them reach their full potential.

**GOAL 1:** Develop an affordable employee recognition system.

**GOAL 2:** Develop an employee succession/mentoring program.

**GOAL 3:** Research and investigate flexible work environment options.

### **E. CONTINUE TO GROW AND PROVIDE HIGH-QUALITY SERVICES RELATED TO EARLY CHILDHOOD LITERACY AND YOUTH ENGAGEMENT**

Laramie County Library System has an award-winning early literacy program, and we want to reach more children, especially those who aren't starting school ready to learn to read. We will move deeper into the community with partnerships so we can make a true difference for the future of our community.

**GOAL 1:** Assist the Laramie County Library Foundation in their fundraising efforts for the early literacy campaign called First Steps.

**GOAL 2:** Complete planning for proposed services, products, and interactive materials that will constitute the First Steps initiative's initial steps.

**GOAL 3:** Implement First Steps initiative.

## **BOARD OF DIRECTORS:**

Meetings generally take place at 4 p.m. on the fourth Tuesday of each month, and are open to the public. For more information, call 307.634.3561. Board members are appointed by the Laramie County Commissioners.

**Khale J. Lenhart, Chair**  
2nd term expires: 6/30/19  
klenhart@hirstapplegate.com

**Kevin Guille, Vice-Chair**  
2nd term expires: 6/30/19  
kevin.guille@raymondjames.com

**Beth Howard, Secretary**  
2nd term expires: 6/30/17  
bethbrohoward@aol.com

**Rachel Martinez, Treasurer**  
2nd term expires: 6/30/17  
rmartine@lccc.wy.edu

**Julie Daniels**  
1st term expires: 6/30/18  
juliet.daniels@uwyo.edu

**Linda Heath, County Commissioner—ex officio**  
lheath@laramiecounty.com

## **COUNTY COMMISSIONERS:**

**Troy Thompson, Chair**  
**Ron Kailey, Vice-Chair**  
**Amber Ash**  
**Linda Heath**  
**Buck Holmes**

## **HOW TO VISIT US:**

2200 Pioneer Avenue  
307.634.3561 | laramiecountylibrary.org

## **HOURS:**

10:00 a.m. - 9:00 p.m. Monday - Thursday  
10:00 a.m. - 6:00 p.m. Friday, Saturday  
1:00 p.m. - 5:00 p.m. Sunday

LARAMIE COUNTY  
**LIBRARY**



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