



‘24-26

Strategic Plan.

Kent
District
Library
kdl.org



Information●
Ideas▲
Excitement!

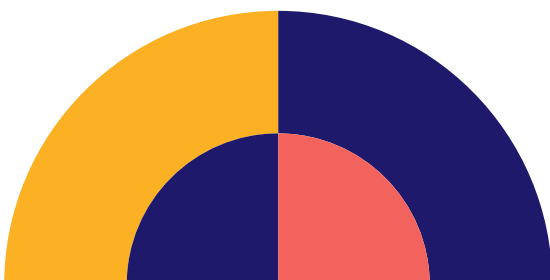
Overview

Our Approach

At Kent District Library (KDL), strategic planning is not just a static document; it's a compass guiding our organization's path while keeping us agile and responsive year after year. It defines who we are, where we aspire to go, and how we intend to get there.

Our strategic plan illuminates our unwavering commitment to our purpose, "We exist to further all people," and paints a vivid picture of our future through a visionary lens, capturing what KDL aspires to focus on in the next 3 years.

This guide not only articulates our **core values, purpose** and **vision** but also charts our **3-year overarching goals**, paving the way for concrete & achievable **annual initiatives** that bring us closer to realizing our overarching vision. As we embrace this strategic plan, it becomes a dynamic framework that provides clear and agreed upon focal points for the next 3 years while allowing us the flexibility to adapt and innovate, allocate resources judiciously, and pursue a future where KDL continues to flourish, inspire, and empower the communities we serve.



How do we determine our focal points?

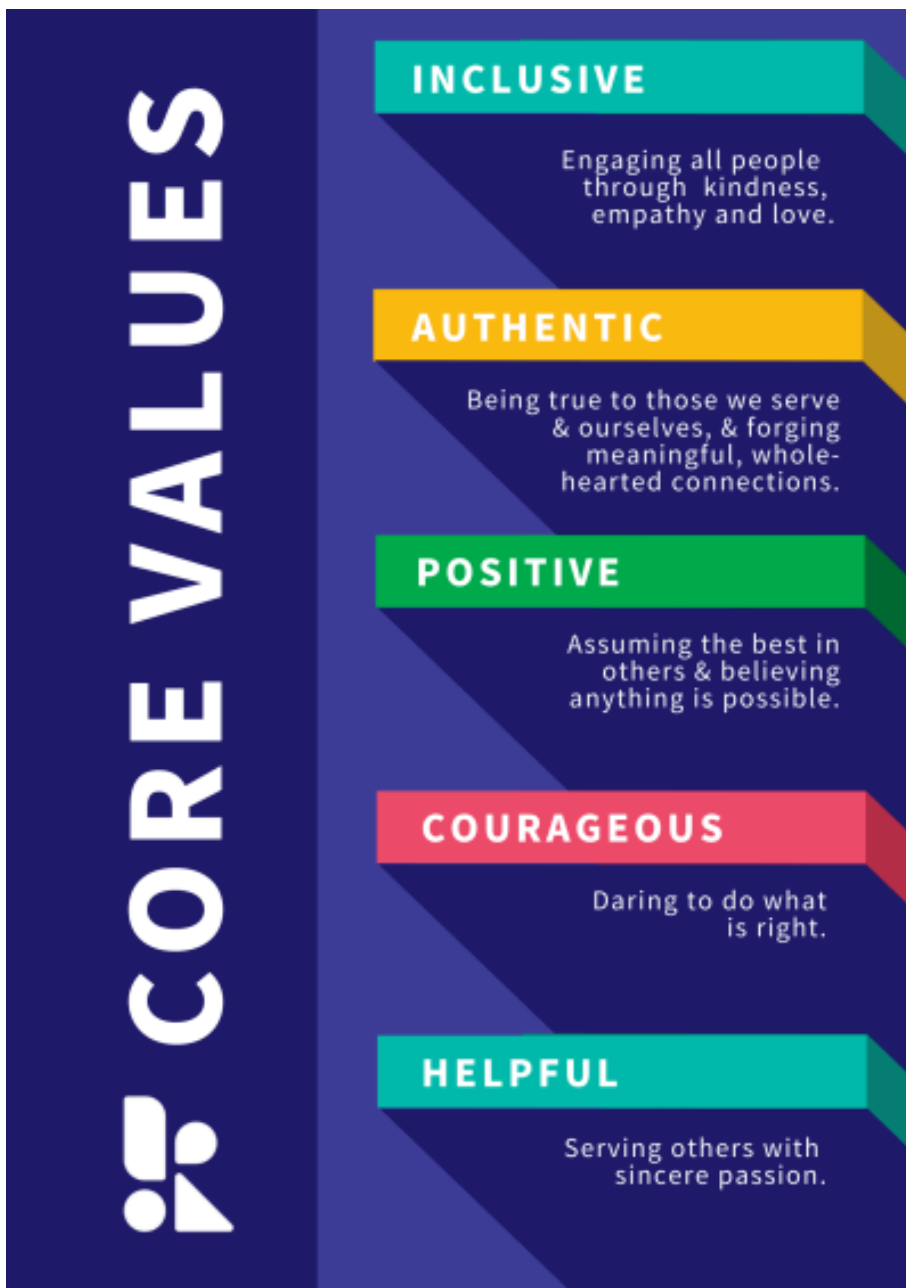
- Surveying & actively listening to patrons and partners
- Monitoring & analyzing our key performance Indicators (KPIs)
- Inter and intra-industry trend research
- SWOT Analyses
- Projects proposed by staff, managers and leadership team - great ideas come from all over the organization!

How do we engage staff?

Engaging our dedicated staff in the strategic planning process is a fundamental cornerstone of KDL's approach. We firmly believe that our employees, with their passion and commitment, are the driving force behind our success. To cascade the strategic plan down to all levels of the organization, we employ a collaborative, and inclusive approach that ensures every staff member is not only informed but also actively participates in bringing our vision to life. Our strategic plan is designed to be more than just a high-level document; it's a blueprint that empowers each team member to see their role in achieving our collective goals.

Who We Are

Kent District Library (KDL) is more than just a 5-star library system; we are a dynamic community catalyst committed to serving the diverse and unique needs of the communities our 20 branches and bookmobile serve. Our strength lies in our ability to embrace the individuality of each community: we listen, adapt, and innovate, ensuring that our systemwide planning efforts are tailored to meet the distinctive aspirations, preferences, and challenges of our patrons.



Core Values

Values reflect who we are and what we stand for.

Core values are the characteristics we must exhibit to achieve our collective strategic goals.

Purpose

We exist to further **all** people.

Vision

KDL will be an indispensable community resource for enriching lives through access to personal discovery for all.



Pillars + Goals

Pillars are our easy-to-remember focal point or "buckets" that encompass our 3-year goals. Our 3-year goals bring us closer to fulfilling our purpose and give the organization focus and direction in a world of many competing ideas and limited resources.

Strengthening Community

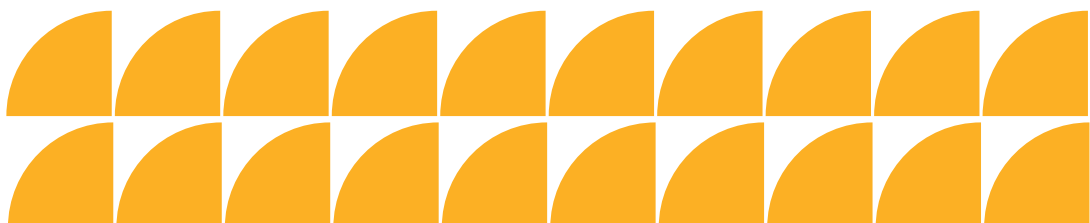
Celebrate distinctive communities by prioritizing meaningful partnerships and patron relationships, finding commonalities with our neighbors, and intentionally connecting resources.

Technology

Proactively explore evolutions in the ever-changing technological landscape to optimize resources, enhance services, and embrace education on adoption.

Core Programming

Strategically focus efforts on defining and providing exciting, valuable core programming that gives people access to experience and invites further exploration of KDL's services and spaces.



Strengthening Community

Evaluate community partnerships by accessing data to establish reciprocity and shared goals, develop a partnership intake process and prioritize relationships and partnerships at the branch and system levels to reveal where there may be gaps or overlaps. Create "Who Is My Community" sheet & map for each branch so key partnerships are highlighted and communicated.

[illegible]

Assess each in-branch experience to optimize engagement opportunities and to encourage gathering as well as one-on-one engagement between patrons, and between staff and patrons. Find ways to make the branch a destination.

[illegible]

Technology

3

[illegible]

4

[illegible]

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[illegible]

6

[illegible]

1

[illegible]

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JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC

4

[illegible]

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6

[illegible]

1

[illegible]

2

[illegible]

Launch a three-branch pilot to test activities and layouts that maximize space and engagement while requiring minimal staff involvement, using the results to shape a long-term strategy for systemwide implementation.