**F. Update on the Strategic Plan FY2014 – FY2019**

**Vision**

To be fully relevant as the needs of Gloucester’s public evolve.

**Mission**

The mission of the Gloucester Lyceum and Sawyer Free Library is to inspire lifelong learning, foster intellectual curiosity, and strengthen our community by**:**

**Goals**

* Actively promoting the open exchange of ideas;
	+ *The Lyceum Committee continues to offer bi-monthly programs of local interest featuring local people who want to share their passions and engage with community members*
	+ *The library staff is creating a quarterly newsletter with think pieces on a particular topic*
	+ *Created a process for the community curated Gloucester Collection of beloved materials*
* Providing inviting and attractive physical and virtual spaces that encourage connections among people of all ages;
	+ *Substantial financial resources have been invested in the existing facility to:*
		- *Create an environment in compliance with the Americans with Disabilities Act (ADA)*
		- *Reallocate space for Teen Services*
		- *Provide accessible space for all programs*
		- *Create two medium sized public meeting rooms in the Saunders House*
		- *Modernize the technological infastructure by installing electrical and data wiring and adding wireless access points to modernize the facility*
		- *Improve safety by installing an updated surveillance system*
		- *Repair and maintain the facility*
		- *Appropriate furnishings were purchased for Adult and Teen Services*
	+ *The library’s website has been redesigned for better communication, access to digital collections, and exchange of ideas between the community and the library*
* Acquiring and maintaining collections that celebrate the history of Gloucester;
	+ *Relocated local history holdings to a more environmentally stable place near Information Services*
	+ *Acquired secure archival cabinets to house unique items*
	+ *Formed the Local History and Archives Advisory Committee*
	+ *Inventoried the local history collection of the library and the archival collection of the city*
	+ *Oversaw conservation, preservation, and digitization of the oldest city records and the city directories*
	+ *Provided access to city’s digitized collections via the sites of the Digital Public Library of America, the Digital Commonwealth, and the North of Boston Library Exchange Digital Heritage*
* Collaborating with community partners to better serve a more diverse population; and
	+ *Community Services and Wellspring House continue to maintain and expand their partnership to better serve the community’s immigrants by offering program space for English language tutoring and collection development for ELL (English Language Learning) and native, non-English languages*
	+ *Children Services brings the library into the constellation of collaborating community organizations for Countdown to Kindergarten*
	+ *Children Services works in close collaboration with the public schools in support of their literacy initiatives*
	+ *Children Services works in close collaboration with the preschools and Early Intervention Program in support of their readiness for school initiatives*
	+ *Teen Services is working to forge effective relationships with the middle and high school librarians, and the Business and Education Collaborative of the Cape Ann Chamber of Commerce*
	+ *Senior Outreach Services works with the Council on Aging, the Housing Authority, and local senior care facilities to provide library services to people who are unable to come to the library.*
	+ *Programming has augmented by several community-wide and regional collaborations*
		- *The Cape Ann Reads Project with the Cape Ann Museum, the Gloucester Writers Center, the four public libraries on Cape Ann*
		- *The Henry David Thoreau: A 200th Birthday Celebration with the Cape Ann Museum and The Thoreau Society*
* Sustaining an environment for the Library staff that nurtures creative thinking and problem-solving.
	+ *The Board of Trustees is funding development activities involving the entire staff and individual professional development upon request*
	+ *Staff have been organized into public service teams – Children’s, Borrower’s, and Information*
	+ *Staff have been and will continue to be cross-trained in the various departments*
	+ *Interdepartmental staff groups have been formed to envision goals and brainstorm actions to improve access, technology, collection activity*
	+ *Staff is rewarded for their creative attempts to bring solutions, go beyond the status quo, and overcome existing constraints*