



STRATEGIC PLAN 2024-2028



MESSAGE FROM THE DIRECTOR



Dear Library Patrons, Allies, and Perrysburg Community Members,

I am thrilled to present to you the culmination of an extensive journey - the Way Public Library's new five-year strategic plan. This comprehensive roadmap sets the course for our library's growth, evolution, and unwavering commitment to serving the vibrant Perrysburg community.

Strategic planning is a pivotal process that enables us to chart a clear path towards realizing our vision and achieving our mission. The input and engagement from our patrons and stakeholders have been the cornerstone of this plan's development. I am immensely grateful for the overwhelming response we received from our community. An astonishing 794 individuals, representing a significant portion of our approximately 25,000-strong service area, participated in our community survey. Also, more than 40 dedicated individuals attended small focus groups, generously sharing their insights. An additional eight individuals met one-on-one to share their perspectives. Your collective voices have guided us to envision a future that truly reflects the needs and expectations of our diverse community.

Our core values of community collaboration, literacy and creativity, past and future, and exceptional service will guide our journey.

With these core values as our guiding light, we are ready to embark on an exciting journey of progress and growth. As we move forward, we pledge to be transparent and accountable, ensuring that we stay aligned with the objectives outlined in this strategic plan. By doing so, we aim to leave a lasting positive impact on the lives of those we serve.

I extend my deepest appreciation to each one of you for your unwavering support of the Way Public Library. Together, we have laid the foundation for a stronger, more vibrant library that embraces its role as an invaluable resource in the heart of Perrysburg.

Sincerely,

A handwritten signature in black ink that reads "Janel Haas". The signature is fluid and cursive, with the first letter of "Janel" being a large, stylized capital "J".

Janel Haas

Director, Way Public Library

MISSION & VISION

MISSION:

Connecting you to the community and the world.

VALUES:

Community collaboration – Forging connections to provide robust programs and services throughout the community.

Literacy and creativity – Nurturing literacy, learning, and imagination.

Past and future – Preserving Perrysburg's history and innovating for the future.

Service – Providing respectful, friendly, competent service in a safe environment.



STRATEGIC GOALS

GOAL 1: Extend our reach into the community: Connect people to one another and to the community information they need to thrive.

STRATEGIES:

- Devise a practical and consistent strategy to serve as a support organization (point of first contact) for people new to Perrysburg.
- Continue providing a responsive portfolio of programs and events which fosters fun, literacy, and learning.
- Empower residents to find and interact with like-minded communities.

GOAL 2: Celebrate and nurture Perrysburg's diversity: Provide resources and services inclusive of the diversity within our community.

STRATEGIES:

- Create and maintain collections about other cultures and in languages other than English, keeping pace with evolving demographics.
- In partnership with local organizations, provide multicultural community programs that excite, educate, and instill empathy.
- Welcome with intention people of all ages and cultures.



GOAL 3: Provision for growth while preserving our history: Expand the library and its services as the population increases while preserving local history.

STRATEGIES:

- Continue to honor and preserve Perrysburg's rich history.
- Evaluate the existing facilities in terms of meeting community needs.
- Lay groundwork necessary for a potential capital improvement in the library facilities.



GOAL 4: Train and retain exceptional staff: Equip a library team that is confident and excited to steward the library's bold mission.

STRATEGIES:

- Coordinate regular staff technology and resource training, and bonding opportunities throughout the year.
- Standardize and streamline staff communication channels.
- Prioritize new hiring and staff deployments in areas that are ongoing operational challenges, while exploring a longer-term full staff reorganization.



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PREPARED BY

**LIBRARY
STRATEGIES**