



Oakmont Carnegie Library

Five Year Strategic Plan 2026-2030

Mission Statement: Our mission is to serve as a community source of lifelong learning, information, recreation, and inspiration.

Executive Summary

The Strategic Plan was written by the Library Board of Directors and Library Director. It updates the 2022-2025 Strategic Plan and covers a period of five (5) years. The drafting process included consideration of current and emerging library trends, recognition of the library's strengths and weaknesses, and seeking community input through public survey and public meeting sessions. The Strategic Plan reflects the priorities of the Oakmont and Verona communities.

1. Building

Objective: Maintain and enhance the library's historic facility to ensure safety, accessibility, and long-term sustainability

Goals:

1. Work with the Borough to utilize the completed initial building plan/assessment and begin early stages of building improvements
2. Prioritize and schedule HVAC, roof, and energy efficiency upgrades
3. Reorganize and improve interior spaces for flexible community use and library service needs
4. Incorporate sustainable improvements into all building projects
5. Obtain additional funding to address capital repairs and improvements

2. Programs and Services

Objective: Offer diverse, high-quality programs and resources that promote lifelong learning, literacy, and recreation for all ages

Goals:

1. Expand educational and cultural programming for youth, teens, and adults
2. Continue developing new and existing partnerships with local schools, businesses, professionals, experts, and organizations to co-sponsor events and offer niche programming
3. Evaluate programs continuously to align community interests, needs and availability
4. Expand services and hours in the Makerspace
5. Assess needs in adult services, reference, archives and youth departments
6. Increase library service hours on Wednesday evenings and staffing resources for Saturdays
7. Enhance and expand digital literacy offerings and technology access
8. Evaluate collections annually to align with community interests and usage trends
9. Promote collections through media, displays, and programs
10. Continue to spend robustly on collections as required by State library code

3. Community Engagement

Objective: Strengthen the library's role as a community hub through inclusive outreach, collaboration and communication

Goals:

1. Engage library users through programming and materials, and seek to engage with community members who are not already library users through outreach at and outside of the library
2. Find more ways to offer events outside of the library
3. Identify gaps and underserved populations in our community and develop service opportunities to address the needs
4. Increase collaboration with our school district. Support educators and their classrooms by providing the resources they need and want
5. Expand partnerships and communication with local businesses, nonprofits, and civic groups
6. Improve the library's website for accessibility, organization, and connecting visitors with library resources and information
7. Increase community awareness through consistent marketing and communication
8. Create opportunities for community input

9. Celebrate the library's impact through storytelling and annual community reports

4. Personnel

Objective: Support and invest in staff to foster a positive, skilled, and customer-focused team

Goals:

1. Recruit and retain the best possible staff to provide high levels of service to our library community
2. Engage in ongoing assessment of library service needs to ensure staffing structures effectively support community priorities
3. Create an employee handbook with all library policies and procedures related to operations and future staff successions
4. Provide ongoing professional development and training opportunities
5. Provide annual performance reviews with clear objectives and feedback
6. Review compensation and benefits to remain competitive within the region

5. Fundraising and Financial Sustainability

Objective: Ensure the library's financial stability through diversified funding sources and responsible stewardship

Goals:

1. Maintain stable local and state funding at a level that supports core operations
2. Grow annual giving through individual, corporate, and foundation support
3. Coordinate a minimum of one fundraising event annually
4. Pursue grant opportunities for capital and program initiatives
5. Improve information on the library's website to educate potential donors about library giving opportunities (one time, ongoing, endowment, legacy, etc)
6. Work with funding consultants to address long term financial needs and goals of the building plan

Approved and adopted by the Library Board (3/11/2026)