

We are on the last year of implementing our [Strategic Plan from 2018](#). With 53 of 56 actions [either completed or in progress](#), we can feel pretty good about being responsive to our community's needs and wishes. So the question arises: do we embark on another strategic planning process?

On one hand, a strategic plan provides a powerful guide for the entire library, keeping us focused. How many times since 2018 have we asked internally "How does this align with our Strategic Plan?"...well, a lot! And by achieving so much, our library is demonstrably a better organization than it was before we started this process. A new plan could keep this momentum going and take us to even greater heights of providing library services to our community.

On the other hand, it's hard to imagine how much more we could do with our current funding and staffing levels. We are asking a lot of staff right now, and I'm not sure how much more we could realistically add to people's workload. And most of the items we couldn't achieve from our current plan relate to spatial constraints. Maybe we could save ourselves the time and effort of a strategic planning process and simply focus for the next 5 years on exploring ways to increase our access to physical space for library services.

Either way, this is a board-level decision. If you do want to proceed with a new planning process, I would like to put out a request for proposals (RFP) immediately, so we can have an idea for what to plan for as we begin to put together next year's budget. Then our formal planning process could start after the new year. A draft RFP is in the packet for your consideration, if this is the route you'd prefer.

Submitted by John Rucker