

Cobourg Public Library - Strategic Plan 2024 to 2025 (January 2024 to Dec 2025)

.Strategic Direction #1: Determine current capacity in order to create increased stability	
<ul style="list-style-type: none"> • The first direction focuses on the following: <ul style="list-style-type: none"> ○ Recalibrating services considering the differing demographics in the Library’s service areas ○ Reevaluate staffing deployment when considering the information received from the Service Delivery Review ○ Determine the services that are necessary versus desired, as well as continuing to evaluate the engagement and effectiveness of the service in the community 	
Goal # 1: Undertake a Service Delivery Review	Evaluate Programming to determine level of service required.
	Evaluate Collections to determine service delivery.
	Evaluate Online & Virtual Services to determine best deployment of these services.
	Evaluate technology equipment, services and infrastructure to determine efficiency and longevity of services.
	Evaluate staffing levels to determine appropriate deployment of staff members to provide Library services.
Goal # 2: Determine core services in conjunction with core funding	Using information gathered from Goal #1, determine what services should be considered core to Library operations. Once core services have been determined, evaluate against funding to direct the allocation of funding to services.
Goal #3: Secure current funding sources, while researching alternative sources of funding to secure the future of the Library	Evaluate methods to secure current funding sources at levels required to support efficient and appropriate service provision.
Goal # 4: Ensure the Library is a part of strategic partnerships with agreements and measurables in place	Evaluate the process of creating partnerships to ensure the partnerships are mutually beneficial, and address the Library’s goals and strategic directions.
Strategic Direction #2: Current and future spaces for Library services and programs	
Goal # 1: Evaluate current space for Library services and programs considering efficient and effective use	Create a definition of the spaces to be evaluated, as well as recording mechanism for how the space is being used at each location (Bewdley, Cobourg, Gores Landing).
	With information gathered ensure efficient, accessible, and practical use of space in relation to services.
	Define flexible spaces within each location (Bewdley, Cobourg, Gores Landing), and formalize procedures around these spaces.
	Create additional shade in the garden where seating has been placed.
	Determine the need for space for teens/young adults and explore the possibilities within the footprint of the Cobourg location.
Goal # 2: Evaluate future space for Library services and programs	Analyse projected growth in communities served in conjunction with impact on Library services – with the intention of growing services in the future to match a growing community.
	Continue to work with the Town of Cobourg in relation to the space within the C. Gordon King Centre currently occupied by the Northumberland County Archives. Where appropriate, provide information and support to the Town of Cobourg in creating a space where opportunities for the community are realized.
	Work with Township of Hamilton to create locations in Baltimore and Cold Springs as a pilot project to determine need in those areas <i>(as per 2023 Parks & Rec workplan – Hamilton Township)</i>