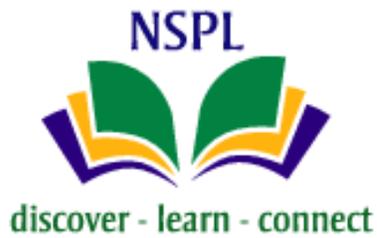


North Smithfield Public Library
20 Main Street ♦ Slatersville, RI 02876
401-767-2780
www.nspl.info

discover - learn - connect

Long Range Plan
2017-2020



Mission Statement

The North Smithfield Public Library will provide diverse and easily accessible materials, services and programs in an atmosphere which encourages the free flow of ideas to educate, inform, enrich, and entertain local residents.

Special emphasis is placed on supporting students at all academic levels and on stimulating young children's interest and appreciation for reading and learning.

Community Profile

North Smithfield is a semi-rural community of approximately 24.7 sq. miles located northwest of Providence. Part of the newly created Blackstone River Valley National Historic Park, the town is rich in history and includes the historic villages of Forestdale, Primrose, Waterford, Branch Village, Union Village, Park Square, and Slatersville. Slatersville has the distinction of being “America’s first planned industrial mill village”. The Library is located in one of the original mill buildings along the Branch River, offering beautiful views and picturesque Centennial Park as one of its assets. In 2016 Slatersville became part of the Blackstone Valley National Historical Park. North Smithfield Library and Centennial Park are featured on the walking tour led by park rangers.

The population of North Smithfield is 11,967, according to the 2010 census, comprised of 4,715 households. The median income is \$79,000 with 2.1% below poverty level. There are 9,511 citizens 18 years old and over, 1,598 school age (5-19 years old), and 508 under 5 years old. The education attainment breakdown for persons 25 years or older is 88.1% with a high school diploma or higher and 31.6% with a bachelor degree or higher. The racial profile is; White 96.6%, Black or African American 0.5%, Asian 1%, and Mixed Race 1.2%

Library and Centennial Park – Goals and Objectives

Goal 1: Provide best possible service and experience to meet the needs of our users

- A. Collect and evaluate input from library users
- Use Targeted Surveys throughout the year to evaluate the services we provide.
 - Set up a suggestion box for users
 - Track information collected, evaluate and implement accordingly
 - Use data about library use to analyze patterns and develop better service
- Completion Date: December 2018
Responsibility: Youth Services Librarian, Reference Librarian, Director
- B. Explore and promote the possibilities for volunteer opportunities to get users interested in and involved in the library
- Accept user-created content and highlight user contributions on social media
 - Create meaningful and dynamic advisory boards
 - Solicit users to reestablish the Friends of the Library Group.
- Completion Date: December 2018, on-going
Responsibility: Youth Services Librarian and Reference Librarian
- C. Provide training and continuing education to staff through a variety of opportunities
- Develop a structure for staff development and training
 - Formalize a continuing education plan for staff expectations related to job descriptions and goals
 - Encourage staff to attend workshops, classes or conferences when possible
- Completion Date: December 2019
Responsibility: Director and Reference Librarian
- D. Provide a safe and pleasant environment
- Assess the need for building repairs and upgrades.
 - Prepare a budget and seek funding sources for those repairs and upgrades
- Completion Date: June 2020
Responsibility: Director and Trustees
- E. Promote and expand the Homebound Program.
- Advertise in all media outlets
 - Put up flyers at the Meadow's Meal Site
- Completion Date: June 2018, on-going
Responsibility: Reference Librarian

Goal 2: Create a plan for instructional programs related to current and emerging technologies used by patrons and staff

A. Assess the needs of the community for technology classes

- Keep statistics for all technology questions
- Create a mini survey for users
- Develop an instructional plan with available data

Completion Date: September 2018, on-going

Responsibility: Reference Librarian

B. Determine and create a matrix for staff competencies from basic to advance level skills.

- Plan and deliver basic and intermediate instruction so all staff can effectively aid users with their technology questions.

Completion Date: September 2018, on-going

Responsibility: Director and Reference Librarian

Goal 3: Create young readers: Youth Literacy

A. Promote reading in a way to open new possibilities

- Create “Reading Packs” supporting and aiding parents as their child’s first teacher
- Expand and promote the “Growing a Reader: early Literacy Program”
- Create, circulate and promote “Adventures in Reading Packs”, a collaboration with the venues in our museum pass program, showing kids how to connect literature with the “real” world.

Completion Date: June 2019

Responsibility: Youth Services Librarian

B. Advance the library’s commitment to youth literacy

- Outreach to daycare providers – invite daycare providers to the library or bring the library to them.
- Promote the ways the library supports literacy by developing partnerships with local organizations.
- Strengthen partnerships with local schools to further support youth literacy.

Completion Date: on-going

Responsibility: Youth Services Librarian

C. Strengthen young readers

- Promote and strengthen reader advisory through lists, displays and special programs
- Expand and promote the “Book Pin Traders Program”
- Develop after school programming, promoting literacy through multiple intelligences, literary and non-literary subjects.

Completion Date: September 2018

Responsibility: Youth Services Librarian

Goal 4: Meet the learning needs of all users

- A. Provide educational support for all ages.
- Continue to provide access to a variety of on-line classes.
Completion Date: On-going
Responsibility: Reference Librarian and Director
 - Promote the resources offered for homework support – both Ask RI and library provided on-line resources.
Completion Date: On-going
Responsibility: Reference Librarian
 - Provide instructional classes for access to all resources available through the Library.
Completion Date: On-going
Responsibility: Reference Librarian
 - Continue to support the school’s Summer reading requirements by providing access to the titles on the reading lists
Completion Date: On-going
Responsibility: Youth Services Librarian

Goal 5: To support, train and adequately compensate library staff.

A. To revise job descriptions acknowledging the need for increasing expertise in technology skills and the ability to instruct users.
Completion Date: June 2017
Responsibility: Director, Trustees

B. Review and update library personnel policies
Completion Date: June 2017
Responsibility: Director, Trustees

C. Review the pay scale and benefits in order to reward staff for good service and to attract experienced personnel.
Completion Date: on-going
Responsibility: Director, Trustees

D. Provide training and continuing education to staff through a variety of opportunities

- Develop a structure for staff development and training
- Formalize a continuing education plan for staff expectations related to job descriptions and goals
- Encourage staff to attend workshops, classes or conferences when possible

Completion Date: December 2019, yearly thereafter
Responsibility: Director and Reference Librarian

Goal 6: Develop a plan for Centennial Park in collaboration with the National Park Service
A. Meet with park Rangers and representatives from Blackstone Heritage Corridor Inc to investigate ways of maintain the park.
Completion Date: September 2020
Responsibility: Trustees and Director

Goal 7: Increase public awareness of the library's services and collections through consistent and multifaceted marketing and promotion.

A. Increase presence on social media

- Evaluate the benefits and audience of social media channels

B. Improve channels of communication with the public about library news and events

- Create a promotional email list for news, events, collection and stories

C. Update website for more modern look

- Improve navigability
- Evaluate content
- Make it be the hub of all library's online activity

PLAN REVIEW AND REVISION

This Long Range Plan has been developed to be implemented over the next three years. Progress in meeting goals, as measured by achieving objectives and completing activities, will be evaluated by the Library Director and Board of Trustees on the anniversary date of the Plan's implementation This evaluation may result in the addition, deletion or revision of objectives and activities in response to changes and new developments.