

DRAFT: Springfield Public Library and History Museum Strategic Plan

Mission

Discover, Connect, Grow

Vision

- *Final version still in development by the Strategic Planning Team*

Values

The core values of the Springfield Public Library and History Museum are:

1. Access to and care for the collections;
2. Community;
3. Collaboration;
4. Equity, diversity, and inclusion;
5. Curiosity.

The work of the Springfield Public Library and History Museum are deeply rooted in the professional values of libraries and museums as expressed in the American Library Association's [Core Values of Librarianship](#) and the American Alliance of Museums' [Core Standards for Museums](#).

Draft Priorities and Goals

Work in partnership with the City and stakeholders to continuously improve the user experience in Library and Museum spaces and with Library and Museum collections.

- *Implement an inviting and accessible experience to the Library.*
- *Improve street-level access to Museum and Library resources.*
- *Continue efforts to digitize and then make accessible fragile Museum collections.*
- *Evaluate patron space use and collection access in the areas touched by the library's 2023 remodel.*

Celebrate the opportunities for coordination between the Museum and the Library.

- *Share the story of the Library and Museum working together.*
- *Closely collaborate on Museum special exhibits, large-scale community programming, and outreach opportunities.*

Extend the Library and Museum impact into our community.

- *Emphasize outreach activities that provide impact over activities that prioritize visibility.*
- *Ensure equitable access to Library and Museum services for our Spanish-speaking community members.*
- *Develop a plan to diversify Library and Museum staff, stakeholder groups, volunteers, and boards.*
- *Focus on community partnerships and co-location opportunities with the City.*

Balance the resources needed to provide quality library and museum service to the community with those needed to best support staff engagement, wellness, and growth.

- *Work with stakeholders to cultivate community supporters to advocate on behalf of the Library and Museum.*
- *[Language for an organization-level goal focusing on collaborative staff culture still in development by the Strategic Planning Team.]*
- *Ensure adequate time for staff to celebrate successes, move through challenges, and engage in professional development.*