

Imperatives: Our primary goals as a cooperative	Initiatives: What we will do to meet the imperative	Objectives: Measuring our progress in meeting the imperative
PROVIDE EQUITABLE ACCESS: Remove barriers to access for our diverse and geographically dispersed communities	<ul style="list-style-type: none"> Implement centralized services to address already-identified needs for: <ul style="list-style-type: none"> Books-by-mail for homebound residents Access to digital resources via online registration (eCard) Develop a plan with initiatives to be implemented by all LINCC members regarding: <ul style="list-style-type: none"> Underserved populations Barriers to access Community needs Explore alternative ways to meet patron needs inside and outside of library facilities. 	<ul style="list-style-type: none"> Initiate centralized homebound/books by mail – FY 20/21 Implement eCard – FY 19/20 Select common initiatives and measures – FY 20/21 Implement common initiatives and measures – FY 21/22 Identify alternative ways to meet patron needs – FY 21/22 Measure progress towards equitable service delivery using LINCC common measures – FY 21/22
COMMIT TO YOUTH: Champion educational, developmental, and social support for all youth (birth – teens)	<ul style="list-style-type: none"> Investigate solutions for already-identified need for: <ul style="list-style-type: none"> District-wide youth services coordination Develop a plan with initiatives to be implemented by all LINCC members regarding: <ul style="list-style-type: none"> Currently-provided youth services and programs throughout LINCC Gaps, overlaps, and opportunities in District-wide services Potential partners (schools, non-profits, service groups) Be the leaders in early literacy to support school readiness, social development, and lifelong learning Strengthen services and support for elementary and middle-school children Provide fun, safe, inviting programs for teens 	<ul style="list-style-type: none"> Initiate centralized youth services coordination – FY 21/22 Select common initiatives and measures – FY 20/21 Implement common initiatives and measures – FY 21/22 Compare ourselves nationally to other libraries in the area of supporting early literacy – FY 20/21 Measure progress towards commitment to youth using LINCC common measures – FY 21/22
CONNECT COMMUNITIES: Provide all ages with opportunities for cultural engagement, lifelong learning, and social activities	<ul style="list-style-type: none"> Investigate solutions for already-identified need for: <ul style="list-style-type: none"> Sufficient and flexible programming and community meeting space Develop a plan with initiatives to be implemented by all LINCC members regarding: <ul style="list-style-type: none"> Currently-provided services and programs throughout LINCC Gaps, overlaps, and opportunities in District-wide services Potential partners (businesses, non-profits, service groups, government agencies) Serve as a “third place” for: <ul style="list-style-type: none"> Safe and respectful place for community conversations Connecting with others in an increasingly-isolating world Seniors, families, and intergenerational activities Exploration and discovery for all ages Help all ages learn new and evolving technologies 	<ul style="list-style-type: none"> Complete programming and community meeting space survey (include with facilities assessment) – FY 19/20 Select common initiatives and measures – FY 20/21 Implement common initiatives and measures – FY 21/22 Complete assessment to determine if libraries are serving as a “third place” – FY 20/21 Compare ourselves nationally to other libraries in the area of supporting people learning new and evolving technologies – FY 20/21 Measure progress towards connection to communities using LINCC common measures – FY 21/22

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ENHANCE USER EXPERIENCE: Retain local identity while providing a consistent experience	<ul style="list-style-type: none"> Investigate solutions for already-identified need for: <ul style="list-style-type: none"> Public relations and promotion Formalize processes for decision making and implementation of LINCC-wide practices and procedures that benefit all Formalize processes for proposals and recommendations from committees Explore and identify new opportunities for intralibrary cooperation and centralized coordination Honor and retain our value of personalized service 	<ul style="list-style-type: none"> Identify opportunities and create a LINCC-wide calendar for public relations and promotion – FY 19/20 Identify responsibility and level of commitment regarding public relations and promotion – FY 20/21 Document formalized process for decision making of LINCC-wide practices and procedures – FY 19/20 Document agreed upon practices and procedures to be used by all LINCC libraries – FY 20/21 Prioritize new opportunities for intralibrary cooperation and centralized coordination and begin implementation – FY 21/22 Complete assessment to determine if libraries are providing personalized and consistent service – FY 21/22
ENSURE SUFFICIENT FUNDING: Obtain sustainable, sufficient funding for facilities, programming, services, and staffing	<ul style="list-style-type: none"> Conduct District-wide facility assessment to identify: <ul style="list-style-type: none"> Current state and adequacy of facilities Anticipated future facility needs including ongoing sustainability and funding of facilities Conduct District-wide staff level assessment Summarize facility and staff level assessments and service and programming plans (from all initiatives) Compare funding models and levels for comparable systems/districts/etc. Advocate that the IGA incorporate the most recently adopted OLA Standards for Public Libraries 	<ul style="list-style-type: none"> Complete and analyze assessment of existing facilities and anticipated facility needs – FY 19/20 Complete and analyze assessment of staffing needs – FY 19/20 Analyze assessments and plans to determine revenue needs – FY 20/21 Complete comparison of funding models and level for comparable systems/districts/etc. – FY 19/20 Include “the most recently adopted” OLA Standards for Public Libraries into the Library District IGA – FY 21/22