



Strategic Plan

FY2026 to 2028





Our Mission

To Welcome, Enrich,
Empower and Inspire

Our Vision

To Foster Growth,
Exploration and Knowledge

Our Values

Authentic, Agile,
Person-Centered

Our Future: Strategic Focus

- 1 Celebrate Neighborhoods
- 2 Engage Families
- 3 Prioritize Service
- 4 Fortify Teams





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Introduction

With the successful completion of its current strategic plan, the Lorain Public Library System began developing its next plan in July 2025. Guided by a strong commitment to community-centered service, the library invited residents to participate in a system-wide survey, ensuring that community voices played a meaningful role in shaping the priorities for the years ahead. The resulting plan centers on four core priorities: celebrating neighborhoods, engaging families, prioritizing service and fortifying teams.

The strategic plan is organized around these four goals, each supported by clear objectives and actionable steps. It provides a framework for informed decision-making, thoughtful prioritization and effective allocation of resources. Above all, the 2026–2029 strategic plan reaffirms Lorain Public Library System’s dedication to its mission, vision and values—empowering the community to grow through curiosity, knowledge and discovery.

Strategic Planning Facilitator:
Catherine Hakala-Ausperk,
Libraries Thrive Consulting

The Process

The Lorain Public Library System gathered community input through a public survey that yielded 315 responses. Library staff actively distributed the survey both online and in person during patron visits. During the same period, 42 of the library’s 116 employees completed an internal questionnaire, offering their perspectives on cultivating a productive and supportive workplace.

Survey findings were shared with the Board of Trustees and the library’s management team. Overall, community respondents expressed high satisfaction with the library, frequently noting the quality of staff interactions, programs, services and collections. Many highlighted the library as a valued, safe and welcoming community space. Suggestions for improvement included streamlining the program registration process, enhancing in-house collections and expanding specific offerings such as homeschooling resources, programs promoting social and community connection, varied youth program times and additional culinary literacy opportunities.

In September 2025, the Board of Trustees held a half-day retreat to interpret the survey data through a SWOTA analysis (Strengths, Weaknesses, Opportunities, Threats and Aspirations). This work was essential to shaping the new strategic goals. The Board’s retreat was followed by a half-day Leadership Retreat, where leaders from across all levels of the organization worked in small groups to examine these goals through five key library perspectives: Customer, Staff, Internal Processes, Financial and Non-Financial Resources. This process produced a set of objectives designed to support and advance the strategic goals.

The themes identified through both the community and staff surveys are woven throughout the strategic plan and reinforced by objectives and action steps that position the Lorain Public Library System for its next phase of growth and service to the community. A Strategy Committee composed of staff from all levels will help shepherd the plan over the next three years, ensuring the objectives remain aligned with community needs and organizational priorities.





1 Celebrate Neighborhoods



NURTURE partnerships with small, local organizations and businesses.

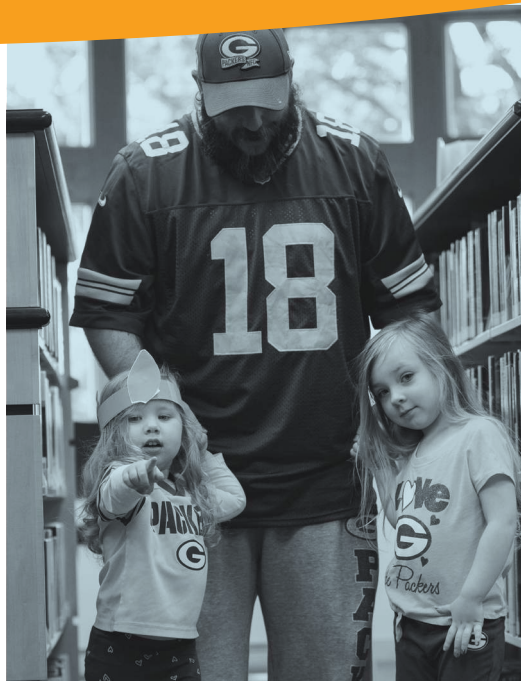
USE DATA and community insights to guide services.

CELEBRATE local culture, heritage and interests.





2 Engage Families



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SUPPORT
all models
of learning.

CREATE
opportunities
for community
connection.



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3

Prioritize Service



FOSTER GROWTH,
operational excellence
and exceptional
service.

UPHOLD effective
policies and service
standards.

ENHANCE
organizational
effectiveness through
strong partnerships.

DEMONSTRATE
library value and
impact.





4 Fortify Teams



STRENGTHEN
communication and
collaboration.

ENHANCE,
recognize and share
staff expertise, skills
and achievements
across the
organization.

CHAMPION
employee growth,
development and
satisfaction.





MAIN LIBRARY

351 W. Sixth Street • Lorain, OH 44052
440-244-1192

AVON BRANCH

37485 Harvest Drive • Avon, OH 44011
440-934-4743

COLUMBIA BRANCH

13824 W. River Road North
Columbia Station, OH 44028
440-236-8751

DOMONKAS BRANCH

4125 E. Lake Road • Sheffield Lake, OH 44054
440-949-7410

NORTH RIDGEVILLE BRANCH

35700 Bainbridge Road
North Ridgeville, OH 44039
440-327-8326

SOUTH LORAIN BRANCH

2121 Homewood Drive • Lorain, OH 44055
440-277-5672

