



Strategic Plan

FY2023 to 2025





Our Mission

Connecting our communities to experiences that enrich, empower and inspire every day.

Our Vision

We are the catalyst for personal and community growth, discovery and success.

Our Values

Adaptability

We are agile in our ability to adopt trends and employ curiosity, creativity and originality in meeting the changing needs of our communities. We model excitement, fun and passion in creating relevant and accessible collections, programs and services for our communities.

Commitment

We serve our communities with integrity, empathy and expertise. We foster an environment that encourages meaningful connections with our communities, other organizations and each other.

Empathy

We are an inclusive and inviting environment for our communities and staff, where differences are welcomed, valued and treated with respect.



Our Future: Strategic Focus

1 Enrich community connections

2 Nurture an exceptional staff

3 Build on innovation





Planning Team

Board of Trustees

Gloria Badillo, N.D, Chair
Tiffany McClelland, Secretary
Ethel Schiemman
Millie Torres
Monica Snipes
Richard Ackerman
Melissa Perez Ramirez

Administration/ Leadership Team

Anastasia Diamond-Ortiz, CEO/Director
Cheryl Grizzell, COO
Maria Robinson, CFO
Jennifer Black
Michael Diamond
Rick Gerena
Anne Godec
John Guscott
Donna Kelly-Sprinkle
Cheryl Paganelli
Susan Spivey
Annalisse Strippoli
Jennifer Winkler
Katie Cooley
Erin Hallahan
Dan Shell
Danielle Coward
Mark Peters
Kim Edsell

Introduction

With the successful completion of their current strategic plan, the Lorain Public Library System embarked on a journey to create their next strategic plan in August 2022. The Lorain Public Library System is committed to serving its community and was equally committed to involving the community in the strategic planning process via a community survey. The new strategic plan focuses on enriching the library's connections with the community it serves, continuing to nurture the exceptional library staff and building on innovation initiatives.

The strategic plan is organized around three strategic goals, each supported by strategic objectives and action items. The plan serves as a guide for decision-making and effective resource allocation. Above all, the 2023-2025 strategic plan reinforces Lorain Public Library System's commitment to its values, vision and mission as it empowers the community to grow through curiosity and discovery.

Strategic Planning Facilitator:
Northeast Ohio Regional
Library System

The Process

The Lorain Public Library System gathered input from the community through an online survey yielding 1,468 responses.

The information acquired from the survey was shared with the Board of Trustees and the management team of the library. The survey indicated that the Lorain Public Library System maintains a high level of satisfaction in the community with many offering compliments to the library staff, programs and services and collections. Overall, respondents felt that the library provides them with a safe and welcoming space in the community. Suggestions for improvements included advancement in website and catalog usability, more foreign language materials and larger in-house collections. In addition, several suggestions for specific programs and services were offered including genealogy research assistance, varied timeslots for youth programming and exercise classes.

During a half-day retreat in September 2022 the Board of Trustees utilized the knowledge gained from the survey in the context of a SWOTA (Strengths, Weaknesses, Opportunities, Threats and Aspirations) analysis which was essential to the formation of new strategic goals.

The Board of Trustees retreat was followed by two All-Staff Planning Sessions in September 2022, in which the staff worked in small groups to brainstorm ideas around the themes of relevancy, healthy solutions, diversity and inclusion, failure and innovation and partnerships. Ideas were compiled and provided to the management team. A four-hour Leadership Team retreat was held in October 2022 to consider the strategic goals through five library-specific perspectives (Customer, Staff, Internal Processes, Financial Resources and Non-financial Resources), resulting in objectives to be employed in achieving the stated goals.

The themes from the survey and staff sessions are carried throughout the plan and are supported by objectives and action steps that propel the Lorain Public Library System on its course for the future.





1 Enrich community connections



STRENGTHEN
staff and community
awareness

CULTIVATE
resources relevant
to individual
communities

PROMOTE
diversity, equity
and inclusion
through community
partnerships





2 Nurture an exceptional staff



ENCOURAGE
staff learning
and growth

CREATE
opportunities
for staff
collaboration

TAKE
active steps to
integrate diversity,
equity and inclusion
into staff capacity
and mindset





3 Build on innovation



CONTINUE
to evolve and adapt
to community
needs

INVESTIGATE
and implement
best practices

FOCUS
on diversity, equity
and inclusion, a
fundamental
component of an
innovative environment





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

