

LibraryLinkNJ Strategic Plan Extension - Activity Plan - FY2026-FY2027

Status Report - June 18, 2026

Activity	Person/Group Responsible	Timeline	Activity Status / Notes
<b>Goal 1 - INNOVATION &amp; LEADERSHIP: LLNJ makes innovation and leadership possible by facilitating the sharing and implementation of ideas.</b>			
<b>Objective 1.1: Leverage statewide partnerships to coordinate learning opportunities, resources, advocacy, and best practices related to emerging topics that impact all libraries.</b>			
Activity	Person/Group Responsible	Timeline	Activity Status / Notes
Amplify the advocacy efforts of our partners via our website, social media channels, forums, and email newsletters.	CE Team	ONGOING	We continue to partner with with statewide library organizations like NJLA, NJASL, and NJSL to share resources and to feature partner news and updates on our website, in our newsletters, and across social media channels.
Build capacity for members to collaborate and lead initiatives by organizing informal virtual meetups hosted by members about emerging topics.	CE Team	ONGOING	We continue to coordinate the <b>MentorNJ</b> project working with volunteer meetup leaders to offer regularly scheduled virtual meetups on a variety of topics relevant to NJ library workers.
Work with statewide partner organizations to establish special statewide initiatives as needs arise.	Executive Director and Director of Special Projects in coordination with the Executive Board and partner organizations	<i>Determined by need</i>	<p>During summer 2025, we were approached by the <b>New Jersey Makers Day</b> (NJMD) board about the possibility of moving their work to our non-profit organization. After much discussion and the creation of a detailed project plan, both organizations signed a memorandum of understanding in January 2026. This kicked off the process of transitioning NJMD from a non-profit organization to a project managed by LibraryLinkNJ with an advisory group like our MentorNJ and L-TAG project teams. We are excited to become the new home of NJ Makers Day beginning in July 2026 and to have the opportunity to build on the past decade of this successful initiative.</p> <p>We are working with NJLSL to launch the <b>NJ AI Library Learning Network</b>, a statewide pilot initiative funded by Microsoft TechSpark support to LLNJ via the New Jersey AI Hub. The purpose of the pilot is to build artificial intelligence literacy, workforce readiness, and small business capacity through New Jersey public libraries. LibraryLinkNJ will serve as fiscal agent and primary implementer, working in partnership with NJSL to train an initial cohort of ten staff from five participating libraries, an additional 200 library staff through a train-the-trainer model, and to develop reusable curricula and resources (AI for All, AI for Jobseekers, AI for Small Business). Together, participating libraries will coordinate delivery of approximately 620 public workshops along with robust outreach, participant support, and ecosystem engagement with the support of LLNJ and NJSL. The project will run from July 1, 2026 through September 30, 2027.</p>

			<p>In partnership with the NJASL, NJLA, and NJLTA, we launched the <b>Counting on School Librarians (COSL)</b> initiative this year. Incomplete, inaccurate, or unclear information about school libraries and school librarians in New Jersey has long been a barrier to the statewide organizations tasked with serving those institutions and their staff. With the combined reach of LLNJ and our partner organizations, we launched a survey to crowdsource information about the status of school librarians in districts across the state, then followed up with an information verification survey to help us get a better handle on where school librarians are and how to reach them. To date, COSL has received information regarding over 500 school library positions, and confirmed the status of more than 200 of those.</p> <p>We partnered with NJLA to support New Jersey libraries in navigating the transition in <b>materials acquisition</b> following Baker &amp; Taylor's announcement in October that they are ceasing operations. We created a web page featuring the latest updates compiled by NJLA, along with demo sessions from various distributors that we co-sponsored. Each demo was recorded, and shared with our wider membership.</p>
<p>Partner with the New Jersey State Library, the New Jersey Association of School Librarians, and the New Jersey Department of Education to help New Jersey's K-12 public schools and libraries prepare for the state's forthcoming information literacy standards.</p>	<p>Executive Director, Programming &amp; Outreach Manager, CE Team</p>	<p><b>COMPLETE</b></p>	<p>LLNJ produced a 5-part series of on-demand modules titled "<b>Information Literacy: A Guide for New Jersey Communities</b>," designed to make the basics of Information Literacy accessible to all. The series explores the components of Information Literacy as defined in the upcoming Student Learning Standards and provides real-world examples that help connect Information Literacy to the world beyond the classroom walls.</p> <p>All modules can be found at:  <a href="https://my.nicheacademy.com/infolitguidenj">https://my.nicheacademy.com/infolitguidenj</a></p> <p>Future plans include helping New Jersey's public libraries make use of the modules to reach audiences beyond the K-12 ecosystem.</p>

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<b>Objective 1.2: Establish equity, diversity, and inclusion as a core value of all LLNJ's programs and practices.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Continue to lead the EDI-NJ: Strategic Roadmap for the 'EDI Framework for NJ Libraries' Initiative.	Executive Director and Director of Special Projects in coordination with partner organizations	<b>ONGOING</b>	This year we launched the <b>EDI-NJ Institutional EDI Assessment for New Jersey Libraries and the EDI-NJ Institutional Assessment Pilot Project</b> . See our website for updates and status reports about this project - <a href="https://librarylinknj.org/EDI/strategic-roadmap">https://librarylinknj.org/EDI/strategic-roadmap</a> .
Develop partnerships with organizations that support equity, diversity, and inclusion by serving underserved populations in NJ	CE Team	<b>ONGOING</b>	We continue to offer Mental Health First Aid Training in partnership with Hackensack Meridian Health, sign language training for library staff in partnership with Signing Basics, LLC, and support the NJLA Equity Scholars initiative.
Examine existing, ongoing initiatives and increase their EDI content, where applicable.	CE Team	<b>ONGOING</b>	MentorNJ Meetup Groups addressing underrepresented groups in librarianship remain popular, including: Latino Library Staff, Disabled & Neurodiverse Library Staff, API, Indigenous American Library Staff, LGBTQUIA+ Library Staff. We continue to publish newsletter and social media content that highlights member libraries' EDI initiatives.
Utilize member feedback to design programs and initiatives that afford members a sense of belonging in the organization.	CE Team	<b>ONGOING</b>	All LLNJ programs and events are followed up with a feedback survey sent to members. Responses are reviewed by our CE Team, and changes are made accordingly - including updating presenters, altering locations, and revising promotional materials.
Expand format, location, and timing options for programs and events, with the goal of making them more accessible to a diverse membership.	CE Team	<b>ONGOING</b>	We continue to be mindful of location when planning in-person events like the Craft Show & Share or Book Mending workshops, moving repeating events around the state to reach broad audiences. In FY26, MentorNJ's signature "Mega Meet-up" went fully virtual, allowing us to reach more participants than ever.

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<b>Objective 1.3: Find more ways to share innovative programs among members.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Facilitate sharing of best practices for public programs (pros and cons, tips and tricks)	CE Team	<b>ONGOING</b>	Programs like our Skill-Sharing Conversation virtual series (hosted monthly in the first half of FY26) and our Craft Show & Share events, provide opportunities for members to share tips, strategies, warning, and best practices with their colleagues with regard to library programs and services.
Facilitate sharing of best practices for staff development (pros and cons, tips and tricks)	CE Team	<b>ONGOING</b>	This initiative kicked off with targeted tips and strategies on running successful PD for participants in the AI Ambassadors Series, who were task with providing Professional Development (PD) opportunities to their colleagues upon completing the course. Work in this area will continue in the new fiscal year as we work with our partners at NJASL and NJLA to develop a series of training opportunities surrounding making the most out of conferences. Finally, we plan to bring back valuable resources, like a curated list of PD providers for New Jersey libraries, when our staffing levels are restored.
Work with NJLA and other partners to create shared calendar & database of staff development programs	Director of Special Projects, Programming & Outreach Manager, Executive Director	FY26-FY27 - <b>ON HOLD</b>	We will revisit this task following the hiring of NJLA's new Outreach Coordinator.
Showcase public and staff development programs in newsletter highlighting "Best practices"	CE Team	<b>ONGOING</b>	Back issues of our monthly newsletter can be found on our website at <a href="https://librarylinknj.org/about-us/news/monthly">https://librarylinknj.org/about-us/news/monthly</a>
<b>Goal 2 - FACILITATING LEARNING: People working in New Jersey libraries have the knowledge, skills, and tools they need to confidently serve their patrons.</b>			
<b>Objective 2.1: Provide an on-demand learning platform with simple access for members.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Continue to update and expand the LearningSpace Online On-Demand Training Platform - Record all virtual learning activities and store in LMS - Develop original programming and content according to established guidelines - Select learning content developed by other institutions for platform according to established guidelines - Reorganize and weed LMS as necessary	Online Learning & Digital Content Specialist	<b>ONGOING</b>	In FY26, we continued to add to the offerings on our <b>LearningSpace On-Demand Training Portal</b> . Powered by Niche Academy, the LearningSpace is a place for New Jersey library workers to access an array of continuing education options, including recordings of our live webinars and virtual conferences, and original, asynchronous professional development and training options. The LearningSpace is on track to gather <b>38,044 views</b> across more than <b>450 courses</b> in FY26, including original modules focused on information literacy, recorded webinars and skill-sharing discussions, as well as the Virtual Conference on Connection and the 2026 Winter Meeting.

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<b>Objective 2.2: Facilitate professional development opportunities for library workers.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Create new Project Management Training Series	Director of Special Projects	<b>COMPLETE</b>	In April 2026, we hosted <b>PM Fundamentals + AI Integration Bootcamp: Managing Projects at the Speed of AI</b> , a three-day, in-person professional development workshop at the Monroe Township Library. The program brought together 23 library professionals from across the state, including LLNJ staff, to explore how project management practices and Generative AI tools can work together to support more effective planning, collaboration, and innovation in libraries.
Continue to facilitate the Super Library Supervisors Training Series	CE Team	<b>COMPLETE in FY26 and ONGOING</b>	Our <b>Super Library Supervisor</b> series returned to an in-person format in September and October 2025 at Monroe Township Library. We were pleased to have 33 library staff join us for this series, from a combination of academic and public libraries.
Continue to offer Skill-Sharing Conversations	CE Team	<b>COMPLETE in FY26 and ONGOING</b>	We hosted 4 Skill-Sharing Conversations during the first half of FY26. These programs will resume in FY27 after staff capacity is restored.
Continue to coordinate the AI Ambassadors Program and AI Training Series	Online Learning & Digital Content Specialist Director of Special Projects	<b>COMPLETE in FY26 and ONGOING</b>	Over the course of four sessions, library staff explored AI basics, tested AI tools, discussed practical library uses, and wrapped up with an in-person gathering at Piscataway Public Library featuring a keynote from Brandie Nonnecke. Jim Craner of The Galecia Group returned to lead our <b>second AI Ambassadors cohort</b> , helping participants build skills and confidence as AI continues to evolve. The series brought together thoughtful conversation, hands-on learning, and a strong focus on using AI responsibly in libraries. Each session paired two hours of virtual training with an hour of discussion alongside library staff currently using AI tools, and participants praised Jim’s presentation style, the diverse lineup of speakers, and the energy of the group.
Host an annual one-day virtual conference with a unified theme	CE Team	<b>COMPLETE in FY26 and ONGOING</b>	On September 30, 2025, we hosted our <b>5th annual virtual one-day conference</b> . This year's conference theme was Connection, and we were thrilled to host 14 live presentation sessions on a wide range of topics for 257 registered attendees. 11 of the 14 presentations were recorded and are available for viewing via the LearningSpace.

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Pilot a Spanish language conversation series where staff have an opportunity to practice their library-related Spanish language skills	CE Team	<b>COMPLETE in FY26 and ONGOING</b>	Our <i>¿Cómo Se Dice?</i> Spanish Language for Library Staff began in FY25 with 6 live lessons featuring Spanish vocabulary and phrases on library-related topics led by Spanish-speaking library staff. In FY26 we moved to an on-demand lesson model with monthly opportunities for live conversation practice. More than 150 attendees (and counting) have taken advantage of this initiative.
<b>Objective 2.3: Work to coordinate learning opportunities statewide.</b>			
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Participate in the NJ Federation of Library Organizations (NJ-FLO)	Executive Director	<b>ONGOING</b>	We continue to participate in monthly NJ-FLO meetings to share a report of our activities.
Communicate with partners to avoid duplicate programming	CE Team	<b>ONGOING</b>	We meet regularly with our statewide partners and share our upcoming plans and events
Create and promote a joint CE calendar See shared calendar above (1.3)	CE Team	<i>Dependent on partner involvement</i> <b>ON HOLD</b>	We will revisit this task following the hiring of NJLA's new Outreach Coordinator.
<b>Objective 2.4: Provide opportunities for members to submit feedback about programs and services.</b>			
Activity	Person/Group Responsible	Timeline	Activity Status / Notes
Integrate feedback mechanisms into programming, newsletters, and meetings	CE Team	<b>ONGOING</b>	Our annual Feedback Analysis report is available as part of the <i>LLNJ Executive Director's Annual Report to NJSL</i> located on our website at <a href="https://librarylinknj.org/about-us/documents">https://librarylinknj.org/about-us/documents</a>
Create appointment booking pages for Executive Director, Director of Special Projects, and CE Team Members	Team Members	<b>COMPLETE</b>	Links to staff appointment booking pages are available on the <a href="#">Contact Us page</a> of our website.

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<b>Goal 3 - RESOURCE SHARING: New Jersey residents and students have barrier-free access to the resources they need in a variety of formats.</b>			
<b>Objective 3.1: Provide Services to Share Resources among New Jersey Libraries</b>			
Member Services Team		<b>ONGOING</b>	Through a statewide delivery service for 279 eligible libraries, LLNJ helped make the collective resources of New Jersey Library Network members available to the public. Participating libraries are on track to ship more than 890,000 packages in FY26, which is an 8.3% increase over FY25.
Make the collective resources of New Jersey Library Network members available to the public through the statewide delivery service			
<b>Objective 3.2: Rethink delivery for increased efficiency, sustainability, and equity.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Work with delivery vendor to implement improvements to delivery service as outlined in RFP and new agreement	Executive Director and Administrative Operations Manager	<b>ONGOING</b>	The Executive Director and Administrative Operations Manager meet every other week with representatives from TForce Logistics to discuss open issues and improvements to the system.
<b>Goal 4 - ENGAGEMENT: New Jersey libraries are connected to each other and LLNJ.</b>			
<b>Objective 4.1: Find ways to strengthen regional connections among libraries of all types.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Host and sponsor local meetups making sure in-person meetups are equitably distributed geographically	MentorNJ TF	<b>ONGOING</b>	The <b>MentorNJ</b> initiative hosted more than 130 Meetups in FY26 with nearly 900 participants. In-person Meet-ups were held at the NJLA/NJASL joint conference in an attempt to make attendance accessible.
Lead the MentorNJ Project	Programming & Outreach Manager and MentorNJ Task Force	<b>ONGOING</b>	We continue to coordinate the MentorNJ project working with volunteer meetup leaders to offer regularly scheduled virtual meetups on a variety of topics relevant to NJ library workers.
Build a peer-to-peer skill-sharing network via a knowledge-based portal for NJ libraries and library staff	L-TAG CE Team MentorNJ TF	FY26 - <b>ON HOLD</b> Move to FY27	We will revisit this task in FY27 after filling the vacant part-time Programming & Outreach Specialist Position.
<b>Objective 4.2: Engage with members according to our Member Engagement Plan</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Use our member engagement plan to guide the internal work of increasing engagement and participation of members - <a href="https://librarylinknj.org/sites/default/files/pdfs/Member-Engagement.pdf">https://librarylinknj.org/sites/default/files/pdfs/Member-Engagement.pdf</a>	Membership Committee Executive Director CE Team	<b>ONGOING</b>	We continue to use our member engagement plan to connect with our members.
Track and measure member engagement, including surveys and digital interactions	Executive Director CE Team	<b>ONGOING</b>	Our Continuing Education team tracks and monitors our social media engagement throughout the year. We conduct evaluations for our programs and events. We will revisit our Member Engagement Plan in FY27 when we renew our strategic plan.

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<b>Objective 4.3: Communicate LLNJ's role and value.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Publish an Annual Report for the membership	Entire Team	<b>COMPLETE in FY26 and ONGOING</b>	Our FY2025 Annual Report is available on our website at <a href="https://librarylinknj.org/about-us/documents">https://librarylinknj.org/about-us/documents</a>
Maintain website pathfinder pages for each library type represented by our members: academic, public, school, special, and library agencies/organizations.	CE Team	<b>ONGOING</b>	Links to our pathfinder pages can be found on the Members page of our website at <a href="https://librarylinknj.org/members">https://librarylinknj.org/members</a>
Publish a monthly newsletter to be distributed to our membership via e-blast, and a weekly update featuring the upcoming week's breakdown of upcoming programs and events.	CE Team	<b>ONGOING</b>	Back issues of our monthly newsletter can be found on our website at <a href="https://librarylinknj.org/about-us/news/monthly">https://librarylinknj.org/about-us/news/monthly</a>
Maintain an active, engaging presence on social media via Facebook, Instagram, and LinkedIn	CE Team	<b>ONGOING</b>	Links to our social media pages can be found on our <a href="#">website</a> .
Provide overviews of LLNJ projects and services on-demand to libraries and other organizations at professional development days, meetings, and conferences.	CE Team	<b>ONGOING</b>	LLNJ's CE team continues to submit proposals for overview sessions to relevant conferences as well as to fulfill requests from individual libraries or organizations wishing to have a team member provide an LLNJ overview.
<b>Objective 4.4: Increase investment from current and prospective funders.</b>			
<b>Activity</b>	<b>Person/Group Responsible</b>	<b>Timeline</b>	<b>Activity Status / Notes</b>
Investigate and apply for funding to sustain and expand the EDI-NJ Project	Executive Director and Director of Special Projects in coordination with partner organizations	FY26-FY27	No additional funding was received in FY26. We will continue to look for sources of funding.
Develop a case statement for vendors and other potential funders/foundations	Fund Development Committee	FY26 - <b>INCOMPLETE</b>	The Fund Development Committee will continue this work in FY27.
Report strategic plan implementation progress to Board, Members, and NJSL	Executive Director & CE Team	<b>Annually at Spring Membership Meeting</b>	Our team provides an update at our annual membership meeting.
Create a sponsorship program for CE and other opportunities	Executive Director & CE Team	FY26 - <b>INCOMPLETE</b>	The Fund Development Committee will continue this work in FY27.