



## STRATEGIC PLAN REVIEW



---

# Why??



- Establishes direction and priorities
- Sharpens focus and creates alignment
- Outlines clear path and simplifies decision-making
- Allows time for reflection and grounding
- Provides sense of purpose and meaning
- Creates momentum and clear communication

## STRATEGIC PLANNING COMMITTEE

- **Allan Kleiman, Co- Chair**, Edison Township Public Library
- **Bonnie Lafazan, Co-Chair**, Springfield Public Library
- **Ralph Bingham**, LibraryLinkNJ
- **Kathy Dempsey**, Lay Representative
- **Janina Kaldan**, Shinn-Lathrope Health Sciences Library
- **Will Porter**, Sussex County Library System
- **Jennie Pu**, Hoboken Public Library
- **Irene Sterling**, Lay Representative



## PROCESS REVIEW

### Learn

- **February – April**
- Planning Committee
- Member Survey
- Focus Groups and Interviews
- Board and Staff Input Sessions
- Sector Scan
- Learning Report

### Dream

- **April – May**
- Executive Board Retreat Session

### Do

- **May – July**
- Executive Committee reviews documents
- Present to Membership
- Transition to implementation

---

## **VISION**

Every New Jersey Library –  
Connected and Thriving

## **MISSION**

We connect all New  
Jersey's libraries to  
each other and to the  
resources they need  
to serve their  
communities.

---

## Innovation & Leadership

LLNJ makes innovation and leadership possible by facilitating the sharing and implementation of ideas.

## Facilitating Learning

People working in New Jersey libraries have the knowledge, skills, and tools they need to confidently serve their patrons.

## Resource Sharing

New Jersey residents and students have barrier-free access to the resources they need in a variety of formats.

## Engagement

New Jersey libraries are connected to each other and LLNJ.

## INNOVATION & LEADERSHIP

LLNJ makes innovation and leadership possible by facilitating the sharing and implementation of ideas.

Leverage statewide partnership to coordinate learning opportunities, resources, advocacy, and best practices related to emerging topics that impact all libraries.

Establish equity, diversity, and inclusion as a core value of all LLNJ's programs and practices.

Increase mini-grants for pilot programs.

Find more ways to share innovative programs among members.

## FACILITATING LEARNING

People working in New Jersey libraries have the knowledge, skills, and tools they need to confidently serve their patrons.

Create an on-demand learning platform with simple access for members.

Develop learning paths for various library staff career stages and roles.

Work to coordinate learning opportunities statewide.

Hold regular member listening sessions to better understand needs and ways to respond.



## RESOURCE SHARING

New Jersey residents and students have barrier-free access to the resources they need in a variety of formats.

Hold a statewide summit to collect input on how to increase resource sharing.

Rethink delivery for increased efficiency, sustainability, and equity.

Explore future pathways for sharing eResources.

Pilot a resource sharing program that could lead to a statewide library card.

## ENGAGEMENT

New Jersey libraries are connected to each other and LLNJ.

Find ways to strengthen regional connections among libraries of all types.

Develop levels of engagement with guidelines for each level leading to increased support of LLNJ's mission.

Explore rebranding to better define LLNJ's role and value.

Create a development plan to increase investment from current and prospective funders.

## NEXT STEPS



ACTIVITY PLAN



EVALUATION  
FRAMEWORK



REPORTING