

SALEM PUBLIC LIBRARY FIVE-YEAR PLAN

GOAL: To improve the usefulness of the Library Building and its holdings by trying to fulfill the following roles in the Community:

1. Popular materials library for all ages.
2. Reference library for the community.
3. Children's door to learning.
4. Independent learning center for all ages.

2008-2009 OBJECTIVES

1. Get 20% of the total budget for books and related materials.
2. Aid the Friends of the Salem Public Library in their fundraising activities.
3. Continue and expand the family summer reading program.
4. Work with various government and cultural agencies to sponsor educational programs at the library.
5. Weed out-of-date, less popular items from the collection.
6. Develop simple database handouts and strategy to market databases.
7. Continue training opportunities for library staff and classes for the public.
8. Continue working with the school system.
9. Put entire Staff Policy and Procedure manual in Wiki format by the end of 2008.
10. Replace the 16 public internet workstations.
11. Develop in-house training materials to teach new parttime staff customer service skills.
12. Install 2 flat panel TV screens in meeting room through fundraising activities.
13. Expand teen area on mezzanine.
14. Share in the cost of a new consortium server and firewall.

2009-2010 OBJECTIVES

1. Maintain at least 20% of the total budget for books and related materials.
2. Replace roof, depending on timetable for library addition/renovation.
3. Aid the Friends of the Salem Public Library in their fundraising activities.
4. Continue and expand the family summer reading program.
5. Work with various government and cultural agencies to sponsor educational programs at the library.
6. Weed out-of-date, less popular items from the collection.
7. Replace the 11 laptops in laptop lab.
8. Continue training opportunities for library staff and the public.

9. Update phone system with more access points.

2010-2011 OBJECTIVES

1. Maintain at least 20% of the total budget for books and related materials.
2. Aid the Friends of the Salem Public Library in their fundraising activities.
3. Continue and expand the family summer reading program.
4. Work with various government and cultural agencies to sponsor educational programs at the library.
5. Weed out-of-date, less popular items from the collection.
6. Buy 2 PCs to replace older staff PCs.
7. Continue training opportunities for library staff and the public.
8. Continue working with the school system.
9. Issue RFP for new automation system.
10. Begin study for a library renovation/addition.
11. Replace carpet, depending on timetable for library addition/renovation.

2011-2012 OBJECTIVES

1. Maintain at least 20% of the total budget for books and related materials.
2. Aid the Friends of the Salem Public Library with their fundraising activities.
3. Continue and expand the family summer reading program.
4. Work with various government and cultural agencies to sponsor educational programs at the library.
5. Weed out-of-date, less popular items from the collection.
6. Continue training opportunities for library staff and the public.
7. Continue working with the school system.
8. Continue study for a library renovation/addition.
9. Begin search for new library director.

2012-2013 OBJECTIVES

1. Maintain at least 20% of the total budget for books and related materials.
2. Aid the Friends of the Salem Public Library with their fundraising activities.
3. Continue and expand the family summer reading program.
4. Work with various government and cultural agencies to sponsor educational programs at the library.
5. Weed out-of-date, less popular items from the collection.
6. Continue training opportunities for library staff and the public.
7. Continue working with the school system.
8. Hire new library director.

9. Begin design and possibly construction of library renovation/addition.

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