



VISION

A strong and equitable community.



RPL CORE VALUES WE CARE:

- Welcoming Environment
- Committed to Inclusivity
- Access for all
- Respect for Intellectual Freedom
- Exceptional library service



MISSION

Welcoming all to connect and learn.

STRATEGIC FOCUS AREA ONE: EQUITY



STRATEGIC PRIORITY A: Community members feel safe and welcome in library spaces.

STRATEGIC PRIORITY B: Community members, especially people whose voices are not typically represented, are given opportunities to be heard and to provide input on library service responses.

STRATEGIC PRIORITY C: Community members expand literacy skills including basics of reading and writing, early childhood, digital, cultural, and informational.

STRATEGIC FOCUS AREA TWO: CONNECTIONS



STRATEGIC PRIORITY D: Community members find connections and have social networks.

STRATEGIC PRIORITY E: Community members have opportunities to access information and services including support for physical and mental health, employment, education, affordable housing, and transportation.

STRATEGIC PRIORITY F: Community members are engaged in the community issues that they care about and that affect their lives.

STRATEGIC FOCUS AREA THREE: INFRASTRUCTURE



STRATEGIC PRIORITY G: Community members have access to impactful library services to celebrate their differences and encourage learning, creating, collaborating, and connecting.

STRATEGIC PRIORITY H: Community members have the sustainable physical and digital library infrastructure to meet their needs within our growing and changing landscape.

STRATEGIC PRIORITY I: Community members have access to an inclusive collection of materials and a diverse, innovative, vibrant, compassionate, and well-trained staff.

ORGANIZATIONAL VISION

A vibrant, compassionate, innovative team.

FOUNDATIONAL PRINCIPLES

- Compassion
- Environmental Stewardship
- Fiscal Responsibility & Sustainability
- Public Safety
- Social Equity

STRATEGIC PRIORITIES

Enhance quality of life

- Increase neighborhood connectivity.
- Increase affordable housing options.
- Maintain and increase neighborhood vitality and livability.
- Secure a funding stream for sustained parks and recreation improvements and community amenities.

Foster a team-oriented culture

- Use High Performance Organization practices to create operational efficiencies.
- Develop recruitment strategies to diversify and achieve a high-quality workforce.
- Create employee development plans.
- Use technology to share resources and communicate effectively.

Manage growth and development

- Balance downtown/DMC and community-wide development efforts.
- Incorporate P2S infrastructure planning into development decisions.
- Implement the recommendations of P2S, the Parks and Recreation Master Plan and the Library Strategic Plan.

Balance public infrastructure investment

- Improve transportation and related facilities.
- Develop an asset management plan and use life-cycle cost considerations during decision making.
- Develop a policy and practice of assessing new infrastructure Investment based on current assets and maintenance costs.