

FY 2026 Action Plan Approved by BOT on 10/22/2024				
1. Community Hub: Present safe, welcoming, and accessible physical and virtual spaces.				
	Goals	Department responsible	Target Completion date	Tie-in with town's strategic plan
1.1	Ensure the library is a friendly, welcoming space with attractive displays, easy-to-access collections of materials, and comfortable quiet and communal spaces	All departments	Ongoing	Thriving
	a) Organize monthly displays in the teen room and Children's room	Youth Services		
	b) Organize monthly displays for the lobby display case	Circulation	Ongoing	
	c) Organize monthly displays in the Popular/New section	Circulation/Tech Services	Ongoing	
	d) Organize monthly displays of community members' artwork in Community Commons	Circulation	Ongoing	
1.2	Study needs of neurodivergent patrons and special groups such as the blind or the Deaf and provide services to meet their needs	All departments	June 2026	
	a) Plan SEL (Social Emotional Learning) programs for neurodivergent children	Youth Services	June 2026	
	b) Evaluate and procure assistive technology as needed	Adult Services and Technical Services	June 2026	
1.3	Ensure website is user-friendly and accessible	All departments	June 2026	
	a) Evaluate website regularly to ensure accessibility	Digital Services Librarian and Technology Specialist		
1.4	Offer engaging programs on history, art, culture, health, and science	Adult Services	June 2026	
1.5	Identify groups in town that can benefit from outreach services and offer services that meet their needs	Outreach Librarian	June 2026	
1.6	Take the library to the community during Farmers' Market, SOS, and other community events	Outreach Librarian	June 2026	
1.7	Collaborate with community organizations and other town departments to spread and strengthen library services	All departments	June 2026	
1.8	Ensure that library software and hardware are regularly updated and continue to meet patron and staff needs	Digital Services Librarian and Technology Specialist	June 2026	
2. Literary Hub: Cultivate creativity, inspire a love of reading, and foster a commitment to lifelong learning.				
	Goals	Department responsible	Target Completion date	Thriving; Engaged & Connected
2.1	Strengthen staff's readers' advisory skills	All departments	June 2026	
	a)Ensure staff peruses professional journals; attends webinars offered by Novelist, WebJunction; reads literary blog posts; listens to literary podcasts	Managers		
2.2	Run book discussion groups	All departments	Ongoing	
2.4	Plan and implement summer and winter reading programs	Youth Services and Adult Services	June 2026	
2.5	Provide stimulating early learning experiences for young children	Youth Services	June 2026	
2.6	Invite authors to talk about their books	Youth Services and Adult Services	June 2026	
2.7	Plan a community read for all ages	All departments	June 2026	
2.8	Strengthen staff collection development skills	Director	June 2026	
	a) Invite MLS consultants to offer workshops at the library			
2.9	Offer writing workshops for the public	Adult Services	June 2026	
	Offer programs and services catering to the needs and interests of emerging adults			
2.10		Adult Services	Ongoing	
3. Information Hub: Offer easy access to plentiful resources and materials that support community members' diverse interests.				
	Goals	Department responsible	Target Completion date	Thriving; Engaged and Connected; Prosperous
3.1	Develop inspiring, inclusive, and diverse book collections in different genres	All departments	June 2026	
3.2	Maintain a robust digital collection of books	Adult Services	June 2026	
3.3	Explore new formats and new resources to support media literacy	All departments	June 2026	
3.4	Provide access to informational, educational, and recreational databases	Adult Services	June 2026	
3.5	Promote collections and resources to community members	All departments	June 2026	
	a) Develop attractive flyers to market resources	Outreach and Marketing Librarian and Reference Team	June 2026	
3.6	Collect and organize information about resources in town and in county	Reference Team	June 2026	
3.7	Explore new formats for marketing library resources and materials	All departments	June 2026	
3.8	Survey community members to help improve library services, resources, and programs	Circulation and Reference Team	June 2026	
3.9	Ensure reasonable wait time for all holds by maintaining reasonable ratio of copies held versus hold requests on all popular items	Circulation and Acquisitions Team	June 2026	
4. Civic Hub: Celebrate community diversity, invite participation in democratic processes, and foster empathy for all				
	Goals	Department responsible	Target Completion date	Thriving
4.1	Convene civic conversations and discussions on important topics	Adult Services	June 2026	
4.2	Celebrate diverse cultural holidays	Youth Services and Adult Services	June 2026	
4.3	Constantly review collections, policies, and programs to ensure they are equitable and inclusive	All Managers	June 2026	
4.4	Welcome immigrants and new Americans with relevant services and resources, including programming to promote civic literacy	All departments	June 2026	
	a)Continue to develop the world languages collection	Technical Services	June 2026	
4.5	Harness energy, talents and skills of volunteers	All departments	June 2026	
4.6	Create diverse and culturally significant displays - encourage community involvement	All departments	June 2026	
5. Idea Hub: Continually reimagine what a library can be by exploring opportunities to expand services and offering innovative programming.				
	Goals	Department responsible	Target Completion date	Exceptional; Sustainable
5.1	Continue to develop the Makerspace and provide opportunities for patrons to dabble in new technology	Digital Services Librarian and Technology Specialist	June 2026	
5.2	Facilitate STEAM programs for children and teens	Youth Services	June 2026	
5.3	Offer technology instruction at basic, intermediate, and advanced levels	Digital Services Librarian and Technology Specialist	June 2026	
		Digital Services Librarian and Technology Specialist	June 2026	
5.4	Offer technology training to staff			
5.5	Harness energy, talents, and skills of volunteers to teach courses	Adult Services	June 2026	
5.6	Support staff in attending conferences and workshops that explore emerging trends in libraries and public service	All Managers	June 2026	