



STRATEGIC PLAN

UPDATE ▪ 18 JUNE 2019

VISION

Cleveland Public Library will be the driving force behind a powerful culture of learning that will inspire Clevelanders from all walks of life to continually learn, share and seek out new knowledge in ways that are beneficial to themselves, their community and the world.

MISSION

We are “The People’s University,” the center of learning for a diverse and inclusive community.

WE VALUE

CURIOSITY ▪ **E**QUITY ▪ **N**EIGHBORHOODS ▪ **T**RANSFORMATION ▪ **E**XCELLENCE ▪ **R**ESPECT

MISSION & VISION

CLEVELAND PUBLIC LIBRARY is “The People’s University,” the center of learning for a diverse and inclusive community.

CLEVELAND PUBLIC LIBRARY isn’t just *any* university.

We are a university that doesn’t care about your GPA

A university that doesn’t require a standardized test

A university that doesn’t require letters of recommendation

And, a university that doesn’t charge tuition.

A place you can start (and stop) your learning journey...

...At any age

...Whenever and wherever you like

From our start in 1869, to the work we do today, and how we set our future course, we embody a culture of inclusiveness that creates access and connections not just to materials, programs, and services of Cleveland Public Library, but connects Greater Clevelanders with ideas, skills, knowledge, and cultures. We provide learning experiences that limit no one and include everyone.

THE PEOPLE’S UNIVERSITY

Our VALUES define what we believe in and reflect what people can expect from the organization.

WE VALUE	BEHAVIORS
C CURIOSITY	Challenge ourselves to imagine and discover what's possible.
E EQUITY	Eliminate barriers, create cultural awareness, and equitable opportunities for all.
N NEIGHBORHOODS	Provide inclusive, inviting, and safe public spaces that nurture communities of learning.
T TRANSFORMATION	Create and nurture a culture of creativity and innovation.
E EXCELLENCE	Be an essential asset to our communities by providing exceptional resources, services, and programs.
R RESPECT	Earn a deep connection with our community by being inclusive, responsive, and courteous custodians of the public's trust.

WE VALUE



LEVEL OPPORTUNITY ▪ *basic needs*

Removing barriers to learning and connecting people with resources to build readiness for opportunity.



FOSTER LEARNING EXPERIENCES ▪ *education*

Sparking curiosity and building skills



FACILITATE DISCOVERY ▪ *inspiration*

Opening possibility to pursue dreams and deepen understanding, so learning becomes a co-created experience.

STRATEGIC PRIORITIES

ORGANIZATIONAL FOUNDATIONS

CLEVELAND PUBLIC LIBRARY
mission ▪ vision ▪ values

STRATEGIC PRIORITIES

LEVELING OPPORTUNITY
basic needs

FOSTERING LEARNING EXPERIENCES
education

FACILITATING DISCOVERY
inspiration

GOALS

leveraging 21st century skills
learning skills ▪ literacy skills ▪ life skills
(based on greatest community need)

KINDERGARTEN READINESS
(0-5)

STUDENT SUCCESS
(K-12)

JOB READINESS
today & tomorrow
(16+)

KINDERGARTEN READINESS	STUDENT SUCCESS	JOB READINESS	FOSTERING LEARNING EXPERIENCES	FACILITATING DISCOVERY
Children, 0-5, will be holistically prepared for Kindergarten with the necessary social foundations and the necessary math, language, literacy, and motor development skills.	K-12 students – whether underprepared, prepared, or high achieving – will have the holistic resources needed to achieve their individual academic goals. (Align to Say YES goals)	Patrons will have the necessary skills and competencies to accomplish their individual job or career goals.	Patrons will have access to the resources and services needed to spark their curiosity and build their skills.	Patrons will have the platform to explore dreams, experiment, and co-create their learning experience.

Report Out to the Board

- Mission, Vision & Values
- Strategic Priorities & Goals

Jun 18

Convene Groups to Define

- Sub-Goals & Measures
- Strategies & Activities

Jul - Aug

Determine Organizational Competencies

Assess & Organize Our Capacity to Achieve Success:
Our People, Our Partners, Our Operations

Jul – Sep

Report Out to the Board

Oct

Design Operational Plans

Operationalize Our Goals & Objectives, Enabling Activities

Sep - Dec

NEXT STEPS