

MELSA Strategic Plan – Outcomes and Initiatives

Approved 3/17/2022

Outcome I: MELSA communicates the value and impact of public libraries in the metro area.

Initiative A: Position libraries as a highly valued public service in the minds of key decision-makers.

Initiative B: Take a leadership role in state advocacy efforts, leveraging staff skill sets in support of increased and sustained funding for the state's libraries

Initiative C: Coordinate legislative advocacy efforts by metro area libraries by creating shared tracking documents for each legislative session.

Initiative D: Develop an advocacy-focused communications plan to support library advocacy activities

Initiative E: Develop a formal campaign focused on how libraries impact their communities and their citizens.

Outcome II: MELSA programs and services support racial and social equity, inclusion and diversity.

Initiative A: Analyze results of Digital Inclusion community survey, evaluate MELSA programs and services to address needs identified in the survey.

Initiative B: Implement schedule of equity audits for programs and services provided by MELSA.

Initiative C: Lead collections equity efforts by enhancing MELSA's investment in digital resources that reflect viewpoints and needs of marginalized communities.

Initiative D: Play an active role in regional digital inclusion initiatives to ensure all have access to online world, including library resources

Outcome III: Member libraries have the resources, support and training needed to address changing library workforce needs.

Initiative A: Support and empower member library staff participation in professional development and associations

Initiative B: Provide opportunities for sharing of best practices, expertise and success among member library staff in the metro area

Initiative C: Explore and fund professional development and training opportunities for member library staff that address issues of equity and inclusion.

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Outcome IV: MELSA leverages its resources to enhance shared access to library services across the metro area

Initiative A: Determine desirability and feasibility of additional shared services, including shared ILS, collection development, cataloging, acquisitions

Initiative B: Periodically solicit input on technology needs of member libraries, utilizing Technology Team feedback and in input from metro area library directors.

Initiative C: Implement a consistent cycle of program and service reviews to assess ongoing relevance and appropriateness for member libraries, including implementing surveys and incorporating member library staff in the review process.

Initiative D: Develop tools for tracking and reporting how MELSA services impact equitable access across the region.

Outcome V: MELSA is a leader in fostering innovation, collaboration and experimentation in metro area library services.

Initiative A: Develop an Innovation Fund, with funding set aside for new projects, technologies or services within metro area libraries.

Initiative B: Research and identify potential funding sources for new projects and programs, without competing with member systems for funding.

Initiative C: Seek community partnerships to broaden access to library services and programs throughout the metro area.

Initiative D: Leverage technology to improve communication and collaboration between metro area libraries.

Initiative E: Identify and share ideas for innovative programs and services gleaned from peer libraries nationwide.