

BIBLIOTHEQUE DE
BEAUMONT
LIBRARY



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Beaumont Library

Strategic Plan of Service 2022-2026

We are all Treaty People

The Bibliothèque de Beaumont Library is located on Treaty 6 territory, the traditional territory of the Cree, Saulteaux, Niitsitapi (Blackfoot), Métis, and Nakota Sioux. We are in Region 4 of the Métis Nation of Alberta. We acknowledge

all the many First Nations, Métis, and Inuit peoples whose footsteps have marked these lands for centuries. We work to understand the Truth of our shared history and be partners in Reconciliation. We are all Treaty People.

Letter from the Board

On behalf of the City of Beaumont Library Board, I am proud to present our Library's five-year Strategic Plan of Service. This plan charts our aspirations for the next five years: to provide exceptional library services, to build connections and work together, and to grow our leadership capacity.

The City of Beaumont has faced unprecedented challenges over the past two years. During this time, the library showed just how nimble we can be, adapting services to meet people where they are. We maintained connections however we could, by engaging our community, staff, City Council, and partner organizations

to understand how we could continue to meet the needs of Beaumont. The result is a Strategic Plan of Service that centers around connection and community, while leaving room to navigate change.

With kindness, dedication, and courage, we know we can achieve the goals and strategies we have set for ourselves. This plan gives us a place to begin and a place to look back on.

*Chair Aruna Brennan and the rest of the Trustees
–Bibliothèque de Beaumont Library Board*



Vision, Mission, and Values

The Library Board looks to the future, working together with library staff, City Council, and the community to decide where we want to go and who we want to be in the years to come. In 2022, the Board revisited our Vision, Mission, and Values asking ourselves: in a generation, what will the library offer the community (Vision)? What do we do today to achieve that future (Mission)? And what guiding principles will steer our decisions as we move forward (Values)?

Our Vision:

The Beaumont Library is a place for everyone to gather, explore, learn, and express themselves.

Our Mission:

Connecting people to ideas, experiences, and one another.



Our Values:

CONNECTION

We are community connectors, seeking out opportunities to collaborate and learn with our customers, community, businesses, and government. We believe that connection is the key to individual and community well-being.

COURAGE

We try new things, innovate, and take prudent risks. We are not afraid to make mistakes, learn, and adapt. We meet challenges with curiosity and an eye for possibilities.

FUN

We have fun! Whether we're running a storytime, helping a customer find their next great read, or sitting in a meeting, we find ways to make each other smile.

INCLUSIVITY

We strive to make the library a welcoming, safe place. We listen to marginalized communities, and we commit to accountability and change. We are vulnerable and brave in our pursuit of equity and inclusion.

RESPECT

We meet people where they are, with dignity and openness. We know that everyone has a unique lived experience. We can learn from those experiences.

Pillars, Goals, and Actions

The following plan identifies what the library will be working on over the course of the next five years. It is divided into Pillars, Goals, and Actions, all of which support each other.

Priorities for 2022-2023

Within the full list of goals that appear in the strategic plan, the Library Board has created a subset of three 'high' ranked actions that support the goals. The items on this list reflect the priorities that the Board saw as both important and timely.

PILLAR: Area of major concentration for the library board over the term of this strategic plan.

GOAL: Change over time that is supported by the library board. This becomes the answer to "what does the library do?"

ACTION: Expected activity in support of the Goal. This becomes the answer to the question "how does the library achieve the goal?"

PRIORITIES: Actions that are the most important and timely for the library to put effort into. In the following pages, high priorities are italicized and bolded.

It is expected that the high priority action list will change over time as some high priority items near completion and new priorities emerge for the Library.

The top priorities for 2022-23 include:

GOAL	HIGH PRIORITY ACTION
The Library understands the needs of our community and aligns services to meet those needs.	Conduct a comprehensive community needs assessment.
The Library space meets the needs of our diverse and growing population.	Create spaces within the current Library that encourage gathering.
The Library practices and promotes inclusion and works towards Reconciliation.	Diversify and grow the collection, ensuring all Beaumontians have opportunities to see themselves reflected in our material and to explore perspectives and experiences different from their own.



PILLAR: Exceptional Library Services

The Library exists to provide exceptional services to our community. Through our materials and programs, our use of technology, and our physical space, we connect our community to ideas, experiences, and to one another.

Goal 1: The Library understands the needs of our community and aligns services to meet those needs

- **Conduct a comprehensive community needs assessment (2023).**
- Establish an Evaluation and Assessment Plan to measure how well we are meeting community needs (2025).

Goal 2: The Library is the place to get creative, explore new technologies, and experience something new

- Provide technology troubleshooting and digital literacy training to staff to ensure they are confident assisting customers with technology (2023).
- Incorporate creative technologies into library programs and services (2024).
- Explore new opportunities to support local writers (2026).

Goal 3: The Library practices and promotes inclusion and works towards Truth and Reconciliation.

- **Diversify and grow the library collection, ensuring all Beaumontians have opportunities to see themselves reflected in our material (2022).**
- Work with Indigenous community members to offer programming and events that honour and celebrate the history and the vibrant Indigenous culture of Beaumont (2023).
- Offer a speaker series focused on issues of diversity, equity, and inclusion so Beaumontians have opportunities to explore perspectives and experiences different from their own (2025).
- Staff participate in regular Indigenous awareness training and diversity, equity, and inclusion professional development (2022).

Goal 4: The Library space meets the needs of our diverse and growing population

- Continue to work with the City of Beaumont to expand the library space (ongoing).
- **Create spaces within the current Library that encourage gathering (2023).**
- Implement noise mitigation strategies in the current library to create loud and quiet zones (2024).

How we know when we are successful:

- Goal 1** Findings of the Community Needs Assessment are being implemented and services are regularly evaluated.
- Goal 2** Library technology programs and services are highly used and customer satisfaction surveys demonstrate that community members learn something new in our programs.
- Goal 3** The library increases the diversity of collections and programs year over year.
- Goal 4** Customer satisfaction results demonstrate that community members feel welcome in the Library.

PILLAR: Building Connections & Working Together

Building connections is the library's mission. The library will expand and grow our network, seeking out opportunities to collaborate with the broader library community, the City of Beaumont, and community organizations. Through collaboration, we will enhance our services and ensure we are using our resources efficiently.

Goal 1: Enhance relationships with the City of Beaumont and the broader community to build new partnerships

- Partner with local government, community groups, businesses, and organizations to ensure library offerings are integrated into the network of community services (2024).
- Identify opportunities for library partnerships within the region (2025).

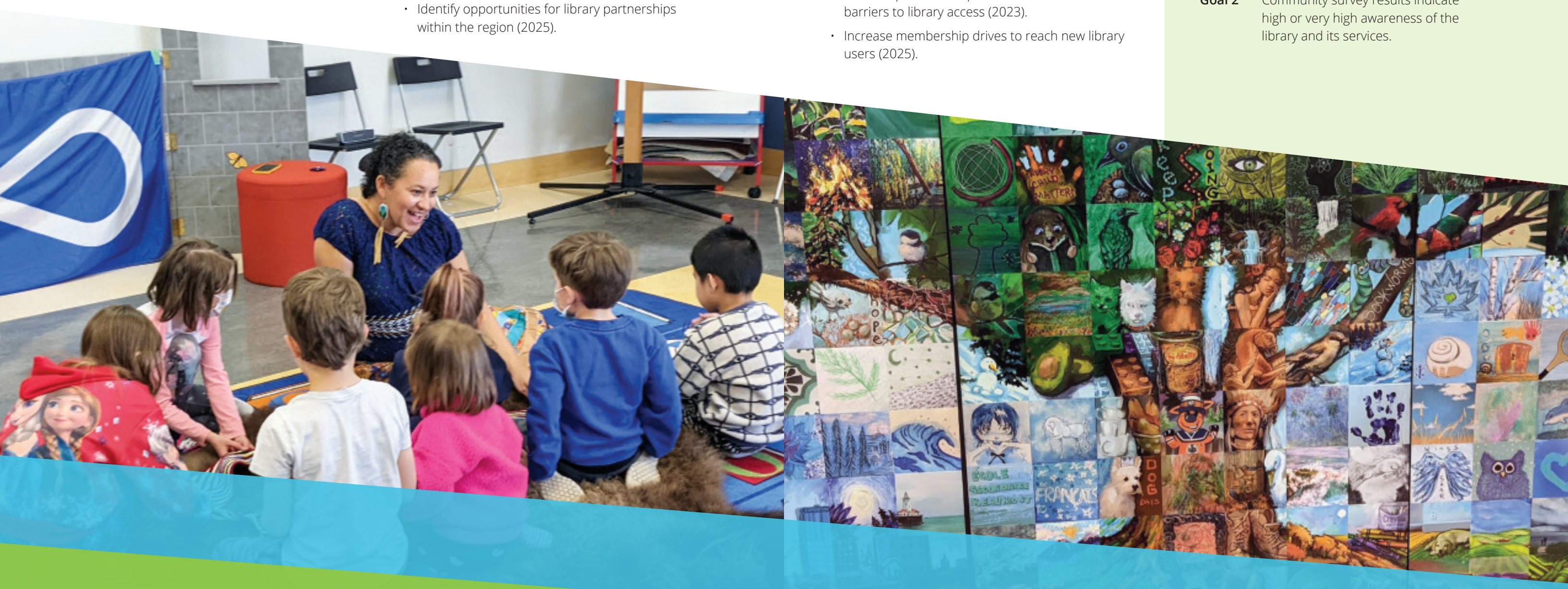
Goal 2: Raise the profile of the Library in the community

- Promote and attend City and other partner events in the community (2025).
- Leverage partnerships and connections to reach new library users (2025).
- Evaluate policies and procedures to reduce barriers to library access (2023).
- Increase membership drives to reach new library users (2025).

How we know when we are successful:

Goal 1 The Library increases partnerships both locally and regionally.

Goal 2 Community survey results indicate high or very high awareness of the library and its services.



PILLAR:

Growing Governance

Excellent Library services are built on a foundation of excellent leadership and governance. The City of Beaumont is growing and changing. The library is a leader in that change, evolving our governance and business practices to meet the needs of our community.

Goal 1: Evolve the library business model

- Develop financial policies to govern capital budgets and reserves (2022).
- Review and evaluate policies to ensure they support our vision, mission, and operations (2022-2023).
- Apply for an independent business number and charitable status to diversify revenue streams (2023).

Goal 2: Continue to adapt our organizational structure to meet community needs

- Implement the approved recommendations from the 2021 Organizational Review (2022-2023)
- Adapt operations to ensure we are using Yellowhead Regional Library resources to their full potential (2023)
- Ensure staff are supported through professional development and training to navigate operational changes (ongoing).

How we know when we are successful:

- Goal 1** Library policies are robust and current, and the library has a fund development program in place.
- Goal 2** Changes in the per capita cost of operating the Library remain in line with the cost of inflation.



Conclusion

The Beaumont Library's 2022-2026 Strategic Plan of Service offers exciting direction for our library while challenging us to remain responsive and connected to our community. The Board and staff are committed to realizing our goals and ensuring our community has access to exceptional library services.

We recognize that the environment in which the Library operates is always shifting. This plan provides a roadmap for the next five years while remaining flexible enough to allow us to respond to unexpected challenges and emerging needs.

We are so excited to get to work!



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