



2015-2018 STRATEGIC PLAN

We envision a dynamic future for New Jersey’s libraries, and strive to strengthen our effectiveness and value to the libraries, communities and people of the state. We leveraged the significant research and effort invested in the recent *Statewide Plan for New Jersey’s Libraries* in the development of the New Jersey State Library (NJSL) strategic plan. We looked both internally and externally in an effort to focus strategically, and increase efficiencies in fulfilling our purpose.

PURPOSE: To meet the diverse and changing information needs of state government, Thomas Edison State College staff and students, and New Jersey residents, and to provide the enabling infrastructure for the statewide information and technology network for New Jersey’s public, school, academic and special libraries to deliver exceptional library services.

VISION: Thanks in part to the work of the New Jersey State Library, each of the libraries in the state is positioned to serve as an indispensable community hub that guides, supports, and connects people and organizations to information and each other.

CORE VALUES:

Our core values are our guiding principles.

They guide us in working together to carry out our mission and envision our future.



- **SERVICE** – *Provide* information resources and library services for members of the legislature, state employees, the state’s libraries, Thomas Edison State College students and faculty, and residents of the state, including those of all ages whose ability to read standard print is affected by a vision or physical impairment, or a reading disability.
- **TECHNOLOGY** – *Evolve* to meet the changing technological needs of New Jersey’s diverse community of learners by enabling direct and remote access through their libraries to resources in a variety of formats.
- **COMMUNITY** – *Inspire* lifelong learning to strengthen our communities and enrich the lives of our users through equal access to information and library services in areas of continuing need.
- **INNOVATION** – *Invest* in the development of New Jersey’s libraries by fostering the professional training of library personnel and providing effective leadership and administration to support and improve library services.
- **COLLABORATION** – *Leverage* investments and expertise for the greater benefit of the state, its communities and its residents.

STRATEGIC GOAL AREAS:

As we gathered input from interviews and focus groups, these concept areas rose to the top as being high value areas for investment.

1. *Strengthen* our relationships with other New Jersey library organizations and libraries throughout the state in order to build capacity, leverage resources and increase collaboration.
2. *Clarify*, reaffirm, enhance, and communicate the value and contributions of NJSL, including its unique position to foster collaboration with other state agencies outside of the field of librarianship.
3. *Lead* library innovation and development by redefining the roles of libraries and librarians as leaders in developing communities.
4. *Leverage* existing funds and develop new and creative funding sources and budgetary processes that will benefit the State Library and the state’s libraries.
5. *Develop* and enhance an infrastructure that supports the strategic goals and technology and communication system needs of the State Library and the state’s libraries.
6. *Promote* an NJSL work culture that fosters collaboration, provides opportunities for professional development and robust career paths, allows for new approaches to processes, and creates an environment where innovation and creativity thrive.

NJSL WILL START BY MOVING FORWARD STRATEGICALLY IN AREAS IDENTIFIED FOR CONTINUED INVESTMENT AND GROWTH.



- *Develop* new and stronger intrastate and interstate collaboration in order to leverage existing investments for the benefit of the people and communities of the state of New Jersey.
- *Strengthen* NJSL’s outreach into the New Jersey library community, responding with support wherever possible and promoting cross communication between and among libraries, library support organizations and NJSL.
- *Promote* transparent NJSL processes and procedures focused on cooperation and collaborative endeavors. Leverage the power of robust internal and external communications.