



NEW JERSEY STATE LIBRARY

Connecting people with information through libraries

2015-2018 STRATEGIC PLAN

OVER THE PAST EIGHT MONTHS, the staff of the New Jersey State Library has been working together and with key members of the New Jersey library community to create a strategic plan for NJSL that will leverage the significant research and effort invested in the recent Statewide Plan for New Jersey's Libraries.

We have looked internally as well as externally in an effort to focus strategically and increase efficiencies in our efforts to fulfill our purpose.

With a vision of an evolving dynamic future for New Jersey's libraries, we strive to strengthen our effectiveness and value to the libraries, communities and people of the state.

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 NJ'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 NJ'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.

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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 bonds with other NJ library organizations in order to leverage resources, increase collaboration and alleviate redundancy.
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 statewide 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, technology and communication system needs for the State Library and libraries of the state.
6. **Promote** an NJSL work culture that fosters collaboration and provides opportunities for professional development and robust career paths, allows for new approaches to processes and creates an environment where innovation and creativity thrive.



NEXT STEPS:

Having identified areas for continued investment and growth we are positioning NJSL to move forward strategically.

- **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.