

Ontario Public Library Strategic Plan 2026–2028

Adopted by the Ontario Public Library Board of Trustees on December 16, 2025

Mission, Vision, and Core Values

- **Mission Statement:** Connecting community and resources in a welcoming, inclusive environment, fostering creativity and continuous learning.
- **Vision Statement:** The Ontario Public Library will be a sustainable and connected hub for our community, offering a welcoming space that provides access to essential resources, inspires the imagination, and grows dynamically alongside the people that we serve.
- **Core Values**
 - **Inclusive:** Welcoming to the community's interests, backgrounds, and ideas
 - **Connected:** Collaboration and cooperation built on trust

Strategic Planning Process

In 2024, the Director of the Ontario Public Library and the Strategic Planning Subcommittee (Board of Trustees) assessed the Library's operations, priorities, goals, and vision. This process involved community interviews, a community survey, and conversations with stakeholders. The 2026-2028 strategic plan reflects industry best practices, regional trends, community needs, and Library priorities.

Strategic Priorities & Goals

Priority 1: Physical Space

Goal: Improve the physical space to increase accessibility, to reduce the Library's energy consumption, and to address the need for flexible physical spaces.

Objectives:

- 1.1 Improve ADA access to the library by adding a new ADA-compliant circulation desk on patron and staff sides, and using shorter shelving in the main room.
- 1.2 Increase energy efficiency by replacing fluorescent lighting with brighter and longer lasting LED lighting.
- 1.3 Establish a comfortable and private study room that enables patrons to separate themselves for private study or for a small gathering to include tutoring, interviews, or quiet meetings.
- 1.4 Modernize the main room with new paint and flooring, and improve wayfinding with new signage. Update the furniture to be more comfortable for open meetings throughout the space and for staff to keep areas clean to protect patrons' safety.

Priority 2: Sustainability & Governance

Goal: Ensure healthy, scalable governance by evaluating and modernizing policies and practices.

Objectives:

- 2.1 Evaluate and revise the policy manual to ensure relevance for current priorities.
- 2.2 Assess and modernize library practices for records retention, including digitization and storage.

- 2.4 Align Board of Trustee roles and subcommittees to current priorities, and establish a list of duties for Trustees.
- 2.5 Create a Staff handbook.
- 2.6 Create an internal financial audit process to complement the external audit process.

Priority 3: Community & Outreach

Goal: Assess, curate, and promote the Library's resources, programs, and services.

Objectives:

- 3.1 Develop measurable objectives to assess the evolving needs of the community for library services, which includes collections, programs, technologies and other currently provided services.
- 3.2 Increase the number of community connections to tailor programming to community needs.
- 3.3 Formalize the process for conducting programming satisfaction surveys.
- 3.4 Create a unique logo and brand voice for the Library and implement them across physical and virtual platforms.
