

Novi Public Library STRATEGIC PLAN 2023-2028



Mission

Cultivate Learning
Inspire Creativity
Foster Inclusivity

Vision

A vital community hub
for enrichment, exploration
and understanding.

Values

- **Welcoming and Inclusive Environment:** We embrace all voices and value diverse perspectives.
- **Community Focus:** We engage through spaces, programs and services to support our community.
- **Collaboration:** We explore partnerships to better connect resources and serve beyond our walls.
- **Innovation:** We evolve with changing needs and are open-minded and adaptable.
- **Learning:** We empower lifelong learners as they discover and cultivate their passions.
- **Creativity:** We encourage adventure and wonder in all we do.



Align Funding & Services

Challenge:
The funding vs. expected services gap

Goal: Share with the community the current gap between service expectations/needs and funding levels and explore opportunities to align funding to the service needs and expectations of the community.



Improve Internal Communications

Challenge:
Disconnected internal decision processes

Goal: Improve processes and internal communications and expand decision input across the organization to keep service levels in-line with resources.



Adapt Resources, Services & Facilities

Challenge: Need to align services & resources to funding

Goal: Explore & develop efforts that optimize the quality, usability and community alignment of Library resources and facilities and ensure the community's aware of these resources, services & programs.



Staff Investment & Retention

Challenge: Staff engagement & turnover

Goal: Invest more in the Library staff to improve effectiveness, efficiency and job satisfaction to meet the current and future needs of the community.