




*Strategic Plan*

**Greentown Public  
Library**



**2025 • 2026 • 2027**





## Endless possibilities to create, discover & connect



During 2024, the Greentown & Eastern Howard School Library Board of Trustees and staff members reviewed and updated the 2025-2027 long-range plan to address the needs of the library community for the next 3-year cycle.



# Vision

The Greentown & Eastern Howard School Public Library will cultivate life-long learning and foster a welcoming environment for all ages. We will provide access to information and knowledge that will inspire ideas and build community.



# Mission

The mission of the Greentown & Eastern Howard School Public Library is to provide quality resources and endless possibilities for all to create, discover, share learn and connect, including empowering students to seek, use and generate information.

# Values

We believe the library is vital to the intellectual and creative lives of the people we serve. We are committed to:

Access Service - Life-long learning - Intellectual & Academic Freedom  
Collaboration - Growth and Innovation - Mutual respect and civility  
Responsible stewardship

# Library History

The Greentown Public Library was established in 1919 and was housed in the town hall. The library outgrew the space and was relocated to the Greentown High School in 1926. The library consolidated with the school corporation when Greentown, Union and Jackson Townships merged in 1950. That same year, the library converted to the new library law of 1947 and became a library district.

The consolidation between the school and the library was considered the most fiscally responsible way to use taxpayer dollars. In 1953 the library once again moved to another location so their current space could be used for classroom purposes. The library resided in the rear of the local bank building until it was moved to the new elementary school in 1955.

Although the library had merged with the school corporation in 1950, it wasn't until 1964 that the library formed a Township Library District with Union and Jackson Townships. This increased the tax base and provided library services to more people.

The Palm Sunday Tornado of 1965 changed the library dynamics. Both the high school and elementary buildings were damaged or destroyed. When the new junior/senior high school was completed in 1967, the teen/adult collection was moved to the new facility and the juvenile collection remained at the remodeled elementary school. The advantageous partnership with the school still remains, which makes the library very unique as it is public and serves as the school library.

This distinctive relationship between the school and library benefits the community by eliminating the duplication of staff, services, materials, and other resources. The library plan recognizes the library's role in support of school curriculum and expansion of technology to support the library's goals.

# Roles & Goals

## Community Connector



Creating a stronger community involves understanding and meeting the needs of patrons in various ways and locations. By connecting patrons with resources wherever they are—whether through digital platforms, community outreach programs, or partnerships with other organizations.

## Trusted Source



Building a collection that serves as a trusted source of information involves curating materials that not only reflect the multiplicity within Greentown and Eastern Howard School Corporation but also meet the educational and recreational needs of these communities.

## Lifelong Learning



The library plays a crucial role in fostering continuous learning and skill development within the community and student population.

# Roles & Goals

## Community Space



The library serves as a vital community hub, providing a safe and welcoming environment for people of all ages to engage in various activities and experiences. The library is a cornerstone of the community—a place where people can learn, grow, connect.

## Technology & Equipment & Workspace



GPL users and staff have access to the most current information technology, equipment, and productive workspace.

## Engaged Staff



Creating an engaging culture for library staff involves several key elements that support their professional learning, development, and overall commitment to the library's mission and growth.

## Evaluation

The library board will evaluate progress toward the goals in this long range plan annually.



# Community Connector

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## GOAL

The library will ensure that our services are accessible and relevant to everyone. This approach fosters unity, support, and a sense of belonging, ultimately contributing to the strength and cohesion of our community

## STRATEGY

## TIMELINE

**1. Understanding Patron Needs:** Conduct surveys, hold focus groups, and engage directly with community members to understand their needs, interests, and challenges. This insight forms the basis for tailoring library services and resources to best serve the community.

**2025**

**2. Diverse Service Delivery:** Recognize community members have different preferences and constraints. Offer services through multiple channels such as physical library spaces, online platforms, mobile outreach programs, and partnerships with community centers & Eastern schools. This ensures accessibility to resources regardless of physical location or circumstances.

**2025-2027**

**3. Digital Accessibility:** Enhance digital access to library resources by continuing to provide e-books, online databases, virtual programs, and digital literacy training. Ensure these digital offerings are user-friendly and accessible to patrons of all ages and abilities.

**2025-2027**

**4. Community Outreach:** Actively engage with the community through outreach programs that bring library services directly to neighborhoods, schools, senior centers, and other community hubs. This establishes the library as a visible and integral part of community life.

**2025-2027**

**5. Partnerships and Collaboration:** Forge partnerships with local organizations, businesses, KHCPL, Eastern schools, and government agencies to expand the reach and impact of library services. Collaborative efforts can lead to joint programming, shared resources, and mutual support in addressing community needs.

**2025-2027**

# Trusted Source

Building a collection that serves as a trusted source of information involves curating materials that not only reflect the multiplicity within Greentown and Eastern Howard School Corporation but also meet the educational and recreational needs of these communities.

## GOAL

Use a thoughtful and strategic approach to curate materials that meet the educational/recreational needs of the community, expand knowledge, and supports the k–12 curriculum

## STRATEGY

## TIMELINE

1. **Understanding Community Diversity:** Start by understanding the demographics, interests, and cultural diversity within Greentown and the student population of Eastern Howard School Corporation. Consider factors such as age groups, educational levels, interests, languages spoken, and community priorities.

**2025**

2. **Curating Educational Materials:** Focus on acquiring materials that support the curriculum of Eastern Howard School Corporation. This includes books, reference materials, databases, and supplementary resources aligned with educational standards and learning objectives. Ensure these materials are current, accurate, and relevant to the subjects taught in schools.

**2025-2027**

3. **Meeting Recreational Interests:** Recognize the importance of recreational reading and leisure interests within the community. Acquire a diverse collection of materials that cater to various age groups and interests. Consider popular genres, local authors, and topics that resonate with community members.

**2025-2027**

4. **Access to Materials Not Available In-House Through Consortium:** Continue to provide patrons with services through Evergreen & the State Library's SHARE program using InfoExpress.



# Lifelong Learning

The library plays a crucial role in fostering continuous learning and skill development within the community and student population.

## GOAL

Community members and the student body will enjoy wider access to programs and resources that promote empowerment, enjoyment, and personal development

## STRATEGY

## TIMELINE

- |   |           |
|---|-----------|
| 1. Inspire curiosity through relevant & responsive programs for all ages that reflect the interest & needs of the community.                        | 2025-2027 |
| 2. Be a resource for job seekers & workforce development in the community.  | 2025-2027 |
| 3. Offer technological training for individuals of all ages, abilities, and interests.  | 2025-2027 |
| 4. Explore and evaluate the purchase of Nintendo Switch gaming systems for teen & children's space.   | 2025      |
| 5. Explore and evaluate the cost of expanding the gaming collection for checkout.   | 2025-2026 |
| 6. Explore and expand virtual programming.  | 2025-2027 |
| 7. The library will continue to meet or exceed the state standard of twelve library programs per year per system regardless of population served.   | Ongoing   |
| 8. The library will continue to offer a variety of adult classes twelve minimum workshops/classes.  | Ongoing   |
| 9. The library will facilitate a minimum of three teen programs that encourage reading, social interaction, and promote leadership skills per year. | Ongoing   |
| 10. The library will continue to offer a minimum of twelve after school children's programs per year.   | Ongoing   |

# Lifelong Learning

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## GOAL

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## STRATEGY

## TIMELINE

- |   |                  |
|---|------------------|
| 11. Explore and evaluate the cost of creating a Makerspace for children & teen space.   | <b>2025</b>      |
| 12. Continue to instruct students and teachers in the use of INSPIRE, digital resources, and databases.   | <b>Ongoing</b>   |
| 13. Instruct patrons on how to access and use Gale Courses, Craft & Hobby, Hoopla, Libby, Ancestry, etc.  | <b>2025</b>      |
| 14. Children and their caregivers will have access to resources that encourage and foster literacy, leading to life-long learning.  | <b>Ongoing</b>   |
| 15. Continue to market 75-in-5 kindergarten readiness initiative to area preschools.  | <b>Ongoing</b>   |
| 16. Create YouTube videos of preschool programs to post on website & other library social media outlets.  | <b>2025</b>      |
| 17. Network with local preschools and encourage parents to visit the library and utilize early literacy programs and services.  | <b>Ongoing</b>   |
| 18. Develop early literacy reading lists brochure to <ul style="list-style-type: none"><li>• Handout to caregivers</li><li>• Post on website</li><li>• Post on library social media outlets</li></ul> | <b>2025-2027</b> |
| 19. Post literacy tip of the week on library social media outlets and website.  | <b>2025</b>      |

# Community Space

The library serves as a vital community hub, providing a safe and welcoming environment for people of all ages to engage in various activities and experiences. The library is a cornerstone of the community—a place where people can learn, grow, connect.

## GOAL

The Library space facilitates a range of activities and services, from quiet study to collaborative projects, ensuring that all community members, regardless of age, ability, or background, can utilize and enjoy the library's resources in a welcoming environment

## STRATEGY

## TIMELINE

1. **Safe Space:** The library will offer a secure and comfortable environment where individuals and families can feel safe and respected. It will provide a place free from judgment or discrimination, where everyone is encouraged to explore interests, learn, and interact with others.

2025-2027

2. **Free Access:** As a public institution, the library will provide free access to resources and services that might otherwise be inaccessible to some community members. This includes books, educational materials, computers, internet access, programs, and events—all without cost barriers.

2025-2027

3. **Supportive Environment:** Librarians and staff will play a crucial role in creating a supportive atmosphere where patrons receive assistance, guidance, and encouragement in their learning journey. They will promote literacy, information literacy, digital literacy skills and ensure library buildings are welcoming, inclusive and easy to use.

2025-2027

5 **Conduct Needs Assessment:** The library will conduct branch needs assessment and review the schedule for equipment replacement and environment refresh.

2025

6. **Outdoor Library Space:** The library will provide the funding to create an outdoor space to expand library services.

2025

# Technology - Equipment - Workspace

GPL users and staff have access to the most current information technology, equipment, and productive workspace.

## GOAL

Upgrade GPL users/staff technology needs and elements of library services

## STRATEGY

## TIMELINE

### Upgrade and maintain computer equipment for staff use

- Replace staff computers (3) at elementary 2025
- Replace staff computer (2) at the high school 2025
- Replace staff iPads with comparable technology 2026

### Upgrade, maintain & purchase computer equipment for patron use

- Replace 6 public computers for patron use 2026
- Purchase laptops for patrons to use in-house 2025-2027
- Purchase iPads for patrons to use in-house 2025-2027
- Purchase VR headsets for patrons to use in-house 2025-2027
- Upgrade STEM Robot iPads (4) (Elementary) 2025-2027
- Upgrade Cricut machine for patron use in-house 2026
- Upgrade/replace AWE early literacy computer stations at children's library 2026
- Upgrade iPads/tablets with early literature apps in the children's library 2025-2027

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# Technology - Equipment - Workspace

GPL users and staff have access to the most current information technology, equipment, and productive workspace.

## GOAL

Upgrade GPL users/staff technology needs and elements of library services

## STRATEGY

## TIMELINE

### Explore Options to Enhance Patron Experience

- Explore and evaluate the cost of accepting credit cards from patrons 2025-2027
- Explore and evaluate the cost of electronic door counters to keep track of user statistics 2025-2027
- Explore Evergreen Indiana self-checkout option 2025-2027
- Add digital signage to Children's Library 2026
- Explore and evaluate cost of new sliding/lock down door for community room 2025-2027
- Purchase laptop compatible with Promethean screen (strictly for community room use) 2026
- Purchase laser jet printer (strictly for community room use) 2026
- Create a welcoming entry lobby for users that will be an introduction to the adult/teen library as a whole 2025-2027
- Purchase new drop box for children's library 2025
- Meet community needs for tools and technology by creating a "Library of Things" collection 2025-2027

### Explore/Evaluate Options to Expand/Enhance Workspace

- Purchase storage cabinets for elementary library to replace hallway showcase 2025-2027
- Purchase storage shelves/cabinets for elementary workroom 2025-2027
- Purchase storage cabinets/shelves for community room storage closet 2025-2027
- Purchase storage cabinets for wall outside of adult library workroom 2025-2027
- Explore putting a staff bathroom in adult workroom storage closet 2025-2027
- Explore putting a sink in elementary workroom 2025-2027



# Engaged Staff

The library provides an engaging culture for staff through professional learning and development, stewardship of resources and commitment to growth

## GOAL

Create an engaging culture for library staff through several key elements that support their professional learning, development, and overall commitment to the library's mission and growth

## STRATEGY

## TIMELINE

- 1. Professional Learning and Development:** Offer continuous opportunities for staff to enhance their skills and knowledge through workshops, conferences, webinars, and training sessions to keep them updated on trends in library services, technology, and community engagement strategies. **Ongoing**
- 2. Collaborative Environment:** Foster a collaborative workplace culture where staff can exchange ideas, seek feedback, and work together on projects. Encourage teamwork and communication across different departments or functions within the library. Have regular meetings to keep communication open between buildings and all staff. **Ongoing**
- 3. Innovation and Creativity:** Encourage staff to explore innovative approaches to library services and programming. Create a culture where experimentation and creativity are valued, leading to new initiatives that better serve the community and enhance the library's impact. **Ongoing**
- 4. Recognition, Appreciation and Compensation:** Acknowledge staff achievements, milestones and celebrate successes as a team to boost morale and motivation. Provide adequate compensation and bonuses. **Ongoing**
- 5. Well-being and Support:** Prioritize staff well-being by promoting work-life balance, providing access to wellness programs or resources, and fostering a supportive environment where staff feel valued and respected. Offer staff incentives and staff fun days. **Ongoing**

# Funding

## Community Connector

- Surveys and focus groups will be conducted by paid staff during library hours and financed by the operating fund
- Digital resources will be financed by the operating fund
- Outreach programs will be financed by the operating fund & gift fund

## Trusted Source

- Materials that support the curriculum of Eastern Howard School Corporation will be financed by the operating fund
- Recreational reading materials will be financed by the operating fund

## Lifelong Learning

- Programs will be financed by the gift fund and operating fund
- Nintendo Switch gaming system and gaming collection will be financed by the operating fund
- Makerspace items will be funded by the operating fund, gift fund, possible donations, and possible grants

# Funding

## Lifelong Learning

- Materials will be financed by the operating fund
- Events/workshops/programs will be financed by the gift fund, operating fund, and possible donations from local businesses
- Outdoor space will be financed by the Rainy Day Fund and operating fund

## Technology - Equipment - Workspace

- Public computers will be funded by Eastern Howard School Corporation
- Computers, laptops, iPads will be financed by the operating fund
- VR headsets, STEM robots, Cricut machine, tablets, etc. will be financed by the operating fund and possibly grants
- Credit card option, electronic door counters, digital signage, laser jet printer, drop box, and library of things items will be financed by the operating fund
- Storage cabinets/shelves will be financed by the operating fund
- Staff bathroom will be financed by the Eastern Howard School Corporation
- Workroom sink will be funded by Eastern Howard School Corporation

## Engaged Staff

- Professional development opportunities will be financed by the operating fund
- Compensation and bonuses will be financed by the operating fund
- Staff incentives and fun days will be funded by possible staff incentive donations

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