

OIL CREEK LIBRARY DISTRICT PLAN

July 2018- June 2023

Mission

The Oil Creek Library District supports the public libraries in Clarion, Jefferson, and Venango Counties and works to develop them to their fullest potential.

Vision

The Oil Creek Library District will be the gateway for lifelong learning by providing excellent services and resources for its member libraries.

Values

The Oil Creek Library District is essential to the intellectual and creative lives of the people we serve.

Our values transcend our strategic initiatives and are embedded in all of the work that we do.

We are committed to:

- Access
 - Services are provided with as few barriers as possible to the communities we serve. We strive to improve access around barriers we cannot remove.
- Quality
 - Services provided are respectful of the whole person, reflective of the communities served, and continually evaluated for improvement.
- Education
 - Facilitating all types of lifelong learning is a core part of our mission, including learning from our communities and each other.
- Collaboration
 - It is critical to partner with a variety of organizations and people in order to maximize resources and supply the best quality of service.
- Stewardship
 - Careful and responsible management of our resources is crucial to a successful organization. Responsible management requires consistent evaluation of services to effectively utilize our financial and human resources and maximize their potential.

Initiatives

1. Effective Consulting Services
 - a. The District employs a District Consultant.
 - i. The Consultant serves as liaison to the State Office of Commonwealth Libraries.
 - ii. The Consultant serves as a liaison to other regional and statewide organizations, such as the Pennsylvania Library Association and the SNOE Region consultant group.
 - iii. The Consultant is available to support special projects for member libraries or subgroups, state initiatives, and District initiatives.
 - iv. The Consultant is available to serve as a mediator/arbitrator/neutral party for disputes or discussions between member libraries or staff of member libraries.
 - v. The Consultant keeps abreast of the communities, cultures, events, and challenges of each of the member libraries.
 - vi. The Consultant attends workshops, conferences, and meetings to maintain current knowledge of trends and services and to build partnerships.
 - b. The District supports a Youth Services Coordinator who serves as the state youth services liaison and as a resource for member libraries.
 - c. The District supports other staff as needed to support the consulting services for the District.
2. Empowering Professional Development
 - a. The District encourages and builds communication and means of support between member libraries staff and boards.
 - b. The District provides local continuing education that is high-quality, current, and useful, in a variety of formal and informal formats.
 - c. The District offers continuing education for all staff and volunteers of member libraries.
 - d. The District uniformly communicates pertinent information to member library Trustees and provides them with training opportunities.
 - e. The District provides support for member libraries with new librarians, librarians on leave, and other unforeseen staffing circumstances.
3. Equitable Access
 - a. The District strongly supports accessibility for all patrons to all of our member libraries.
 - i. Member libraries are encouraged to maintain an accessible online presence. The District shares resources for checking and improving digital accessibility.
 - ii. The District provides accessibility tools for member libraries to borrow to expand service to their patrons.

- b. The District coordinates resources and training for libraries to assist individuals facing a variety of cultures and situations.
 - c. The District develops partnerships and supports member library partnerships with organizations serving our communities.
 - d. The District encourages the development of our member libraries into community safe spaces.
 - i. The District provides training on interacting with patrons, focusing on proactiveness in providing safe and respectful environments for all.
 - ii. The District works with member libraries to help them be proactive in developing policies and cultures that will not harm or prevent service delivery.
 - e. The District works with member libraries to help them develop hours, staffing, and programming that best fits the needs of their communities.
4. Exceptional Youth Services
- a. The District provides resources for libraries to better implement youth-related programs and services to library patrons. All ages of youth, from birth-18 years, are addressed.
 - b. The District provides training opportunities covering programming, current issues, and research.
 - c. The District partners with and supports member library partnerships with other organizations serving youth in our service area.
5. Expanded Resource Accessibility
- a. The District supports InterLibrary Loan (ILL) through District Library Center resources and financial assistance to member libraries.
 - b. The District works to provide quality resources at the District level to expand the services of member libraries. Provision of said resources will be to the extent budget and service area needs allow.
 - c. The District provides reference materials for professional development, specialty reference, and programming. Reference materials may be in a variety of formats.
 - d. The District encourages and supports our members' collaboration with local organizations. The District takes the lead in collaborating with regional and statewide organizations, particularly the Office of Commonwealth Libraries, SNOE Northwest Region District Consultant group, and the Pennsylvania Library Association.

Evaluation

- 1. All evaluations follow the Feedback, Grievance, and Evaluation Procedure.
- 2. The Strategic Plan is evaluated based on the District fiscal year.
- 3. A Goals Statement is developed annually by the District and member libraries.
- 4. The Strategic Plan and associated Goals Statements will be evaluated twice annually; a mid-year review and annual evaluation.