



DOWNTOWN LIBRARY
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Date: August 8, 2022
To: Rapid City Public Library Board
From: Emily Tupa, Policy Committee Chair
Re: Strategic Plan 2022-2027

Date: August 2, 2022
To: Emily Tupa, Policy Committee Chair
From: Terri Davis, Library Director
Re: Strategic Plan 2022-2025

Motion: Move to approve a new 5-year Strategic Plan as presented.

Background: The library's current strategic plan was intended to run from 2018 through 2020. The pandemic intervened, and although discussions about possible strategic plan work took place among library management, no specific action was taken during that time.

In June 2021, the library contracted with Benchmark Data Labs to conduct a needs assessment. This assessment included a community-wide survey that took place in the late summer of 2021, with just over 700 responses. Several hour-long focus groups were also held with a total of 35 participants; those participants represented library users, library non-users, homeschool parents, unhoused persons, and members of the business community. Callie Tysdal from Benchmark presented a summary of the survey and focus group findings at the February 2022 Library Board meeting; those findings identified the goals for the new strategic plan.

Library staff were also involved in the process. The city's Cultural Strategist Leah Braun has significant experience in facilitating strategic plan development, and worked with library staff on two occasions. The first was in January 2022, where staff shared their creative and cutting-edge ideas about library services; they did this by creating news headlines featuring their proposed services. The next staff engagement took place in May, when staff presented their thoughts about the library's mission, vision, and values.

The proposed mission and vision statements were consolidated, and sent to the Library Board and staff members for a vote on their preferred statements. The responses were overwhelming (60-70%) in favor of one option for each, and those statements were then used for development of the plan. The values statements drafted by staff were fairly consistent, although some of the language used differed. The differences were consolidated, and resulted in the values statements presented in the plan.

Finally, the library's Leadership Team re-examined the draft goals to ensure they complied with the mission and vision. All this information was combined and presented to the library's graphic design specialist, who prepared the draft strategic plan document.

If approved, the library leadership team will use the data obtained through the process to prioritize and map out implementation of the strategic plan. In many cases, we anticipate using teams of staff and supervisors to work on that implementation and achieve the plan's goals.

As with the previous plan, progress reports will be brought to the Library Board quarterly.