



STRATEGIC FRAMEWORK

It seems as though everything changed in 2020: our work, our relationships, our world. As we work to meet the challenges in this new, uncertain reality, we turn to that which has remained steadfast: the Mission and Values of the Public Library of Youngstown and Mahoning County.

MISSION



CONNECT

We create meaningful experiences that support personal growth.



INSPIRE

We encourage others to take the next step, become engaged, and achieve the dream by doing so ourselves.



ENRICH

We develop services and partnerships that contribute to community resilience and enlightenment.

VALUES



PEOPLE

Welcoming everyone with empathy, respect, and dignity.



LEARNING

Fostering independent discovery at any age and teaching others as a path to mastery.



INNOVATION

Refusing to accept the status quo and continually striving to understand, adapt, and respond to the community we serve.



STEWARDSHIP

Ensuring PLYMC and the unique resources it cares for will be secure for ourselves and our posterity.

Thanks to our guiding principles, PLYMC was able to continue providing service despite losing our most powerful tool: being present in every community, face-to-face with our patrons every day. We connected with people through telephone and email. We continued inspiring the community to learn and grow through our online programming. And we came up with some truly innovative ways to enrich people's lives, like story trails in the park and outdoor Wi-Fi. All the while keeping one eye on the budget to ensure our tradition of good fiscal management remained intact.

It wasn't easy, and it wasn't always fun. But we are a better library system for being faced with the challenge – and rising to meet it. We are grateful to our community for innovating and learning along with us and, in turn, inspiring us with your resilience.

THE FRAMEWORK

Therefore in 2021, we at PLYMC recommit ourselves to our Mission and Values by using them as the framework for our strategic plan. Our intent is that every level of the organization will participate in this process, so we are able to effectively evolve to meet the changing needs of our community in this and future years.

Using the question "How will PLYMC Connect * Inspire * Enrich in 2021?" the Leadership Team has developed three Strategic Priorities for the coming year, one for each section of our Mission.

2021 PLYMC STRATEGIC PRIORITIES



CONNECT

We connect to the wider communities to which we belong.



INSPIRE

We learn from the past so that it can inspire us to move into the future.



ENRICH

We enrich our lives and the lives of others by fostering an open and equitable environment where everyone can learn and grow.

This represents the highest level of our plan as we take our first steps into a post-COVID future.

THE PROCESS

This framework will be shared with the Business and Service Teams across the organization who will use it to create strategies they can use in their daily activities to embody the Mission, Values, and Strategic Priorities in 2021.

Once Team strategies have been developed, Supervisors and Team Leaders will meet one on one with individual staff members to identify a Focus Area that both aligns with the Team and Strategic Priorities but also reflects an area of growth or interest for them personally. In this way, each of us will be aligned with the PLYMC Mission, Values, and Strategic Priorities in our work every day throughout the year.

When it is safe to do so, hopefully in the summer or fall of this year, the library intends to use the strategic framework as a basis for engaging the community in this conversation through face-to-face and online meetings. We look forward to having that opportunity. Until that time, we leave you with the question:

How Will You



in 2021?