

# The Seattle Public Library

## 2024-2033 Strategic Plan

# What is the Library's Strategic Plan?



- 10-year time frame:  
2024-2033
- Impact- and equity-focused
- Informed by research and  
community input



# **Mission, Vision, Values, and Guiding Principles**

# The Library's Mission and Vision

## MISSION

The Seattle Public Library's mission is to bring people, information, and ideas together to enrich lives and **empower community**.

## VISION

We envision The Seattle Public Library as the central hub of an equitable and connected city where knowledge flourishes, and people find inspiration and a sense of belonging.



# Our Values

**Care**  
**Connection**  
**Learning**



# The Library's Guiding Principles

## EQUITY

We work to uncover and dismantle institutionalized racism in our organization and to advance racial, social and economic justice in the Seattle community: [www.spl.org/equity](http://www.spl.org/equity)

## INTELLECTUAL FREEDOM

We promote and protect freedom of thought, freedom of expression, and the freedom to explore new information and ideas: [www.spl.org/intellectualfreedom](http://www.spl.org/intellectualfreedom).



# Community Impact

## Fostering Community Belonging





# Community Impact Areas

## **LITERACY**

Help people access the skills, resources and opportunities they need to read, learn and navigate their lives.

## **EMPOWERMENT**

Help people build confidence and skills to pursue and achieve their life goals.

## **ENRICHMENT**

Provide collections, programs, services and spaces that bring joy and connection to people's lives.



# Community Impact: Literacy

**Goal:** Help people access the skills, resources and opportunities they need to read, learn and navigate their lives.

## Examples of [Intended Outcomes](#)

The Library will provide programs, collections, services and resources to:

- Help children, teens, and young adults build a love for reading and learning.
- Help students read at or above grade level.
- Help people of all ages navigate social systems in their daily lives.

# Community Impact: Literacy

## Examples of [Priority Actions](#) We Intend To Take

The Library will:

- Increase and expand programs and services for children and youth.
- Strengthen partnership with Seattle Public Schools, especially Title I schools.
- Evaluate effectiveness of Library literacy programs.

# Community Impact: Empowerment

**Goal:** Help people build confidence and skills to pursue and achieve their life goals.

## Examples of [Intended Outcomes](#)

The Library will provide the community:

- Accessible and inclusive collections, programs, services, and spaces.
- Cutting-edge technologies that support job and life skills.



# Community Impact: Empowerment

## Examples of [Priority Actions](#) We Intend To Take

The Library will:

- Develop and incorporate accessibility policies and procedures as a standard practice for all public spaces, collections, programs, and services.
- Provide skill-building workshops, vocational training, and career development programs.

# Community Impact: Enrichment

**Goal:** Help people access the skills, resources and opportunities they need to read, learn and navigate their lives.

## Examples of Intended Outcomes

The Library will champion and celebrate:

- The preservation of local history, including the contributions of historically excluded people and cultures who created Seattle.
- Experiences and opportunities that build community and cultivate a sense of belonging.

# Community Impact: Enrichment

## Examples of Priority Actions We Intend To Take

The Library will:

- Increase the Seattle Room collection budget to provide more materials focused on Seattle and the Pacific Northwest.
- Acquire and provide more materials from diverse communities.
- Promote and highlight local experts, authors, musicians, and artists to strengthen community knowledge and pride.



# Organizational Impact

## Improving Organizational Resiliency





# Organizational Impact Areas

**Funding:** Align existing financial resources to support current and future community needs. Explore funding resources beyond the City's general fund and seven-year levies.

**Capacity:** Build organizational capacity and capability through new recruitment, training and retention approaches, and improved systems and processes.

**Buildings, Technology, Sustainability:** Implement sustainable maintenance / upgrade practices for buildings and technologies. Decrease our carbon footprint. Develop a strategic initiatives plan for information technology that improves the patron experience in-person and online.

# Phased Timeline

2024-2033: Three Phases of Implementation





# Strategic Plan Phased Timeline

## Phase I: 2024-2026

- Implement and improve work already underway.
- Begin work on select priority actions.
- Focus on assessments of finances, buildings and operations.
- Begin planning for renewal of the Library Levy in 2026.

## Phase II: 2026-2028

- Focus on new and expanded activities.
- Conduct architectural/design work to inform a reimagining of libraries.
- Assess potential for capital bond measures and private comprehensive fundraising campaign.

## Phase III: 2028-2033

- Pursue capital bond measure to support maintenance/upgrade needs.
- Work with Foundation to start comprehensive fundraising campaign.
- Begin planning for a proposed levy renewal in 2033.

# Questions