

# SCLS Strategic Plan

## 2015 – 2018

### **Description**

The South Central Library System consists of 53 statutory member public libraries with 64 locations comprised of urban, rural, large, small and one room libraries spread over 7 counties. It is a federated multi-county system that includes Adams, Columbia, Dane, Green, Portage, Sauk and Wood counties in Wisconsin. We work on the belief that we are better together. We appreciate that great libraries are not built on concrete only, but also by engaging, passionate people who connect with the people in their community. As a system of shared libraries we can achieve greater efficiencies through economies of scale and harness the talent and experience of the diverse membership and SCLS staff to meet the needs and goals of the system.

### **Mission Statement**

The mission of the South Central Library System is to help its member libraries provide the best possible service to the public.

### **Vision Statement**

SCLS embraces challenges and opportunities to provide innovative solutions that empower our member libraries.

### **SCLS Staff Values**

1. We stay focused on our mission and measure all of our work, plans, programs, activities and behaviors against it.
2. We strive to do excellent work that exceeds member expectations.
3. We are responsible for achieving and maintaining good working relationships with every member library and with every co-worker. We make it a high priority to treat people well. We are always courteous to members and to each other. When we make mistakes, we acknowledge them, apologize, and move on.
4. We are a strong team with diverse talents and serve a community of people who are different from each other in many ways. We respect the contributions and viewpoints of members and of each other. We freely share information and communicate our plans, activities and concerns to the other members of our team and give credit where credit is due.
5. We work toward solutions for problems and connect our members to the resources they need. Innovation is an integral component of our daily work life.
6. We keep our commitments, meet our deadlines, and take responsibility for getting the training and resources we need to do our work.
7. We are sensitive to members' perceptions and strive with each interaction to make them more positive than before.
8. We are mindful of the long term costs and impacts of our work in order to remain efficient and sustainable.
9. Our work is far too important for us to always be serious. We approach it with a sense of fun and include as many laughs as we possibly can.

## **Strategic Statement**

SCLS will adapt and innovate within a constantly changing technological, social, political and economic environment to proactively connect member libraries to professional support, resources and services.

### **Goal 1**

Make SCLS a model public library system

#### Objectives

- Share knowledge and resources
- Be a leader on collaboration throughout the state
- Create robust and strong relationships with members
- Create paradigm shifts within service provision
- Meet and/or exceed SRLAAW Standards

### **Goal 2**

SCLS will remain financially viable

#### Objectives

- Operate with fiscally sound practices
- Maintain and expand service contracts
- Pursue revenue generating opportunities
- Pursue cost recovery and cost sharing opportunities
- Advocate on the state level for increased and stable system aid

### **Goal 3**

Collaborate within SCLS, with other library systems and DPI to maximize efficiencies.

#### Objectives

- Serve on state and system level committees
- Establish contracts for services with neighboring systems
- Tap into strengths of other systems to aid our members
- Initiate collaboration on cross system services

### **Goal 4**

Listen to and support the needs of member libraries

#### Objectives

- Conduct annual on-site visits to member libraries
- Attend county library director and board meetings
- Assure member involvement in SCLS shared governance
- Support member training and director certification
- Communicate in a variety of forms to all staff levels
- Provide opportunities for members to share knowledge, ideas, and talents
- Support a mentor program
- Encourage members to participate in regional, state and national programs
- Encourage members to participate in work groups, committees and subcommittees

**Goal 5**

Provide affordable and innovative services and solutions

**Objectives**

- Create and maintain partnerships
- Advocate on state and national levels for improved funding and infrastructure
- Plan for sustainable growth
- Explore emerging opportunities and act as a catalyst for progress

**Goal 6**

Promote a positive work environment where SCLS employees are challenged, supported and achieve satisfaction in their work

**Objectives**

- Provide competitive compensation packages
- Support and encourage a work/life balance
- Incorporate playful learning
- Support continuing education and professional development
- Provide and support opportunities to be involved outside SCLS with collaborative partners
- Support professional leadership opportunities outside SCLS

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