ACORN PUBLIC LIBRARY DISTRICT STRATEGIC PLAN 2024-2029

Mission

Acorn Public Library District provides public access to books, digital resources, public programs, and gathering spaces. The Library acts as a vital, inspiring, and responsive center of lifelong learning that meets the educational, recreational, cultural, and informational needs of our diverse community.

Values

Respect
We are courteous and kind to all of our patrons and to each other.

Innovation
We anticipate and embrace change in order to respond to the needs of the community.

Good Stewardship
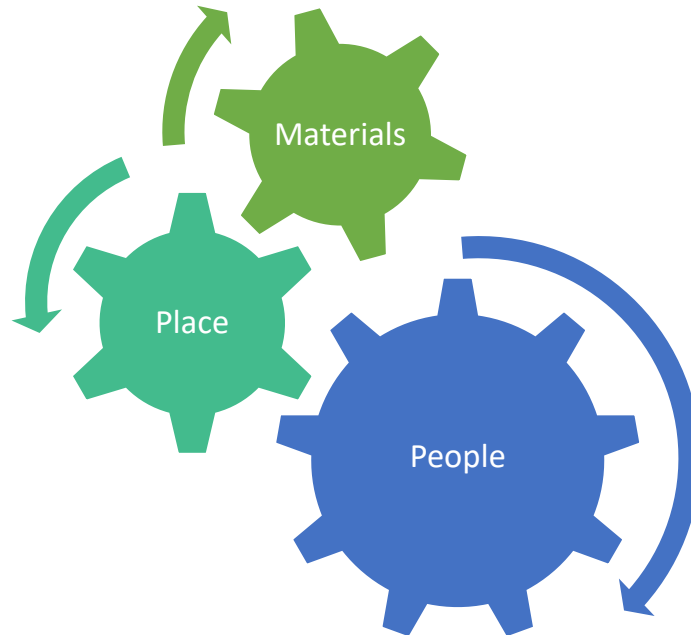We use our resources efficiently, responsibly, and effectively.

A Welcoming Environment
We provide an attractive, safe space for patrons and employees.

Excellence
We combine our expertise with creativity and passion when serving our patrons.

Strategic Goals

People:

Community Goal: Grow at the pace of our community through new and existing collaborations to support patrons in their library needs and wants.

Community Action Steps:
- Partner with the City of Oak Forest and the Oak Forest Park District to increase event participation and improve communication.
- Partner with more community organizations.
- Partner with local school districts to offer library cards with annual school year registration.
- Embed further into the community by presenting and/or tabling at more offsite locations.
- Partner with local medical centers and Oak Forest Police Department to connect new parents to early literacy information and literature.
- Connect patrons to the groups that use our meeting rooms by expanding their web presence.

Patrons Goal: Connect our patrons to the tools, resources, and events to enhance their overall experience.

Patron Action Steps:
- Develop an Equity, Diversity, and Inclusion Statement.
- Offer more all ages/intergenerational programming and large scale events.
- Continue to offer more after-hours programming.
- Inquire partnering with Dolly Parton's Imagination Library program to support early literacy.
- Explore non-English programing options.

Staff Goal: Foster a culture of leadership for a prepared, professional, and skilled workforce.

Staff Action Steps:
- Formalize the onboarding process, checklist, and materials, across departments.
- Encourage and require staff to attend meetings, trainings, and professional networking groups.
- Explore additional hiring strategies to ensure equity, quality, and depth of candidate pools.
- Implement a suggestion box for staff feedback and ideas for improvement.
- Develop cross-training program for staff to work at all service desks.

Market Goal: Build and maintain a recognizable brand with which to market to our community.

Market Action Steps:
- Develop a style guide for staff to use to create documents and materials.
- Explore additional opportunities and venues with which to market the library.

Place:

Building Goal: Maintain and enhance our existing structure through continuing improvements.

Building Action Step:
- Update the North Entrance of the Library to make it more inviting and add an accessible door.

- Replace breaker boxes with switches.

Interior Spaces Goal: Serve as a community gathering hub within a safe, comfortable, and resource-rich environment.

Interior Spaces Action Steps:
- Continue to make aesthetic updates to the interior of the building.
- Identify ways the interior of the library are most used and make adjustments accordingly.

Availability Goal: Open the library's availability for programming and services to best meet the needs of the community

Availability Action Steps:
- Investigate ways to increase the hours of operation.
- Develop additional after-hours programming offerings.

Materials and Technology:

Collections Goal: Maintain and bolster library collections using new technology, processes, and program offerings.

Collection Action Steps:
- Identify areas where the library can tweak collections to best meet the needs of the community.
- Institute dynamic collection development, responding to patron wants and needs.
- Continue to add to the library of things.
- Invest in materials in Gujarati and other in-demand languages.

Technology Goal: Invest in current technological solutions to provide to the community.

Technology Action Steps:
- Increase take-home internet and technology devices
- Update the meeting room technology.
- Update the public computer software offerings.
- Provide access to an Apple Computer for specific needs.

Digital Presence Goal: Grow and maintain our digital presence in an ever changing internet landscape.

Digital Presence Action Steps:

- Develop web registration for all programs.
- Continue to increase our presence on popular social media platforms.