



# CAMAS PUBLIC LIBRARY



# Strategic Plan

**2023-  
2026**





# Thank you.

Every four years, the Camas Public Library creates a new strategic plan to help guide our projects and decisions. We wouldn't dream of formulating a plan without the input of our valued community because, after all, you are who we serve.

You, on the other hand, weren't required to engage so thoughtfully with us in this process, but you did. From online surveys to listening sessions and one-on-one conversations, 802 of you gave us your time and your feedback. We appreciate it wholeheartedly.

Thanks for helping make the Library a better place for everyone.

"This Library is an educational force in our community. It is one of the treasures of our town, and I trust it will continue to provide growth and education for our youngest ones, as well as providing educational and cultural resources. Camas Library is truly a bright spot in this town."

From online survey responses.

# We believe.

## MISSION

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The Camas Public Library is dedicated to serving our community with meaningful connections, engaging enrichment, and pathways to knowledge.

## VISION

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To strengthen a supportive and informed community, while continuing to promote the joy of reading, we provide:

- Lifelong learning opportunities.
- Free and equitable access to resources.
- A welcoming and inclusive place to gather.

## VALUES

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We believe in cultivating community through:

- Delivering service with empathy and integrity.
- Encouraging exploration.
- Fostering space for creativity and joy.

In addition, we ascribe to the American Library Association's core values, on which modern librarianship is practiced. They can be found at [camaspl.org/corevalues2](https://camaspl.org/corevalues2).

## EQUITY

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We demonstrate an unwavering commitment to diversity, equity, and inclusion by welcoming everyone, treating them with respect and kindness, and striving for growth in a learning culture through continuous staff development.

Thanks to the Camas Public Library staff for working together as a team to create these guideposts.

# Strategic Priorities

Based on community input, the Library will focus on the four strategic priorities below over the next four years. For each priority, we will approach goals within those priorities from the perspective of how the Library is divided: Community Engagement, Content Delivery, and maintaining our beautiful building.



## 01. Remove Barriers



## 02. Focus on Early Literacy



## 03. Build or Strengthen Partnerships



## 04. Encourage Lifelong Learning at Every Age



**"Thank you. Our Library is a bright spot in our community, and we appreciate your work and the space you create. Keep going with the same passion for making things better for our community members."**

From online survey responses.



# Goals

01

## Remove Barriers.

**COMMUNITY ENGAGEMENT** Meet people where they're at.

**CONTENT DELIVERY** Reflect the world at large.

**BUILDING** Improve access to and within the building.

02

## Focus on Early Literacy.

**COMMUNITY ENGAGEMENT** Promote early literacy through positive Library interactions.

**CONTENT DELIVERY** Support families and caregivers with sharing the joy of reading.

**BUILDING** Provide a facility that aides in the development of early literacy.



# Goals

03

## Build or Strengthen Partnerships.

**COMMUNITY ENGAGEMENT** Collaborate with organizations that focus on the natural world.

**CONTENT DELIVERY** Partner with groups interested in preserving local history.

**BUILDING** Strengthen internal partnerships within the City of Camas.

04

## Encourage Lifelong Learning at Every Age.

**COMMUNITY ENGAGEMENT** Provide programs that inform, enrich, or introduce new ideas.

**CONTENT DELIVERY** Offer the opportunity for learning in a wide variety of formats.

**BUILDING** Allow human-centered behavior to lead design.





# Where do we go from here?

## 01. Annual work plans

For each year of this strategic plan, we'll break the priorities and goals into specific objectives. These will go into the Library's annual work plan, which is posted on our website.



## 02. Annual reports

The Library publishes an annual report in the first quarter of every year. In addition to reporting key metrics, we will communicate the status of the previous year's specific objectives outlined in our work plans.



## 03. Flexibility and communication

The pandemic taught us that even the best-laid plans can go awry. Should we find the need to pivot, our Board of Trustees will approve an amendment to this plan, and we'll update you via our various communication methods.

What won't change? Our guideposts, which include our mission, vision, and equity statements. We will continue to deliver service with empathy and integrity, encourage exploration, and foster space for creativity and joy.



**"The Camas Library is beautiful in location, decoration, and staff. I am filled with joy every time I set foot in the Library. Thank you for constantly working to engage and equip our community! You add SO MUCH value to Camas!"**

From online survey responses.

# Acknowledgements

## Library Board of Trustees

- Julie Hill
- Rosemary Knapp
- Kerry Ticknor
- Jessie Wimer
- Robin Owens Webster, Chair
- Bonnie Carter, City Council Liaison

## Library Strategic Planning & Outreach Teams

- Leah Burch
- Carnita Dominguez
- Maria Martin
- Ellen Miles
- Vanessa Perger
- Danielle Reynolds
- Elliot Stapleton
- Chris Tanis
- Connie Urquhart
- Kary Wilson

## Partners

- City of Camas Parks & Recreation
- Downtown Camas Association
- Friends and Foundation of the Camas Library

## Resources

- American Library Association
- The Harwood Institute
- Strategic Planning for Public Libraries by Joy L. Fuller



## Contact

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