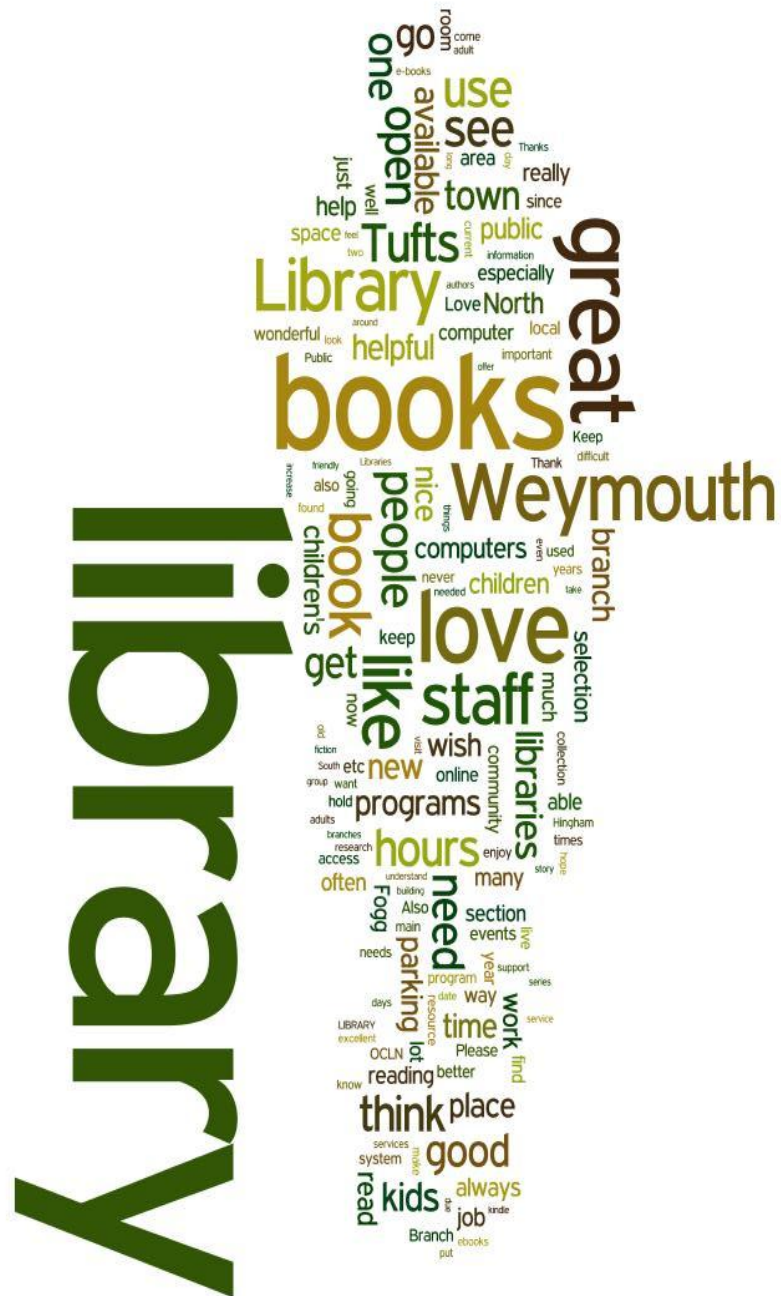


Fiscal Years 2014-2018



Introduction

In early 2012, the members of the Weymouth Board of Library Trustees decided to move forward with the creation of a new long-range plan that would guide the work of the Weymouth Public Libraries for the next five years. Guided by the process and philosophy outlined in Sandra Nelson's *Strategic Planning for Results* (Chicago: American Library Association, 2008), the trustees undertook the task of bringing the needs of the community to the forefront of the work of the Weymouth Public Libraries.

Community Profile

A History of Weymouth from the Master Plan of the Town of Weymouth

"The Town of Weymouth is the second oldest town in the Commonwealth, dating from 1622 when it was founded as "Wessagusset." Renamed Weymouth in 1635, the Town was boosted in that year by the arrival of 100 settlers from its namesake in England. The early settlement was incorporated into the Massachusetts Bay Colony, and slowly grew as a fishing and agricultural community. By the time of the American Revolution, the colonial settlement had a population of 1,470 people. The Town was graced by the simple houses and churches that were wooden replicas of the brick and stone architecture of European origin, some of which have survived as reminders of this past. Although it maintained an important connection to the sea, the Town was connected to nearby communities by a simple network of paths and roads that found the most convenient routes through the varied upland terrain. The skeletal remains of this early roadway network can be traced in some of the Town's streets and ways today. As an example, Commercial Street has been identified as an original Native American trail in the Town's latest cultural resource survey. This meandering pattern of main roads is directly linked to the charm of the Town.

The American Revolution was followed by the Industrial Revolution, and Weymouth was an active participant. The impact on the Town was clear when enough natural bog iron was

discovered to support a local factory in 1837, the Weymouth Iron Works. The remnants of this era can be seen in the industrial buildings scattered through Town, many of which have been converted to other businesses and residential uses. The maritime and agricultural society had become a culture of merchants, manufacturing and trade. New labor was required to support the growth of manufacturing, and new businesses blossomed to supply the goods and services that the growing population required. A new type of commercial building tradition emerged, with simple, box-like buildings providing a pleasant façade to the street but containing the serious business of storage and trade in simple interiors. Again, the remnants of this era can be seen in several locations, particular in the village centers. Together with expansion of the local financial institutions and railroads in the mid-1800s, the Town enjoyed a period of economic stability and the Town population blossomed to 6,173 in 1870.

As wealth expanded, so did the trend towards stylish homes. New ideas about building design were imported from Europe, and distinctive new houses were added to the collection of buildings that remain in the collection of historic Weymouth homes.

Later, after competition from Pennsylvania closed the ironworks, the shoe industry came to the economic forefront, employing three-quarters of the local residents and, with some other manufacturing ventures, supporting those residents up until World War II. Immigration helped supply the work force for these businesses, and arriving cultures helped populate Weymouth, like the rest of the Boston region. While the Town was linked by streetcars and railroads to the region, most of the local retail and service businesses were in close proximity to one another, and in walking distance of many homes. It was an era in which small local businesses and stores thrived.

After World War II, several significant changes in local demographics and regional economies profoundly affected the Town. Rising incomes led to the explosion in automobile ownership, and the Federal and State governments responded with aggressive highway improvement

programs. With the large population growth and movement to the suburbs from out of the urban centers, the Town quickly expanded its population.

Weymouth proved to be ideally located as a bedroom community within the greater Boston region. The Town added some 21,000 new residents in the fifteen years between 1945 and 1960. Bisecting the Town in 1956, Route 3's opening, combined with the elimination of commuter rail service, was a major impact on Weymouth and the South Shore. With the advent of the expressway and other new road construction, the majority of residents commuted to other locations for their jobs. The shoe factories closed and the local economy became largely based on smaller service, retail and some wholesale operations to support the new neighborhoods. Weymouth was increasingly serving as a suburb in the Boston region, where better paying jobs in the city and a good road system to get there allowed a segment of the population to achieve their desire to live in relative comfort."

Selected Demographics

Population: 53,743

Highlights of Age Data

19 years old and under: 12,219 (22.7% of pop)

65 years old and older: 8,169 (15.2% of pop)

Households with individuals under 18 years: 6,242 (27.8%)

Households with individuals 65 years and over: 5,979 (26.7%)

Median age: 41.7

By Sex

Male population: 25,458

Female population: 28,285

By Race

White: 89.7%

African American: 3.1%

Asian American: 3.2%

Asian Indian: 1.1%

Hispanic: 2.6%

Other: 1.4%

Population in owner-occupied housing units: 38,831

Population in renter-occupied housing units: 14,452

Median Household Income: \$65,375

Median Family Income: \$82,696

Median Earnings for Male Full-time: \$56,912

Median Earnings for Female Full-time: \$49,840

Percentage of families below the poverty level: 5.7%

With related children under 18 years: 9.5%

With related children under 5 years: 11.8%

Percentage of people below the poverty level: 7.0%

Under 18 years old: 9.1%

65 years and older: 7.1%

Class of Worker

Private wage and salary workers: 22,737 (80%)

Government workers: 4,168 (14.7%)

Self-employed: 1,524 (5.4%)

Weymouth unemployment as of March 2012: 6.3% (1,864)

(Source: Massachusetts Department of Education & Training)

Getting Older and More Diverse

Since 1990, there has been an increase of 15.6% in Weymouth households with individuals 65 years of age and older.

Since 1990, there has been an increase of 10.1% in the percentage of Weymouth's population that is 65 years of age and older.

Since 1990, there has been an increase of 20.9% in Weymouth's median age (34.5 years in 1990, 41.7 years in 2010).

Since 1990, the white population in Weymouth has decreased 8%.

Since 1990, the population of African Americans in Weymouth has increased 210% (1% in 1990, 3.1% in 2010).

Since 1990, the population of Asian Americans in Weymouth has increased 255% (0.90% in 1990, 3.2% in 2010).

Since 1990, the population of Asian Indians in Weymouth has increased 10,000% (<0.1% in 1990, 1.1% in 2010).

Since 1990, the population of Hispanics in Weymouth has increased 160% (1% in 1990, 2.6% in 2010).

(Source: 2010 U.S. Census)

Library Profile

Mission Statement

The Weymouth Public Libraries provide intellectual, cultural and recreational interests to the Town of Weymouth by offering print and non-print materials, up-to-date technologies, programs and workshops in order to welcome and satisfy the needs of users of all ages and abilities.

Governance

The Weymouth Public Libraries is headed by a Library Director who shall be appointed by the Mayor and approved by the Town Council. The Library Director reports to the Mayor. The current Weymouth Town Charter and accompanying Town Ordinances took effect in January, 2000 with the inauguration of Weymouth's first Mayor and Town Council. Section 3-214 of the Town Ordinances describes the establishment, authority and responsibility of the Board of Library Trustees:

- (a) Establishment – The mayor shall appoint a board of trustees of the public library consisting of seven (7) members.
- (b) Authority and Responsibility – The board of trustees of the public library shall represent the interests, issues, and concerns of the library to the mayor and other agencies of the town government and to the public. The board of trustees of the public library establishes a written policy for the selection of library materials and the use of materials and facilities in accordance with the standards adopted by the American Library Association.

The current members of the Board of Library Trustees are:

Eileen Dumont, Chair

William Westland, Vice Chair

Donna Shea, Clerk

Joan Anderson

Dorothy Coveney

Charles Hickey

Patricia O'Leary

Facilities

The Weymouth Public Libraries are comprised of the main branch, Tufts Library, and three neighborhood branches, the North Street Branch Library, the Franklin Pratt Branch Library and the Fogg Library Branch (closed for renovations in September 2005 and scheduled to reopen in the Fall of 2013).

Operating Divisions

The Weymouth Public Libraries have the following service divisions:

1. Division of Children's Services
Provides services for children ages 0-11 by providing materials and programs for self-enrichment and for discovering the pleasures of reading and learning as well as providing support for educational curriculum.
2. Division of Young Adult Services
Provides services for young adults ages 12-17 by providing materials and programs for self-enrichment and for discovering the pleasures of reading and learning as well as providing support for educational curriculum.
3. Division of Adult Services
Provides current and high interest materials in a variety of formats for persons of all ages and abilities pursuing cultural, educational and recreational interests.
4. Division of Reference Services
Provides timely, accurate and useful information through information services, research, interlibrary loan and cooperative reference services with other agencies for those pursuing job-related, educational and independent learning objectives.

History

The Tufts Library was founded in 1879, when the Town of Weymouth received bequests of money and land from Quincy Tufts and his sister Susannah, grandchildren of Weymouth physician Dr. Cotton Tufts, for the establishment of a public library. Part of the bequest included two wooden buildings at the corner of Washington and Commercial Streets in Weymouth Landing. The lower floor of these buildings was established as the library.

On March 12, 1879 the Board of Library Trustees met for the first time and elected Zacheriah L. Bicknell as president and John J. Loud as clerk and treasurer.

A librarian was hired and books were ordered and prepared for circulation. On January 1, 1880, with Miss Caroline A. Blanchard as the first librarian, the Tufts Library opened its doors to the public. The library had over 2,300 volumes and within a year it had almost as many borrowers as books. Delivery stations, usually in a store, were established in all sections of the town, offering equal privileges to all residents.

By 1890, the library had outgrown its storefront building. In 1891 at a special town meeting, the town voted to raise \$22,000.00 to build a new public library on the land donated by the Tufts family.

During the construction, the library collection was moved to Commercial Street where the Gem Theater later stood. The new building opened on October 6, 1892. It was a three story brick building trimmed with red sandstone that faced Commercial Street. Two stories could be entered from Washington Street. To get to the library, patrons had to pass inside the arched doorway on Washington Street and go up a flight of stairs. Patrons were not allowed to browse the shelves for books. In front of the delivery desk were chairs for people to sit in while the librarian searched for the requested materials. The Reading Room housed the weekly newspapers and children's magazines. Children were not allowed in the room without permission from the librarian. This library served the people of Weymouth until 1965, when a

new Tufts Library was built on town property at the edge of Weston Park in Weymouth Landing.

Tufts Library has three branches. The first one opened on June 16, 1922 in North Weymouth at the corner of Sea and Pearl Streets, with Mrs. Mary M. Dingwall in charge. The delivery station that was located in H.O. Collyer's Store on Sea Street was closed.

In 1954 a new library was built on the corner of North and Shaw Streets. It opened on November 15th. Carl Koch & Associates of Cambridge designed the building and won a Citation Award from *Progressive Architecture* magazine for excellence in the class of public buildings.

On July 28, 1924 a branch library in East Weymouth opened. A room in the new Garey block, opposite the town offices, was rented and equipped for library work. Thanks to the generosity of Franklin N. Pratt, a Trustee of the Tufts Library for many years and a beloved citizen, a new library building in East Weymouth was erected at 1400 Pleasant Street in 1978. It was named the F.N. Pratt Library.

In Columbian Square, South Weymouth, John S. Fogg, a boot and shoe manufacturer and banker, had left money for the erection of a building to be used as a library. The Fogg library was built in 1897 and dedicated in 1898. From 1898 to 1975, the Fogg Library was maintained as a small private library that served mainly the residents of South Weymouth. In November 1975, the Fogg Library became part of the Tufts Library System.

A Data Snapshot

In Fiscal Year 2011 (June 2010-July 2011), our holdings totaled 139,262, of which 125,378 were print materials and 13,884 were non-print materials. This holdings number placed us at 17 out of 20 public libraries in our population group of 50,000-99,999. But we ranked 13th out of 20 on a holdings per capita rate (2.59).

In FY2011, we independently purchased access to two databases placing us 19th out of 20 in our population group.

The total circulation by Weymouth patrons for FY2011 was 337,088 (11th out of 20), which translates into a per capita circulation of 6.27 (9th out of 20). However, our circulation per non-custodial staff person rate (18,757) puts us at 6th place in our population group.

Our operating income per capita for FY2011 was \$18.90 putting us at 16th in our population group ahead of Lawrence, Lynn, Fall River, and Revere. The state median operating income per capita for public libraries is \$35.62. In FY2012, our materials expenditure per capita will be about \$2.00; the state median is \$5.69.

In FY2000, the operating budget for the Weymouth Public Libraries was \$1,093,995.

In FY2012, the operating budget for the Weymouth Public Libraries was \$1,120,818, a 0.025% increase from FY2000.

(Source: Massachusetts Board of Library Commissioners)

Methodology

At their February 1, 2012 meeting, the Weymouth Board of Library Trustees appointed Eileen Dumont, Chair, Joan Anderson, and Patricia O'Leary to a Long-Range Planning Subcommittee to meet with the library director to guide the long-range planning process. This subcommittee and the library director met on Tuesday, February 7th and decided to follow the planning procedure as outlined in *Strategic Planning for Results* by Sandra Nelson.

In an effort to receive input from as many members of the community as possible, the subcommittee created a community survey. From April 23-May 25, 2012, the community survey was made available in each library, at the Weymouth Senior Center, by the librarian at Weymouth High School, on the library's website, and through the library's Facebook page. In addition, an email was sent to all Weymouth library patrons for whom the library had email

addresses with a link to the survey. At the end of the month we had received a total of 1,102 completed community surveys.

Highlights from the Community Survey

Who Responded

73.6% are female

29.2% are between 36-49 years old, the highest response of all age groups

29.7% live in zip code 02188, the highest response of all zip codes

38.4% use the library once a week or more

29.2% use online library services once a week or more

44% own an ebook reader (i.e., Nook, Kindle) or a tablet (i.e., iPad)

39.7% own a smart phone

Their Favorite Fiction Subjects Are

Mystery/Crime (50%)

Historical Fiction (29.9%)

Action/Adventure (26.6%)

Classics (17.9%)

Romance (17.9%)

And Their Favorite Nonfiction Subjects Are

Biography (41.8%)

Food/Cookbooks (28.1%)

Hobbies (17.0%)

Current Events & Politics (16.2%)

History: United States (15.9%)

The Most Important Topics for Adult Programs Are

Author Events (35.3%)

Hands-On Computer Classes (28.7%)
Health & Wellness Programs (23.6%)
Book Discussion Groups (23.6%)
Lectures about History & People (17.2%)

Why Don't Some People Use the Library?

41.8% are not in the habit of using the library
15.8% say the hours are inconvenient for them
12.3% use another library

What Do They Do on the Library's Website? (more than one answer allowed)

62.4% manage their accounts (i.e., renew items, place holds)
61.5% access the Old Colony Library Network catalog
33.9% reserve discount passes for museums
31.1% check for hours and/or directions
29.6% check our event calendar

What about Our Facilities?

While safety and cleanliness were rated the most favorable by respondents, parking, comfortable reading areas, and quiet space were rated the least. Additionally, parking, comfortable reading areas, and quiet space were rated the most important.

And the Library Staff?

On a scale from 1 (poor) to 4 (excellent), the ratings ranged from 3.54 to 3.66 in all areas for staff: courteous, knowledgeable, helpful, professional, and availability to assist patrons.

And Our Collection?

Our children's picture and chapter books received the highest ratings followed by adult fiction, adult nonfiction, and local history. The lowest ratings were given to our ebook and eaudiobook collections as well as our collections of music CDs and DVD educational films.

The subcommittee decided to form a Community Long-Range Plan Committee to meet three times in meetings facilitated by library consultant Nancy Rea. The subcommittee invited a broad representation of library users and non-users to join the committee. The members of the Community Long-Range Plan Committee were:

- Joan Anderson, member of the Board of Library Trustees, member of the Long-Range Planning Subcommittee
- Ruth Bates, former employee of the Weymouth Public Libraries
- Brenda Coronite, former librarian of the Weymouth Public Schools
- Maura Deedy, Head of Reference and Adult Services for the Weymouth Public Libraries
- Eileen Dumont, member of the Board of Library Trustees, member of the Long-Range Planning Subcommittee
- Diana Flemer, member of the Weymouth School Committee
- Jane Hackett, member of the Weymouth Town Council
- Paul Haley, former State Representative and Chairman of the House Ways and Means Committee; member of the Weymouth Board of Assessors
- Christopher Hannan, member of the Community Preservation Committee; member of the Board of Directors of the Abigail Adams Historical Society
- Rebecca Haugh, president of the North Weymouth Civic Association
- Colleen Kelley, president of the Homestead Landing Civic Association
- Pamela Kinsman, member of the Friends of Weymouth Public Libraries, member; volunteer with the Weymouth Food Pantry
- Jean Lothrop, former director of the Abington Public Library

- Patricia O’Leary, member of the Board of Library Trustees, member of the Long-Range Planning Subcommittee; president of the East Weymouth Neighborhood Association; treasurer of the Abigail Adams Historical Society; member of the Weymouth Waterfront Committee; vice chair of the Emery Estate Committee
- Annmarie O’Neill, librarian for the Weymouth High School
- Albert Ross, retired scientist
- Gael Sullivan, member of the Weymouth Rotary Club; volunteer with the Weymouth Food Pantry
- Lawrence Turner, retired federal employee
- Maureen Walsh, novelist; contributor for the *Weymouth News*

At the first meeting of the Community Long-Range Plan Committee on April 25th, consultant Nancy Rea led and facilitated a SWOT analysis of the Weymouth Public Libraries. During this analysis, the committee identified the library’s Strengths, Weaknesses, Opportunities, and Threats. The lists developed by the committee are:

S=Strengths

Staff

4 neighborhood branches

Children’s room

Collection

Programs: more and diverse

Outreach to teens/teen room

Reference department

Meeting room space

Historical Society/Museum on site

Physical appearance improving/welcoming

Access to park/Kid’s Landing

Disability services

Community support

Library exposure in media

Collection of old town reports/municipal/state/regional reports on town-related issues

Active and supportive Friends group

Multimedia collection: books on CD, DVDs

Popular place to come and read

Displays/Merchandising of the collection

W=Weaknesses

Weekend closings

Computers and technology (branches are even worse)

Parking

More marketing in other outlets

Number of power connections for laptop users

Not enough small study rooms or quiet study areas for small groups

Access to local history artifacts (they aren't digitized)

Need more meeting rooms to meet demand

Upkeep with capital needs (gutter)

Findability of items: more finding aids not just reliance on catalog

Items (CDs) too low for comfortable browsing

Advocacy for library funding

Availability of new bestsellers and paperback originals

Static configuration of space, not flexible. Professional could re-tune space to meet today's needs. What worked in 1965 may not be good today.

Always graffiti on wall in park. Looks bad. Put up a public mural/graffiti artist work.

Handicapped access is awkward at Tufts Library. No designated handicapped parking in front.

Enough lighting inside for reading. Need to improve lighting.

Weekly magazine collection—is it adequate?

O=Opportunities

- Offer more community events

- Partnerships with Meals on Wheels for book delivery to homebound (those volunteers have already been CORI'd).

- Corporate partnerships or labor partnerships to benefit library/find money

- Incorporate coffee into the library—café

- One Book, One Town program

- Local businesses: create decals that say library-friendly

- Create a business center at the library for small start ups, home businesses; seek funding from businesses.

- Rent bestsellers out to patrons.

- Move from print to digital: Is this an opportunity to pick up valuable books on the cheap when they are being cleared out to make way for the digital trend?

- Build one large library to serve whole community; no branches

- Encourage volunteer projects at the library: Eagle Scout projects, WHS students

- Fines stay at library

- Improve meeting space to encourage business use: improve media resources

T=Threats

- Funding

- Relevancy

- Political complacency/no advocacy for library

- Attitude that everything is online and free

- Perception that we don't need libraries any longer

- Decrease in young people reading: being online, playing games

- Ereading: lack of publishers who sell ebooks to libraries

In addition, the committee members identified those library service responses from Nelson's *Strategic Planning for Results* that were most important in meeting the needs of the

community. At the second meeting on May 16th, Nancy led a discussion of mission and vision statements and had the committee members write community vision statements. The final committee meeting was held on June 27th where the work of the committee was reviewed and input was sought on a draft of the new long-range plan.

Staff Meeting & SOAR Exercise

On May 16, 2012, all branches of the Weymouth Public Libraries were closed during the morning in order to hold an all-staff meeting led by Deb Hoadley, an Advisor for the Massachusetts Library System. Deb facilitated a discussion about the library system and had staff members participate in a SOAR exercise. During this exercise, staff members identified the library's Strengths, Opportunities, Aspirations, and Results. The lists developed by the staff are:

S=Strengths

- Customer service
- Convenient location for branch libraries
- Knowledgeable staff
- Staff works well together
- Welcoming atmosphere
- Friendly, helpful, nice
- Individual attention – spend time with patrons
- Children's room
- Out of towners come for story hour
- Story hour programs are full
- Staff willing to help each other – work as a team
- Displays – help communicate what happens in the library
- Summer reading program
- Outreach with the schools – 1st grade
- Park outside-adjacent to library
- Supportive community

Source of town pride
Heavily used
Reference help
Meeting room is used
Clean, up-kept facility
Bright
New YA space
Utilize space despite budget
Do a lot for little money
Delivery – statewide and branch to branch
Staff blog
Friends group – fundraising
Museum pass program
Art display – partnership with the Art Association?
Partnerships with Garden Club and Historical Society
Wi-Fi
Special genealogy collection – yearbooks, newspapers on microfilm
YA & adult programming
Staff use outside interests to engage patrons
Neighborhood branches
Hours open
DVD, magazines and also collections as a whole are good
Director weekly column
In-house museum

O=Opportunities

Community organizations – do more with programming, collection, and serving as specialists; strengthen relationships
More staff in children's room (summer)

Volunteering – teens to tutor
Connect with all schools – MS, HS; teachers, school projects; summer reading list
Outreach to older kids in their classrooms
Database promotion
Technology – public PC (match HS) – more of them; more in branches; color
printing/copier/faxing/scanning
Library website
In-house museum
Network education – new card information
Marketing library service
Wi-Fi at branches
Laptops for flexibility
More computers with only library website & catalog access
Promote 24/7 Wi-Fi access
Bring more teens into library
New patron orientation with tour, maps, more info
Programming about the library services (Novelist)
Signage
Work with Vocation School for computer trainings with older population
Capitalize on teachable moments –Expand and market the “Book a Librarian” program
E-book training (use videos)
Cooperation with Senior Center –computers and other things
Expand outreach to homebound
Senior population – capitalize on their knowledge & expertise
Air conditioning at north branch to increase patron traffic and have comfortable staff
space
Expand services & programs at the branches

A=Aspirations

Collaboration & creativity for projects

Active place-create content to share, not just passive info gathering

Cultural/art programs offered by experts

Record workshops to put on DVD to circulate (partner with local cable-equipment)

Digitize history of Weymouth working with Historical Society

Known as the “go to” place – not just books – considered the “first place”

Café-community center

Lifelong users & supporters

Library will be an integral part of community service (all generations included)

Library’s future will be secure because of community support

Community online access point

Universal Design – accessible to everyone – both physical space & technology

Early adopters of technology

Small business center/support small business & entrepreneurs

ESL-opportunities for parents/include collection for ESL (books, DVDs)

Have collections include native languages (roaming collection)/tell patrons what other libraries have/specialized network collections

Learning center basic language help/literacy help

Facility updated or designed for technology/furniture/electric outlets

Library will have more parking

Quiet meeting spaces needed for adults and children

Will have enough staff to meet patron needs

Staff will be paid well

Will have more space – flexible space

Windows that open

Digital collections – streaming video & music

Discovery tools

R=Results

Aha moments captured/track stories/blog
Will drive real estate increase – more people moving into town because of library
Higher circulation across formats
Physical change-space will be modernized
No lines at the computer – no waiting time
Increased attendance for programs
Increased traffic
Newspaper articles/positive press
Increase in new cards
Patron feedback (program evaluation, comment box, survey, emails to Director)
More YA attendance
Contact information will be more available for contact
Follow-up to feedback-accountable-bookmarks asking “How are we doing?”
Budget will be increased
Friends group will have more members, financial supporters/benefits
Friends group will support collection buying extra copies
More informed patrons
Students test scores – correlation of using library services
State support – legislators and local government will know what is happening
Increased donations by business & other organizations
Higher salaries for staff
More small business opportunities which will lower tax base and increase town revenue
Job creation at the library
Happy patrons – leave with a smile
Facebook fans increased
Digital content depth matches print collection

In addition, staff later selected service responses that they believed the library should focus on in order to meet the needs of the community.

The data collected from the survey as well as the information attained from the meetings of the library staff and the Community Long-Range Plan Committee was studied and analyzed by the members of the Long-Range Plan Subcommittee. The crystallization of this input provided the framework for the identification of five library service responses to focus on in this long-range plan. Those service responses and their accompanying five years of goals and objectives follow.

Service Responses: Goals and Objectives

Connect to the Online World: Public Internet Access

Residents will have high-speed access to the digital world with no unnecessary restrictions or fees to ensure that everyone can take advantage of the ever-growing resources and services available through the internet.

Goal 1: Patrons will have access to up-to-date technology and high-speed wireless access.

Objective 1: In FY2014, the Weymouth Public Libraries will replace existing public internet access computers with latest, up-to-date models. In FY2017 and in FY2018, the Weymouth Public Libraries will reassess these computers and decide if they need to be replaced with newer, up-to-date models.

Objective 2: In FY2014, the Weymouth Public Libraries will introduce time and print management software on public internet access computers in order to better serve patrons' needs.

Objective 3: In FY2014, the Weymouth Public Libraries will introduce high-speed wireless internet access to the newly re-opened Fogg Library.

Objective 4: In FY2014, the Weymouth Public Libraries will investigate the feasibility and costs associated with providing high-speed wireless internet access to North and Pratt Libraries.

Objective 5: In FY2015, the Weymouth Public Libraries will study the creation of a business center within the main branch to meet the technological needs of small and home-based businesses. In FY2016-2017, based on the study the library will seek funding for such a center.

Objective 6: In FY2014, the Weymouth Public Libraries will study the latest technology and popular, cutting edge services of library-focused mobile applications. In FY2015, the library will seek funding to introduce a mobile application for library patrons.

Goal 2: Patrons will have access to additional personal computers.

Objective 1: In FY2014, the Weymouth Public Libraries will seek funding for the purchase of at least 10 laptops for in-house use at Tufts Library.

Objective 2: In FY2015, the Weymouth Public Libraries will purchase at least 10 laptops with a wireless printing function for in-house use at Tufts Library.

Objective 3: In FY 2016-2018, library patrons will not wait longer than 15 minutes to use a public computer.

Goal 3: Patrons will have access to a robust and vital set of databases and online services that make the Weymouth Public Libraries a meaningful 24/7 public service.

Objective 1: In FY2014, based on the trend of quickly rising ebook circulation figures, the library will increase its ebook budget by at least 20%. In FY2015-2018, the library will continue to monitor ebook circulation figures and the changing models to purchase or license ebooks and, as appropriate, adjust the percentage of the materials budget spent on the ebook collection in order to meet demand.

Objective 2: In FY2015, the library staff will research all ebook vendors in an effort to select a vendor which meets readers' needs while providing easy access and affordability.

Objective 3: In FY2014-2018, on an annual basis the library will examine usage statistics of current databases and online services in deciding to renew or not and will research new databases and online services and accompanying costs which may better meet the needs of the community.

Objective 4: In FY2014, reference staff will explore providing reference service by way of text messaging.

Objective 5: In FY2014, reference staff will begin to add subject guides/pathfinders to the library's website.

Goal 4: Patrons will encounter library staff who are adept with current technology and eager to assist with the learning process.

Objective 1: In FY2014, a committee of three library staff members will be created and will meet quarterly in order to discuss current and cutting edge technologies in public libraries.

Objective 2: In FY2014-2018, the technology committee will study emerging trends and make recommendations for technological improvements.

Objective 3: In FY2014-2018, all staff will be encouraged to attend free or affordable technology classes sponsored by the Massachusetts Library System and other organizations offering professional development courses.

Objective 4: In FY2014-2018, the library will offer on an annual basis at least two technology-based programs for patrons.

Create Young Readers: Early Literacy

Children from birth to five will have programs and services designed to ensure that they will enter school ready to learn to read, write, and listen.

Goal 1: All parents and children from birth to five will be guaranteed a space in a meaningful, interactive story time appropriate to the children's ages.

Objective 1: In FY2014, will seek funding for an additional part-time children's assistant in order to increase frequency of story time offerings.

Objective 2: In FY2014, will experiment with alternate times—such as afternoons, evenings, or weekends—for story times in order to meet the schedule needs of parents.

Objective 3: In FY2014, will train additional library staff in presenting story times.

Objective 4: In FY2014, will see at least a 10% increase in attendance at all story times.

Objective 5: In FY2015, will assess ongoing attendance and survey parents to see if needs are being met and make adjustments as necessary.

Objective 6: In FY2015, will seek additional funding and staff time in order to add comfortable children's seating and more hands-on crafts related to the story time books.

Objective 7: In FY2015, will explore option of creating story time kits for circulation in order for children and parents/guardians to enjoy story time at home.

Goal 2: All parents and children from birth to five will find the books they need.

Objective 1: In FY2014-2015, will increase the budget for children's picture books by at least 20% per year and in FY2016-2018 by at least 10% per year.

Objective 2: In FY2014-15, will seek to increase by 30% the library's collection of children's early reader books geared towards the youngest of readers.

Objective 3: In FY2014, will begin to assess number and condition of early reader kits (book with audiobook) with eye towards increasing the size of the collection, changing over to new packaging for kits, and purchasing appropriate display/storage unit.

Objective 4: In FY2014, will examine current loan period of three weeks for children's picture books to see if any change should be made.

Objective 5: In FY2014, will begin to order at least three copies of any new picture book on the *Publishers Weekly* list of Top 25 Children's Picture Books.

Objective 6: In FY2014, will examine the holdings and circulation of books for children from birth to five at the branch libraries and seek to increase purchasing in order to mirror the goals of the main library.

Objective 7: In FY2014, will examine use of and response to TumbleBooks, an online service providing animated talking picture books for in-library or at-home use, in hopes to renew the subscription.

Objective 8: During FY2015-2018, will keep current with and explore new e-products for this age group in order to enhance our virtual library offerings.

Goal 3: All parents or guardians will find current and plentiful resources on early literacy issues.

Objective 1: In FY2014, library staff will examine existing early literacy titles within the parenting collection, weed outdated materials, and purchase new titles.

Objective 2: In FY2014-FY2018, the library will offer an annual workshop for parents or guardians focused on early literacy issues.

Objective 3: In FY2014, library staff will create finding aids to help guide parents or guardians to print and online early literacy resources.

Discover Your Roots: Genealogy and Local History

Residents and visitors will have the resources they need to connect the past with the present through their family histories and to understand the history and traditions of the community.

Goal 1: All library users interested in and seeking local history and genealogical resources will have access to a well organized and properly preserved collection.

Objective 1: In FY2014, the library will apply for an LSTA grant to digitize local history collections.

Objective 2: In FY2015, a portion of the local history collections will be moved to Fogg Library for proper storage.

Objective 3: Starting in FY2014, finding aids and collection lists will be developed to help patrons more easily locate materials.

Objective 4: Throughout FY14-FY18, the library will add materials to the collection that are relevant to the history of Weymouth and the area.

Goal 2: All residents of the community will have access to the rich stories and history of Weymouth.

Objective 1: In FY2014, the Reference Department will investigate an outreach program with teachers and librarians of the Weymouth Public Schools in order to support curriculum needs by sharing primary sources from the library's local history collection and discussing research techniques.

Objective 2: In FY2014, the library will plan for a speaker series where scholars lecture on a topic inspired by documents in the library's local history collection.

Objective 3: The speaker series will begin in FY2015 and will continue during FY2016, FY2017 and FY 2018.

Goal 3: Residents will have access to trained staff that are familiar with genealogy resources and services and can provide guidance and assistance with research.

Objective 1: Starting in FY2014, reference staff will attend at least one workshop or panel on the latest genealogy research trends.

Objective 2: Twice a year, starting in FY2014, the library will host workshops or lectures on genealogy.

Objective 3: In FY2014, the library will investigate the feasibility of a program where local genealogy experts offer regular hours for drop-in assistance.

Satisfy Curiosity: Lifelong Learning

Residents will have the resources they need to explore topics of personal interest and continue to learn throughout their lives.

Goal 1: Patrons will have access to popular and current materials in the formats that meet their needs.

Objective 1: Following its Collection Development Policy, the library will continue to select popular and current materials based on the community's preferences and recommendations, in addition to titles reviewed in industry media.

Objective 2: In FY2014, the library will seek to allocate 20% of its materials budget for ebooks, eaudiobooks, and other electronic titles.

Objective 3: In the beginning of FY2015 through FY2018, the library will evaluate this percentage for adjustment based on circulation figures as well as staff and patron feedback.

Objective 4: During FY2014, the libraries will trial a Hot Titles program to offer popular bestseller titles. A portion of the selection budget will be allocated to this project.

Objective 5: Materials selectors will work closely with branch librarians to ensure current, timely and popular materials are available for the branches. In FY2014, branch librarians and selectors will develop fiction and nonfiction profiles to help with selection for the branch libraries.

Objective 6: In FY2014, outreach services to the homebound will be developed, and the feasibility of delivery services will be investigated.

Objective 7: In FY2014, library staff will develop a schedule of creative displays, promotions, and readers' advisory services in order to encourage adult patrons to read more.

Goal 2: The Weymouth Public Libraries will become the go to place for author events and educational and entertaining programs for Weymouth residents.

Objective 1: The library will strive to offer 8-10 author programs a year through FY2018. Starting in FY2014, the library will look to host a prominent, nationally known author on an annual basis.

Objective 2: In FY2015, the library will plan and host 8-10 lecture programs a year, utilizing local experts and educators that draw from timely events, as well as popular nonfiction subject headings.

Objective 3: In FY2015, the library will seek to include funding within its annual operating budget to meet the costs of a vibrant series of adult programs.

Goal 3: The Weymouth Public Libraries will strengthen its commitment to underserved populations.

Objective 1: In FY2014, library staff, using U.S. census data and other collected demographic information, will determine population groups which are underserved by its programs, services, or collections.

Objective 2: In FY2014, library staff will reach out to civic and community groups of underserved populations in order to promote library programs, services, and collections.

Objective 3: In FY2015, the library will increase materials for English as a Second Language, new immigrants, and additional materials in other languages.

Visit a Comfortable Place: Physical and Virtual Spaces

Residents will have safe and welcoming physical places to meet and interact with others or to sit quietly and read and will have open and accessible virtual spaces that support networking.

Goal 1: Library users will feel welcome and comfortable in the Weymouth Public Libraries and will find that services and materials are accessible.

Objective 1: In FY2014, service desks and spaces will be evaluated for ADA compliance.

Objective 2: In FY2014-2015, the library will seek funding for solutions to the barriers listed and not already addressed in the Town of Weymouth's 2011 ADA Compliance and Transition Plan.

Objective 3: In FY2014, the library will seek funding to replace the front gutter at the Tufts Library.

Objective 4: In FY2014, the library will seek funding and approval for the installation of lights at the front entrance of Tufts Library.

Objective 5: In FY2016, the library will seek funding to replace the rug and the circulation desk in the children's room.

Goal 2: The Weymouth Public Libraries will continue to provide free meeting room spaces for not-for-profit groups with the goal of helping to facilitate community involvement and discussion, and provide quiet study spaces for those who seek it.

Objective 1: In FY2014, investigate the costs of upgrading the screen and installing a ceiling mounted projector or smartboard in the Jones Room. Investigate the costs of installing a screen in the Canoe Room.

Objective 2: In FY2014, with the opening of the Fogg Library with its two new community meeting rooms, undertake a comprehensive marketing initiative in order to publicize the availability of this resource.

Objective 3: Hire a library space consultant in FY2014 to evaluate the current use of space at all branches of the Weymouth Public Libraries by the library and by patrons and provide recommendations for maximizing the current space and minimizing noise throughout all libraries, and creating additional individual study spaces at Tufts Library.

Objective 4: During FY2014, evaluate the findings of the report, identify funding sources, and decide which improvements to pursue.

Objective 5: In FY2014, secure funding and begin to implement the recommendations of the space consultant at Fogg Library as part of the restoration project. In FY2015, secure funding and begin to implement the recommendations of the space consultant at Tufts, North, and Pratt libraries.

Objective 6: In FY2014, the library will plan for a re-use of the staff space within the Reference and Young Adult areas of Tufts Library in order to match the use of space to the expectation and needs of patrons by designating service points for reference staff. The library will look to reclaim a study room as the off-floor office space for reference staff.

Objective 7: In FY2015, the library will seek funding for a new reference service desk.

The Long-Range Plan for FY2014-2018 will provide a road map for the library staff, Board of Library Trustees, and other important decision makers to make improvements to the library system that meet the needs of our community. During each year of this long-range plan the staff and Board of Library Trustees will create an action agenda that will help transform these goals and objectives into substantive improvements to the Weymouth Public Libraries.