

## **Weymouth Public Libraries FY23 Action Plan**

### **A Hub for Reading, Learning, and Culture**

Weymouth Public Libraries reaffirms its commitment to support and celebrate reading and learning for enjoyment, personal growth, and discovery. We promote literacy in all forms, including civic, cultural, media, technology, financial, and health literacies. We provide informal education and lifelong learning opportunities for all ages.

- We advocate for and promote books, reading, and greater understanding of our diverse community, country, and world.
- We actively engage with community organizations to welcome and foster new readers and provide cultural and educational opportunities.
- We prioritize collection resources in response to residents' needs and ensure that our collection and our shared access to other library collections reflect and support our community.
- We prioritize enrichment opportunities through library presentations and programs, cultural events, and access to outside cultural experiences through the library.

#### **FY23 Action Items:**

- Continue grant-funded cultural programming including:
  - Rockabye Beats concert series for children
  - "Human and Natural History of New England" series
  - Art and acting classes for teens
  - Reintroduce Summer Sounds concert series in July 2022
- Continue partnerships with local organizations on program series, including:
  - South Shore Health on educational lecture series
  - Weymouth Historical Commission on Weymouth History Lecture Series
  - WCFCE on early literacy programming for young children
- Continue to focus collection development on community needs and interests:
  - Explore new formats to engage all library patrons, including piloting a children's Wonder Books collection
  - Promote patron purchase suggestion form on library website
  - Launch new wifi hotspot program after end of state-subsidized hotspot lending, and provide information about federal affordable Internet program in hotspot packaging
- Focus book and resource recommendations on community needs and interests:
  - Revamp Book Match form and program to improve process
  - Create series of displays focusing on different elements of diversity in the Weymouth community in 2023
  - Partner with community organizations on educational book displays on topics such as domestic violence, financial literacy, etc.
  - Assess and improve system for providing support to local book groups in obtaining materials, etc.; consider ways to expand services

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### **A Place for Everyone**

The library provides a welcoming, inclusive, and safe community space, where ideas and thoughts are embraced. We reach out into the community to promote library use and to encourage all to seek out opportunities to improve their lives through the Weymouth Public Libraries.

- We look outward into the community for creative and equitable ways to serve the underserved, and to identify and address barriers to use.
- We seek out community partners to build opportunities to embrace diversity and to promote the library as a valuable and respectful community resource for all.
- We strive to be a trusted resource; we advocate for and support the tenets of intellectual freedom.
- We recognize the current need to reach community members where they are, and commit to using a variety of communication methods as much as practicable.

### **FY23 Action Items:**

- Intensify focus on diversity, equity, and inclusion in the library:
  - Establish lines of communication with additional groups in town that serve diverse populations, and continue to build on existing relationships
  - Work on creating a community advisory committee to identify ways the library can improve accessibility for underserved populations and create a more welcoming atmosphere for all
  - Continue to work with school libraries to issue library cards to teenagers; consider ways to expand this service to younger ages
  - Encourage staff to evaluate programming, collection development efforts, and services through a lens of diversity, equity, and inclusion
  - Conduct preliminary consideration of planning diversity audits for library collections, programming, and services
- Continue to provide outdoor and off-site programming to draw in participants who are not physically in the library, including:
  - Pilot additional storytimes and playtimes at Fogg Library to reach residents who may find it difficult to attend programming at Tufts Library
  - Consider offering pop-up library events in North Weymouth
- Continue to support relevant professional development for staff and affiliates:
  - Continue to educate staff and Trustees on intellectual freedom concepts through internal blog posts, discussion, and provision of other training opportunities as they arise
  - Continue to support staff participation in trainings and community events related to diversity, equity, and inclusion
- Hire and onboard new Adult Services staff member responsible for library marketing

## **Weymouth Public Libraries FY23 Action Plan**

### **Community Connections and Engagement**

The Library strives to be at the heart of Weymouth, supporting and strengthening our community by fostering social cohesion and cultivating opportunities for Weymouth residents to come together through shared spaces, resources, and events.

- We maintain and develop existing community relationships and actively seek out opportunities to connect with new partners, to develop and promote services and resources for the benefit of the community.
- We leverage our public spaces, staff knowledge and skills, and community relationships to provide opportunities for common experiences that build community by bringing people together.
- We are the go-to place for both new and long-term residents to access information about their community.
- We are a leader in the preservation and sharing of Weymouth's long and rich history.

#### **FY23 Action Items:**

- Engage residents with each other and the broader community through events in the library, including:
  - Create and sustain programs that provide opportunities for gathering and socializing such as regular movie screenings, social gatherings for teenagers, craft programs, and book discussion groups
  - Pilot Welcome to Weymouth Community Fair geared towards new residents, involving current and new community partners
- Build relationships with local groups to enable sharing of information about library and community events and resources, including:
  - Participate in Weymouth 400's Weymouth Landing Village Day, and identify other similar events that may provide additional opportunities for outreach
  - As appropriate, send library staff to support Town and School events such as the Weymouth High School Capstone Fair, Diversity Fair, and other school events; Weymouth Elder Services senior picnic; etc.
  - Connect with the North Weymouth WIC office and offer opportunities for them to provide information to residents in the library
  - Connect with local churches serving immigrant populations to share information regarding Children's services and other library offerings
  - Help First Church promote historical programming related to its 400th anniversary
  - Work with Recreation Department to maintain library content on new, grant-funded electronic signage in Weston Park
- Create opportunities to recognize and share Weymouth's history, including:
  - Continue Weymouth History Lecture Series during Weymouth's 400th year
  - Promote the library's acquisition of its second Abigail Adams letter
  - Begin preparations to celebrate Fogg Library's 125th anniversary in fall 2023
  - Work on processing and digitizing recent local history collection acquisitions

## **Weymouth Public Libraries FY23 Action Plan**

### **Focus on the Future**

Weymouth Public Libraries recognizes that the Weymouth community, our society, and technology are continually changing. The library commits to expanding and improving its ability to provide a wide range of evolving services that will sustain and enhance the quality of life in Weymouth.

- We solicit and incorporate feedback from the community as we continually work to improve library services, advocating for prudent investment of new resources from the Town or other funding as needed.
- We provide inclusive opportunities for people to come together to explore and adapt to our evolving community.
- We recruit and employ service-oriented, skilled, and knowledgeable staff who ensure first-rate public service, reflect our community, and are active participants in developing new services.
- We recognize the critical need to focus on technology and its ongoing changes to effectively communicate, share information and resources, and keep the library relevant.

### **FY23 Action Items:**

- Seek additional funding as needed:
  - Apply for Cultural Council grants to support additional programming needs in CY 2023
  - Develop thoughtful plan for additional staffing requests as part of FY24 Town budget
  - Develop and submit request for FY24 Friends of the Weymouth Libraries funding
  - Continue to work with the newly formed Weymouth Libraries Foundation Board members and educate them on library services, events, and funding opportunities as they solicit donations
  - Complete installation and startup of solar array project to defray electrical costs of new Tufts Library building
- Develop plans for multi-year goals and initiatives to be undertaken during the life of the current Strategic Plan
- Continue to support staff professional development and training, including:
  - Plan an in-service training day for all staff
  - Explore ways to encourage more staff to participate in professional development and to help staff share new skills and information with their colleagues
  - Consider additional ways to support staff morale and encourage team cohesion across all departments
  - Create standard procedures for onboarding and training new hires
- Ensure all new building technology is fully operational as warranty period with vendor ends, and continue coordination with Town IT department to ensure full functionality of additional planned technologies