

Weymouth Public Libraries FY25 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.

FY25 Action Items:

- Increase programming and collections that support homeschooling families.
- Increase spending on high-interest physical collections, especially for children and teens, such as manga/graphic novels and early readers.
- Analyze usage of non-English digital resources and community needs for additional non-English/English-learning digital and physical resources for all ages in order to explore adding collection, program, and service options.
- Plan and implement a "One Book, One Town" program series.

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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.

FY25 Action Items:

- Assess potential financial barriers to patrons' ability to access library services (such as printing costs and item replacement fees) and consider whether to modify current policies.
- Conduct a diversity audit for library collections and/or programming.
- Implement a Home Delivery service.
- Continue work with new community advisory committee to identify ways the library can improve accessibility for underserved populations and create a more welcoming atmosphere for all.
- Continue translating essential library signage, marketing materials, etc. into additional languages spoken in 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.

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.

FY25 Action Items:

- Create opportunities to recognize and share Weymouth's history, including:
 - Continue restoration work on stained glass windows at Fogg Library.
 - Apply for a CPC grant to hire a historic preservation consultant to assess the library's archival collections.
 - Research, digitize, and publicize the library's new Abigail Adams letter.
 - Resume work on restoration of library-owned artwork.
- Discuss possible new collaborations with the Weymouth Food Pantry and implement ideas as appropriate.
- Host the third annual Welcome to Weymouth community fair and explore the possibility of hosting a new resident social hour within two months of the fair.

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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.

FY25 Action Items:

- Conduct a deep dive into recently released Census Bureau data and consider its implications for library services in Weymouth.
- Develop a more comprehensive orientation checklist/structured training for new staff, including a training manual and/or procedures reference folder.
- Continue to support staff professional development and training, including:
 - Consider additional ways to support staff morale and encourage team cohesion across all departments.
- Assess condition and usage of new building as its five-year anniversary approaches, and conduct maintenance or make adjustments as needed to support actual use patterns and continued optimal functioning of the facility.
- Advocate for additional staff to support exceptional library services in the face of growing demand and use.