

<b>Goal 1:</b>	<b>Early literacy programs will be evaluated and enhanced to align with the goals of the “STEM and School Readiness Project” as developed by the Library of Virginia, Science Museum of Virginia, and the Virginia Department of Conservation and Recreation.</b>			
<b>Objective #1a:</b> Appropriate storytimes and programs for babies and toddlers will be provided.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Programs adaptable to our resources and community will be determined by researching those of other public libraries. This will be accomplished by reviewing blogs, professional publications, social media, and websites.	Public programs and services Public perception	Administrative team	2025	A bi-annual program plan with corresponding marketing and budget plan will be created.
Surveys will be conducted to gather input for program planning.	Public perception	Youth Services Librarian	2025	Surveys will be compiled for Board and Director review.
The results of past surveys will be reviewed and used for planning.	Public perception	Youth Services Librarian	2022	Usable data. Ideas for new surveys.

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<b>Objective #1b:</b> Information and presentations for parents on how to raise readers and how to encourage an early commitment to reading at home will be provided.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
*A grant and/or sponsor supported bi-annual storytelling festival will be developed.	Public programs and services	Director & Board	2024	Festival event.
*Movies and programs in different languages will be developed.	Public programs and services	Staff	2024	Schedule of events
*The library will collaborate with organizations that represent or support different ethnic groups or specialized populations.	Public programs and services  Public awareness	Director & Board	2025	List of collaborating organizations and events or programs taken place or planned.  List of grants to support collaboration.

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<b>Objective #1c:</b> Efforts will continue to be made to connect with and support local community partners that offer parenting and early literacy programming.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
*A grant and/or sponsor supported bi-annual storytelling festival will be developed.	Public programs and services	Director & Board	2024	Festival event.
*Movies and programs in different languages will be developed.	Public programs and services	Staff	2024	Schedule of events
*The library will collaborate with organizations that represent or support different ethnic groups or specialized populations.	Public programs and services  Public awareness	Director & Board	2025	List of collaborating organizations and events or programs taken place or planned.  List of grants to support collaboration.
*A youth summer feeding program will continue to be developed in collaboration with County Parks, the Foodbank, and LVA to attract new populations to the library and promote literacy.	Public programs and services  Public awareness	Director	2022	Statistics on the number of youth served food

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<b>Objective #1d:</b> Participation in the Preschool and Summer Reading Programs provided by the Library of Virginia will be continued and further developed for greater involvement and outreach.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
*A grant and/or sponsor supported bi-annual storytelling festival will be developed.	Public programs and services	Director & Board	2025	Festival event.
*Movies and programs in different languages will be developed.	Public programs and services	Staff	2025	Schedule of events
*The library will collaborate with organizations that represent or support different ethnic groups or specialized populations.	Public programs and services Public awareness	Director & Board	2025	List of collaborating organizations and events or programs taken place or planned. List of grants to support collaboration.
*A youth summer feeding program will continue to be developed in collaboration with County Parks, the Foodbank, and LVA to attract new populations to the library and promote literacy.	Public programs and services Public awareness	Director	2022	Statistics on the number of youth served food

<b>Goal 2:</b>	<b>Programs and activities, which will aid in the development of the school-age youth in our community, will be provided.</b>			
<b>Objective #2a:</b> Ideas for frequently offered, value-added programs will be explored and developed.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Other libraries will be surveyed to identify programs adaptable to our resources and community by reviewing blogs, professional publications, social media, and websites	Public Programs and services Public Perception	Administrative Team	2024	A bi-annual program plan with corresponding marketing and budget will be created.
Attendees will be surveyed after each program to obtain feedback for future program planning	Public Perception	Director	2022	Surveys will be compiled for Board and Director review
People that do NOT use the library will be solicited for ideas and feedback at area events or festivals such as garage sales, VEC, or farmers' markets.	Public Perception	Director	2025	The number of questions and suggestions received.
Past survey results will be reviewed and used for planning.	Public Perception	Director	2022	Usable data. Ideas for new surveys.

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<b>Objective #2b:</b> Marketing will be further developed to better promote the value of programs for youth.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
The library will attend outreach events that reach diverse communities and distribute library marketing materials at these events.	Public programs and services Public awareness	Administrative Staff	2022	List of events that have taken place or were planned. The number of attendees at the event(s).
Unique and diverse means of promotion will be created and used in order to reach new audiences and promote to communities we may not reach otherwise.	Public programs and services Public awareness	Administrative Staff	2025	Creation of marketing items unique to each program Promotional materials will be saved to look back on.
The library will distribute marketing materials to organizations that represent or support different ethnic groups or specialized populations.	Public programs and Services Public awareness	Administrative Staff	2025	Marketing materials

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<b>Objective #2c:</b> Programs will be developed that celebrate the diversity of the community.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
*A grant and/or sponsor supported bi-annual storytelling festival will be developed	Public programs and services	Director & Board	2022	Festival events
*Movies and programs in different languages will be developed	Public programs and services	Staff	2023	Scheduled events.
*The library will collaborate with organizations that represent or support different ethnic groups or specialized populations.	Public Programs and services Public awareness	Director & Board	2024	List of collaborating organizations and events or programs taken place or planned. List of grants to support collaboration.
Regular communication and/or meetings will be developed with the school librarians to mutually support programs and curriculum and to ensure ESPL plans align with public education and technology requirements and needs.	Public Awareness Materials Technology	Director	2023	Schedule of meeting dates and plan of action
Resources for outreach to dual enrollment students will be developed.	Public Awareness Materials Technology	Director, Staff	2023	List of outreach events specific to dual enrollment. Resource list for dual enrollment students.

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*A youth summer feeding program will be developed in collaboration with County Parks and LVA to attract new populations to the library and promote literacy.	Public programs and services Public awareness	Director, Youth Services Librarian	2022	Statistics on the number of youth services food.
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<b>Objective #2d:</b> Participation in the Summer Reading Programs provided by the Library of Virginia will be continued and further developed for greater involvement and outreach.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Computer technology equipment in the library will not only provide access to online sources, but also serve for educating on the use of newer technology.	Technology	Director & Board	2023	Inventory of equipment
Programs will be developed for both youth and adults that promote careers in STEM fields	Public Programs and Services	Staff	2024	Schedule of programs Grants supporting such programs
Materials and online resources that support STEM education will be better promoted, exhibited, and demonstrated	Materials	Staff	2024	List of actions taken Increased circulation of STEM materials
Technology “experts” will alert the library to trends and community needs for equipment, software, and access.	Technology	Board & Director	2023	Board member with skills Advisory Committee
A youth summer feeding program will continue to be developed in collaboration with County Parks, the Foodbank, and LVA to attract new populations to the library and promote literacy.	Public programs and services Public awareness	Youth Services Librarian	2022	Statistics on the number of youth served food

<b>Goal 3: Opportunities will be provided for teens to develop leadership skills.</b>				
<b>Objective #3a: Relationships with local high schools will be strengthened to promote teen involvement in the library as well as teen volunteer opportunities.</b>				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
We will continue to communicate opportunities and programs to local high schools as a means to both build relationships with the schools and share opportunities with them.	Public Programs Public Engagement	Director Administrative Staff	2022	The number of teens who come from one of the schools.  List of events communicated to the schools.
Participate in local outreach events at the local high schools to build a presence, market the library as an ally, and get to know the schools.	Public Relationships	Staff	2023	Number of outreach events attended

<b>Objective #3b: The Teen Advisory Board will meet periodically to discuss teen initiatives.</b>				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Youth Services Librarian and teens will meet weekly to discuss teen initiatives. This can include brainstorming, project planning, discussion groups, etc	Public perspective	Youth Librarian	2024	Notes will be taken about what is discussed
Meetings will be constructed in such a way to promote teamwork, critical thinking, collaboration, and planning. They will aim to teach practical project building skills, so teens may be able to apply them to their future endeavors.	Public Programs	Youth Librarian	2024	Session plans/outlines will be made before each session. Notes will be taken for each meeting.

<b>Objective #3c: Teen Advisory Board members will be given opportunities to assist in planning children’s and teen’s programs and to volunteer with their execution.</b>				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Teens will meet with the Youth Services librarian about what they would like to see in Teen Services	Program Planning Programming Teen Services	Youth Services Librarian	2024	A list of possible programs/services teens suggested will be created
Teens will help develop ideas, plan and organize programs as time and availability will allow.	Program Planning Programming Teen Services	Youth Services Librarian	2023	A finalized program by the end of the project and the statistics of how many attended.

<p><b>Objective #3d: Teen Intern programs will be developed and utilized whenever funding is available and timing is appropriate to teen availability.</b></p>				
<p><b>Strategies/Actions</b></p>	<p><b>Core Function(s)</b></p>	<p><b>Who/Where</b> <i>Responsible party or location?</i></p>	<p><b>When?</b> <i>When should action be completed?</i></p>	<p><b>Accountability</b> <i>How will you know the action succeeded or is complete?</i></p>
<p>Youth Services will evaluate how intern programs were done in the past and plan to relaunch the program.</p>	<p>Programming Summer Internships</p>	<p>Youth Services Librarian Director</p>	<p>2024</p>	<p>Have a record of who interned and what their responsibilities were.</p>

<b>Objective #3e: Teen programming that meets will be developed in order to ensure teen interests and needs are met.</b>				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Other libraries will be surveyed to identify programs adaptable to our resources and community by reviewing blogs, professional publications, social media, and websites	Program Planning Teen Services	Director Youth Services Librarian	2022	A list of ideas
Teens will be surveyed to determine what they would like to see in the library space in regards to programming/services/resources.	Program Planning Public Perception Teen Services	Youth Services Librarian	2023	Teen Advisory Board reports Informal surveys.
Programs and resources will be provided that meet the need of teens.	Program Planning Teen Services	Director Youth Services Librarian	2024	Programming statistics Monthly Youth Services reports

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<b>Goal 4:</b>	<b>Programs and activities, which will promote an interest in and understanding of STEM/STEAM/STREAM concepts, will be provided for the youth in our community.</b>			
<b>Objective #4a:</b> Activity and maker space areas will be provided within the library.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Computer technology equipment in the library will not only provide access to online sources, but also serve for educating on the use of newer technology.	Technology	Director & Board	2024	Inventory of equipment
Programs will be developed for both youth and adults that promote careers in STEM	Public Programing Technology	Director Youth Services Librarian	2023	Program list/event list
Materials and online resources that support STEM education will be better promoted, exhibited, and distributed.	Technology	Staff	2023	Promotional materials
Technology “experts” will alert the library to trends and community needs for equipment, software, and access	Technology	Director Youth Services Librarian	2022	List of ideas

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Objective #4b: Programs and collections will promote STEM/STEAM/STREAM subjects.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Purchase materials for our collection that fit STEM/STEAM/STREAM subjects and encourage exploration of such subjects	Technology Programming	Administrative Staff	2022	Inventory list Collection list of STEM books/ resources
Research, plan and develop programming that fits the STEM/STEAM/STREAM subjects and encourages exploration of such subjects.	Technology Programming	Administrative Staff	2023	Program plans Program documentation

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Objective #4c: Partnerships with area agencies and community groups will be developed to strengthen the promotion of STEM/STEAM/STREAM subjects.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Reach out to local organizations/people who may be interested in doing a STEM/STEAM/ STREAM type program	Public Programs and Services Technology	Director Youth Services Librarian	2022	List of interested parties
The library will collaborate with organizations that represent or support STEM/STEAM/STREAM learning.	Public Services and Programs Public Awareness Technology	Youth Services Librarian Director	2023	List of collaborating organizations and events or programs taken place or planned.  List of grants to support collaboration

<b>Objective #4d:</b> STEM resources and programs will be evaluated and enhanced routinely.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
The library will conduct a yearly assessment of STEM resources and programming to determine success and what should be done better.	Program assessment Program planning	Admin Staff	2023	An evaluation of what was done and a list of plans/actions for future goals/projects.

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<b>Goal 5:</b>	<b>The library’s youth services workforce will be trained, managed, and expanded to focus on the need to align staffing with the goals and objectives of youth services.</b>			
<b>Objective # 5a:</b> Professional development opportunities will be investigated on a routine basis.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Professional development opportunities will be investigated and explored regularly through multiple organizations such as the VLA, Webjunction, local organizations, etc.	Staff Development	Staff	2022	Monthly report of courses taken
New learning opportunities will be explored to develop skills beyond Youth Services.	Staff Development	Staff	2022	Monthly report of courses taken

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<b>Objective #5b:</b> Staff will pursue professional development by attending conferences, taking classes, and viewing webinars that support the goals and objectives of youth services.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Staff will attend professional development either virtually or in-person to develop better service skills related to youth services and programming	Staff Development	Staff	2022	Monthly report of courses taken
Staff will attend conferences to engage with other libraries and develop an understanding of what other libraries are doing, gain ideas, and gain a fresh perspective on librarianship.	Staff Development	Staff	2022	Monthly report of courses taken

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**Objective #5c:** The opportunity to increase the staffing of youth services by additional hiring and/or building a stronger volunteer program will be investigated and considered on a routine basis.

<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Youth Services Librarian will reach out to the community to develop a more comprehensive volunteer list of interested parties.	Volunteers	Director Youth Services Librarian	2022	List of volunteers.
Volunteers/Staff will be occasionally asked to assist with aspects of youth services such as handing out flyers, helping with programs, etc	Volunteers Staff	Director Youth Services Librarian	2022	Monthly report what staff/volunteers helped with.
When opportunity allows, hire someone dedicated to assisting Youth Services.	Staffing	Director Youth Services Librarian	2024	Job description/ job duties for the new hire.

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<b>Goal 6: Grant opportunities will be pursued whenever feasible and appropriate to the mission of youth services.</b>				
<b>Objective #6a:</b> The opportunity to increase youth services through grants will be investigated and pursued as it relates to youth services.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Grant opportunities will be investigated and researched related to the need of Youth Services	Library services	Admin staff	2022	Grant Applications
Grants will be applied for and managed as needed. All requirements for the grant will be met.	Library services	Admin Staff	2022	Grant Applications
Library of Virginia Grant opportunities will be taken advantage of and managed accordingly.	Library services	Admin Staff	2022	Reports on grants given by LVA.

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<b>Goal 7:</b>	<b>The promotion and marketing of the library’s youth services will be expanded and enhanced to focus on the need to reach the community using a variety of print and electronic media methods.</b>			
<b>Objective #7a:</b> Marketing materials related to youth services will continue to adapt to the need of the community.				
<b>Strategies/Actions</b>	<b>Core Function(s)</b>	<b>Who/Where</b> <i>Responsible party or location?</i>	<b>When?</b> <i>When should action be completed?</i>	<b>Accountability</b> <i>How will you know the action succeeded or is complete?</i>
Marketing materials will be specially created for specific programs and/or events done by the library.	Public perception	Youth Services Director	2022	Marketing materials
The library will explore and experiment with new marketing strategies, materials, and ideas to determine what works best.	Public perception	Youth Services Director	2022	Marketing materials
People that do NOT use the library will be solicited for ideas and feedback at area events or festivals such as garage sales, VEC, or farmers' markets.	Public perception	Youth Services Director	2022	Number of questions and suggestions