



FY2021 Objectives

Primary

1. Add a full time Library Technician to work between Collection Services and Adult and Teen Services. Restore current Adult & Teen/Children's split position to Children's only to allow full staffing of all departments.
2. Work with City Buildings Division and MIS Department in order to complete various infrastructure repairs and upgrades, primarily: roof repairs, freight elevator microprocessor, carpeting replacements, alley and front door security upgrades, replacement AV system in Callahan Hall, security gates and book check system.
3. Eliminate or move towards eliminating fines on overdue materials in order to reduce the economic barrier to access for patrons, and in accordance with the American Library Association's 2019 "Resolution on Monetary Fines as a Form of Social Inequity."
4. Develop systematic training plan for all Library staff, focusing especially on topics related to equity, diversity, and inclusion.
5. Explore options for upgrading our microfilm reader-printer and digitizing our newspaper archives.
6. Draft and implement a plan to improve organization of and access to Children's Department materials, including but not limited to adding/removing shelving, rearranging furniture and materials, exploring alternate classification systems and making changes, as needed.
7. Implement the plan created in FY2020 to systematically inventory and weed the entire library collection of materials on a 5-year cycle.

Secondary

8. Continue modifying the arrangement of collections, fixtures, and service points on the second floor to facilitate a more positive user experience for patrons and more effective use of staff resources.
9. Work with MIS to convert our former lab computers from individual desktops to networked thin clients that run PC Reservation software and are configured to help balance access between productivity and recreational users.

10. Continue exploring and developing avenues for making library programming more accessible to patrons remotely and/or asynchronously in order to provide a fulfilling patron experience and additional educational opportunities for all ages.
11. Strengthen relationship with Lewiston elementary and middle schools to support literacy education. Develop plans to collaborate with schools on programming and share information about services for students.
12. Complete the reclassification of several sub-collections in our children's, teen, and adult collections.
13. Increase shelving on the 1st floor to move paperbacks from their spinners to create a better browsing experience and longer shelf-life for the books.
14. Expand our Friends of the Library membership and enhance its relationship with staff and patrons alike to support the mission and goals of the Library through fundraising, programs, and volunteers.