

Pearl River County Library System

Strategic Plan (FY2020-FY2024)

Shirley Stough
Chair, Board of Trustees

*Approved Draft March 26, 2019
Approved Final Draft May 21, 2019*

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Introduction

In November 2018 the Board of Trustees began the process of creating a five-year strategic plan using *Strategic Planning for Results* by Sandra Nelson for the Public Library Association. They are confident this plan will help the library system address the continuous changes in technology and in the way people access books and information in a manner that is suitable to the community.

Community leaders, the Board of Trustees, and the staff discussed the public library's role in today's technological world, in particular in the Cities of Poplarville and Picayune and Pearl River County.

The following document is a record of those discussions in a goal, objective, and activity format. Addendum 1 outlines those objectives pertinent to Poplarville Public Library. Addendum 2 outlines competencies and initiatives. The goals chosen link well to the library's mission statement:

Mission Statement

Providing service, technology, reading and reference materials;

Respecting the freedoms and rights of each individual;

Carefully planning for the future;

Listening to patron needs and concerns; and

Supporting the people and communities of Pearl River County

PRCLS Strategic Plan (FY2020 - FY2024)

The following list outlines the Library Service Responses chosen by the Community Committee in order of priority along with the goals, objectives, and activities chosen by staff and approved by the PRCLS Board of Trustees.

I. 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: Adults, teens, and children will have access to high-speed, wireless Internet-connected computers and printers that comply with the Children's Internet Protection Act during library hours.

Objective 1: There will be a five percent (5%) increase in computer usage per year: three percent (3%) at Crosby Memorial Library and two percent (2%) at Poplarville Public Library.

Activity 1: The library will advertise its computers, Internet access, and printers with flyers, bookmarks, and talks at civic clubs and on the radio, etc.

Goal 2: Adults, teens, and children will have access to high-speed Wi-Fi.

Objective 1: There will be a five percent (5%) increase in Wi-Fi usage per year: three percent (3%) at Crosby Memorial Library and two percent (2%) at Poplarville Public Library.

Activity 1: Staff will be more cognizant of patrons who are using Wi-Fi devices and more diligent in recording that usage.

Objective 2: There will be a twenty percent (20%) increase in Wi-Fi usage the year following the acquisition of Managed Wi-Fi: fifteen percent (15%) for Crosby Memorial Library and five percent (5%) for Poplarville Public Library.

Activity 1: The library system will switch to managed Wi-Fi by FY2022.

Goal 3: Adults of all ages and abilities will have access to basic computer training.

Objective 1: A partnership with the Senior Center of South Pearl River County will be established by FY2021.

Activity 1: Management of the library system will approach management of the Senior Center to establish a partnership that will ensure adults are provided basic computer instruction.

Objective 2: One hundred (100) patrons will report on a survey that they received basic computer instruction at the library each year. Eighty (80) patrons of Crosby Memorial Library and twenty (20) patrons of Poplarville Public Library will report they received basic computer instruction at the library each year.

Activity 1: Events in an open forum for beginner level computer users will be established. Users will have the freedom to ask any computer questions of staff.

Activity 2: Staff will provide one-on-one assistance as needed.

Activity 3: Staff will survey patrons concerning the quality and usefulness of the basic computer instruction provided.

Goal 4: Pre-school and elementary-aged students will have access to computer-based learning activities within the library.

Objective 1: Procure hardware and software to serve three (3) users at a time by FY2022: two (2) for Crosby Memorial Library and one (1) for Poplarville Public Library.

Activity 1: The library system will investigate and purchase hardware and software for computer-based learning.

Objective 2: Each of the three pieces of hardware with its software will check out and be used in-house one hundred (100) times per year: eighty (80) will check out at Crosby Memorial Library and twenty (20) will check out at Poplarville Public Library.

Activity 1: The library will offer the electronic device to parents who have children with them while the parents use the library.

Goal 5: Teens and millennials will use library technology devices.

Objective 1: The library's laptop computers with Linux operating system will check out within the library fifty (50) times per year.

Activity 1: Staff will make certain the laptop computers running Linux operating system are in good condition for the public to use.

Activity 2: The library will host a class on how to use the Linux operating system.

Goal 6: Teenagers will have access at the library during library hours to the Internet that complies with the Children's Internet Protection Act for homework.

Objective 1: Use of Internet for homework will increase by five percent (5%) per year: three percent (3%) for Crosby Memorial Library and two percent (2%) for Poplarville Public Library.

Activity 1: Staff will create a specific, controlled profile for teen use.

Activity 2: The library will advertise its computers, Internet access, and printers with flyers and bookmarks, etc.

Activity 3: Staff will survey patrons concerning their use of the library-provided Internet.

Goal 7: The staff will receive training in current technology that library patrons use.

Objective 1: By the end of FY2024, library staff will have received 20 staff development sessions that focus on how to help patrons with technology.

Activity 1: Each staff member will be given the opportunity to choose a specific technology that library patrons use, study the technology, and then present it to fellow staff members on a staff development day.

Activity 2: Staff members will have the opportunity to attend MS Library Commission sponsored technology training workshops.

II. Satisfy Curiosity: Lifelong Learning

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

Stimulate Imagination: Reading, Viewing, and Listening for Pleasure

Residents who want materials to enhance their leisure time will find what they want when and where they want them and will have the help they need to make choices from among the options.

Goal 1: Local residents of various ages will have access to wikis, blogs, and other Internet sites in areas of special interest.

Objective 1: The library will add twenty (20) new links to Internet information in areas of interest to patrons by the end of FY2024. The library maintains one system-wide website.

Activity 1: Staff will survey patrons to identify areas of interest.

Activity 2: Staff of the library system will provide links for patrons to blogs, wikis, and other websites of special interest to them, for example *National Geographic for Kids*.

Activity 3: The staff will create wikis and/or blogs about topics of interest to patrons.

Goal 2: The library will provide varied cultural programs that appeal to a wide range of interests in the community.

Objective 1: Five (5) MS Department of Humanities programs will be held at Crosby Memorial Library by the end of FY2024.

Activity 1: The library will partner with the Friends of the Library group to host various speakers and programs sponsored by the MS Department of Humanities.

Objective 2: Four (4) cultural programs presented by local experts and personalities will be held at the libraries each year: three (3) at Crosby Memorial Library and one (1) at Poplarville Public Library.

Activity 1: The library will partner with their respective Friends of the Library group to host various speakers and programs presented by local experts and personalities.

Goal 3: Various groups will discuss books in the libraries.

Objective 1: Book discussion groups will meet at least fifteen (15) times per year.

Activity 1: Crosby's Random Readers and the Men's Discussion Group will meet to discuss books.

Activity 2: The library system will remain open to offers and suggestions of patrons wanting to establish book discussion groups.

Goal 4: The library will increase circulation of library's physical items.

Objective 1: The library will increase overall circulation of physical items by five percent (5%) per year: four percent (4%) for Crosby Memorial Library and one percent (1%) for Poplarville Public Library.

Activity 1: Both libraries will provide passive displays of books and signage that illustrate library collections.

Activity 2: Staff will be trained and use software such as *Novelist* to help patrons find topics and authors they may enjoy. *Novelist* is an online database of books and reviews whereby a staff member or patron can find authors who write about topics of interest.

Activity 3: Staff will instruct patrons about how to log in and log out of their library accounts from the library's website. They can search and make holds, requests, and renewals from this portal.

Activity 4: The patrons will have access to pathfinders on the library's website to help them find books they require and want.

Activity 5: Staff will publish in local media and online a list of new items as they are released in the library.

Activity 6: The library will have a website and database that are designed for the user, making them reliable and easy to use.

Activity 7: Patrons will have access to an app they can download to their smart device that will enable them to interact with the library's website and database and that will be reliable and easy to use.

Objective 2: Staff will improve collections in the libraries by weeding according to best library practices ten percent (10%) per year.

Activity 1: Staff will be assigned sections to weed and maintain.

Objective 3: Improve collections in both libraries by adding \$5,000.00 to the overall book budget in FY 2021 and adding a five percent (5%) increase each year thereafter.

Activity 1: The Board of Trustees will plan the annual budget that will allow these increases.

Goal 5: The library will provide e-content.

Objective 1: The library system will provide e-content for both libraries from three (3) providers by the end of FY2022.

Activity 1: The staff will research providers to find a cost-effective option for providing this service through an app that is reliable and easy to use.

Goal 6: The library will provide access to adult education courses through distance learning, video-on-demand, or on-site classes.

Objective 1: The libraries will provide on-site classes for adults four (4) times a year. Crosby Memorial Library and Poplarville Public Library will each provide two (2) classes per year by FY2021.

Activity 1: The libraries will provide instruction on smart phones, social security, medicare, or other topics of interest.

Goal 7: The library will provide access for youth to reading materials that will enhance their reading skills learned in school and provide positive experiences in the library. Programming will broaden the world view of the youth.

Objective 1: The libraries will provide eighteen (18) programs per year targeting youth during the summer; Crosby Memorial Library will present twelve (12) programs, and Poplarville Public Library will provide six (6) programs.

Objective 2: The libraries will celebrate various occasions with at least five (5) programs that encourage children to read; Crosby Memorial Library will provide three (3) programs, and Poplarville Public Library will provide two (2) programs.

Objective 3: Crosby Memorial Library will provide a “Family Fun Night” two (2) times in FY2020 and increase the number of fun nights each year.

Objective 4: By FY2020, the libraries will provide five (5) distinct passive programming centers that will encourage children to explore the world around them; Crosby Memorial Library will provide three (3) passive programs, and Poplarville Public Library will provide two (2) passive programs.

Objective 5: The number of passive programming centers will increase by five percent (5%) each year thereafter; Crosby Memorial Library will increase by three percent (3%), and Poplarville Public Library will increase by two percent (2%). A passive program in a library is a program that does not require staff interaction. It is designed for the user to work independently at his own pace.

Goal 8: The library will provide materials and programming for millennials that will

enable them to learn life skills and encourage lifelong learning.

Objective 1: Each year twenty-five (25) adults between the ages of 20 and 35 will report on a survey that the resources they found at the library were helpful: Crosby Memorial Library will have twenty (20) adults report the library was helpful, and Poplarville Public Library will have five (5) adults report the library was helpful.

Activities 1: The library will host a variety of programs that will help the young adults such as programs about free financial help for college students, free financial education, etc.

Activity 2: The library will provide resources about career choices.

Activity 3: Staff will survey patrons concerning the usefulness of the library resources.

III. 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: The library will provide resources and programming to parents that will enable them to have their child/children ready for Kindergarten by five years old.

Objective 1: Form a partnership with the area's Excel by Five by FY2021.

Objective 2: Increase attendance at preschool programs by five percent (5%) per year; attendance at Crosby Memorial Library's preschool programs will increase by four percent (4%), and attendance at Poplarville Public Library's preschool programs will increase by one percent (1%).

Goal 2: See **Service Response I, Goal 4.**

Goal 3: See **Service Response II, Goal 4, Objectives 2 & 3.**

Addendum #1

Goals, Objectives, Activities for Poplarville Public Library

Note: Numbering system corresponds to numbers used in the master document.

I. 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: Adults, teens, and children will have access to high-speed, wireless Internet-connected computers and printers that comply with the Children’s Internet Protection Act during library hours.

Objective 1: There will be a five percent (5%) increase in computer usage per year: three percent (3%) at Crosby Memorial Library and two percent (2%) at Poplarville Public Library.

Activity 1: The library will advertise its computers, Internet access, and printers with flyers, bookmarks, and talks at civic clubs and on the radio, etc.

Goal 2: Adults, teens, and children will have access to high-speed Wi-Fi.

Objective 1: There will be a five percent (5%) increase in Wi-Fi usage per year: three percent (3%) at Crosby Memorial Library and two percent (2%) at Poplarville Public Library.

Activity 1: Staff will be more cognizant of patrons who are using Wi-Fi devices and more diligent in recording that usage.

Objective 2: There will be a twenty percent (20%) increase in Wi-Fi usage the year following the acquisition of Managed Wi-Fi: fifteen percent (15%) for Crosby Memorial Library and five percent (5%) for Poplarville Public Library.

Activity 1: Switch to managed Wi-Fi by FY2022.

Goal 3: Adults of all ages and abilities will have access to basic computer training.

Objective 2: One hundred (100) patrons will report they received basic computer instruction at the library each year. Eighty (80) patrons of Crosby Memorial Library and twenty (20) patrons of Poplarville Public Library will report they received basic computer instruction at the library each year.

Activity 1: Events in an open forum for beginner level computer users will be established. Users will have the freedom to ask any computer questions of staff.

Activity 2: Staff will provide one-on-one assistance as needed.

Activity 3: Staff will survey patrons concerning the quality and usefulness of the basic computer instruction provided.

Goal 4: Pre-school and elementary-aged students will have access to computer-based learning activities within the library.

Objective 2: Each of the three pieces of hardware with its software will be checked out and used in-house one hundred (100) times per year: eighty (80) will check out at Crosby Memorial Library and twenty (20) will check out at Poplarville Public Library.

Activity 1: The library will offer the electronic device to parents who have children with them while the parents use the library.

Goal 6: Teenagers will have access at the library during library hours to the Internet that complies with the Children's Internet Protection Act for homework.

Objective 1: Use of Internet for homework will increase by five percent (5%) per year: three percent (3%) for Crosby Memorial Library and two percent (2%) for Poplarville Public Library.

Activity 1: Staff will create a specific, controlled profile for teen use.

Activity 2: The library will advertise its computers, Internet access, and printers with flyers and bookmarks, etc.

Activity 3: Staff will survey patrons concerning their use of the library-provided Internet.

Goal 7: The staff will receive training in current technology that library patrons use.

Objective 1: By the end of FY2024, library staff will have received 20 staff development sessions that focus on how to help patrons with technology.

Activity 1: Each staff member will be given the opportunity to choose a specific technology that library patrons use, study the technology, and then present it to staff patrons on a staff development day.

Activity 2: Staff members will have the opportunity to attend MS Library Commission sponsored technology training workshops.

II. Satisfy Curiosity: Lifelong Learning

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

Stimulate Imagination: Reading, Viewing, and Listening for Pleasure

Residents who want materials to enhance their leisure time will find what they want when and where they want them and will have the help they need to make choices from among the options.

Goal 2: The library will provide varied cultural programs that appeal to a wide range of interests in the community.

Objective 2: Four (4) cultural programs presented by local experts and personalities will be held at the libraries each year: three (3) at Crosby Memorial Library and one (1) at Poplarville Public Library.

Activity 1: The library will partner with their respective Friends of the Library group to host various speakers and programs presented by local experts and personalities.

Goal 3: Various groups will discuss books in the libraries.

Objective 1: Book discussion groups will meet at least fifteen (15) times per year.

Activity 2: The library system will remain open to offers and suggestions of patrons wanting to establish book discussion groups.

Goal 4: Increase circulation of library's physical items.

Objective 1: The library system will increase overall circulation of physical items by five percent (5%) per year: four percent (4%) for Crosby Memorial Library and one percent (1%) for Poplarville Public Library.

Activity 1: Both libraries will provide passive displays of books and signage that illustrate library collections.

Activity 2: Staff will be trained and use software such as *Novelist* to help patrons find topics and authors they may enjoy. *Novelist* is an online database of books and reviews whereby a staff member or patron can find authors who write about topics of interest.

Activity 3: Library staff will instruct patrons about how to log in and log out of their library accounts from the library's website. They can search and make holds, requests, and renewals from this portal.

Activity 4: The patrons will have access to pathfinders on the library's website that will help them find books they require and want.

Activity 5: Staff will publish in local media and online a list of new items as they are released in the library.

Goal 6: Provide access to adult education courses through distance learning, video-on-demand, or on-site classes.

Objective 1: The libraries will provide on-site classes for adults four (4) times a year. Crosby Memorial Library and Poplarville Public Library will each provide two (2) classes per year by FY2021.

Activity 1: The libraries will provide instruction on smart

phones, social security, medicare, or other topics of interest.

Goal 7: Provide access for youth to reading materials that will enhance their reading skills learned in school and provide positive experiences in the library. Programming will broaden the world view of the youth.

Objective 1: The libraries will provide eighteen (18) programs per year targeting youth during the summer; Crosby Memorial Library will present twelve (12) programs, and Poplarville Public Library will provide six (6) programs.

Objective 2: The libraries will celebrate various occasions with at least five (5) programs that encourage children to read; Crosby Memorial Library will provide three (3) programs, and Poplarville Public Library will provide two (2) programs.

Objective 4: By FY2020, the libraries will provide five (5) distinct passive programming centers that will encourage children to explore the world around them; Crosby Memorial Library will provide three (3) passive programs, and Poplarville Public Library will provide two (2) passive programs.

Objective 5: The number of passive programming centers will increase by five percent (5%) each year thereafter; Crosby Memorial Library will increase by three percent (3%), and Poplarville Public Library will increase by two percent (2%). A passive program in a library is a program that does not require staff interaction. It is designed for the user to work independently at his own pace.

Goal 8: The library will provide materials and programming for millennials that will enable them to learn life skills and encourage lifelong learning.

Objective 1: Each year twenty-five (25) adults between the ages of 20 and 35 will report in a survey that the resources they found at the library were helpful; Crosby Memorial Library will have twenty (20) adults report the library was helpful, and Poplarville Public Library will have five (5) adults

report the library was helpful.

Activities 1: The library will host a variety of programs that will help the young adults such as programs about free financial help for college students, free financial education, etc.

Activity 2: The library will provide resources about career choices.

Activity 3: Staff will survey patrons about the usefulness of the library resources.

III. 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: Provide resources and programming to parents that will enable them to have their child/children ready for Kindergarten by five years old.

Objective 1: Form a partnership with the area's Excel by Five by FY2021.

Objective 2: Increase attendance at preschool programs by five percent (5%) per year: attendance at Crosby Memorial Library's preschool programs will increase by four percent (4%), and attendance at Poplarville Public Library's preschool programs will increase by one percent (1%).

Goal 2: See Service Response #4, Goal 4.

Goal 3: See Service Response #13/14, Goal 4, Objectives 2 & 3.

Addendum #2

Competencies and Initiatives

Competency 1: Pearl River County Library System will meet and achieve all the goals and objectives listed in its FY2020-FY2024 Strategic Plan.

Initiative 1: By FY2020, hire an Assistant Director with a master's degree to assist in implementing the FY2020-FY2024 Strategic Plan.

Competency 2: Pearl River County Library System will provide high-speed Internet 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.

Initiative 1: By FY2022, procure funding to hire an Information Technology Specialist who will monitor growing resources and services available and tie them to existing library technology to move the library forward.

Initiative 2: By FY2022, search for and hire an Information Technology Specialist who will monitor growing resources and services available and tie them to existing library technology to move the library forward.

Initiative 3: By FY2022, provide training for staff by an Information Technology Specialist on wikis, blogs/vlogs, pathfinders, and other emerging technologies.

Competency 3: Pearl River County Library System will effectively market its available services and improve public relations.

Initiative 1: By FY2020, assign a marketing project committee comprised of one staff member from each library.

Initiative 2: By FY2020, procure funding to hire a marketing consultant and public relations consultant.

Initiative 3: By FY2020, search for and hire a marketing consultant and public relations consultant.

Initiative 4: From FY2020 to FY2024, effectively use the print media, the library website, and other electronic media to communicate with the public.

Initiative 5: By FY2020, procure funding to send staff to professional marketing and

public relations training workshops.

Initiative 6: From FY2020 to FY2024, take advantage of staff development in marketing and public relations provided by the MS Library Commission.

Initiative 7: By FY2021, produce bilingual (English and Spanish) information about the library system's services and policies.

Competency 4: Pearl River County Library System will monitor its Wi-Fi to ensure patrons are able to use it effectively so there is an increase in usage.

Initiative 1: By FY2022, investigate possible solutions for managed Wi-Fi.

Initiative 2: By FY2022, procure funding for managed Wi-Fi.

Initiative 3: By FY2022, managed Wi-Fi will be installed at both libraries.

Competency 5: Pearl River County Library System will offer basic computer training to adults of all ages and abilities.

Initiative 1: By FY2021, partner with the Senior Center of South Pearl River County.

Initiative 2: By FY2020, procure funding for one (1) staff member to provide events and one-on-one assistance as needed.

Initiative 3: From FY2020 to FY2024, provide events in an open forum for beginner computer users allowing them to ask any computer questions of staff.

Initiative 4: From FY2020 to FY2024, provide one-on-one assistance as needed.

Competency 6: Pearl River County Library System will provide access to computer-based learning activities within the library to pre-school and elementary-aged students.

Initiative 1: By FY2022, investigate hardware and software to serve pre-school and elementary-aged students.

Initiative 2: By FY2022, budget and procure hardware and software to serve the patrons of the community.

Initiative 3: By FY2022, establish policy governing the use of hardware and software.

Competency 7: Pearl River County Library System will offer teens and millennials use of

library technology devices.

Initiative 1: By FY2020, bar-code and catalog existing computers that are running the Linux operating system.

Initiative 2: By FY2020, establish policy to govern the use of laptop computers and other electronics the library offers patrons for checkout.

Competency 8: Pearl River County Library System will offer teenagers access at the library during library hours to the Internet that complies with the Children’s Internet Protection Act for homework.

Initiative 1: Ongoing, ensure compliance with the Children’s Internet Protection Act through yearly evaluations.

Initiative 2: By FY2022, create specific, controlled profile on new computers for teen use.

Competency 9: Pearl River County Library System staff will receive training in current technology that library patrons use.

Initiative 1: Ongoing, present specific technology that library patrons use to members on a staff development day.

Initiative 2: By FY2020, procure funding to send staff to professional technology training workshops.

Initiative 3: Ongoing, encourage staff members to attend MS Library Commission sponsored technology training workshops.

Competency 10: Pearl River County Library System will provide local residents of various ages access to wikis, blogs, and other Internet sites in areas of special interest.

Initiative 1: By FY2021, maintain one system-wide website and provide more links to Internet information in areas of interest to patrons.

Initiative 2: By FY2021, produce wikis and/or blogs about topics of interest to patrons.

Competency 11: Pearl River County Library System will provide varied cultural programs

that appeal to a wide range of interests in the community.

Initiative 1: Ongoing, partner with the Friends of the Crosby Memorial Library to host various speakers and programs sponsored by the MS Department of Humanities.

Initiative 2: Ongoing, partner with respective Friends of the Library group to host various speakers and programs presented by local experts and personalities.

Competency 12: Pearl River County Library System will provide opportunities for book clubs to meet at the library.

Initiative 1: Ongoing, sponsor book clubs within the library.

Initiative 2: Ongoing, nurture those patrons who wish to gather with like-minded patrons to discuss books they have read.

Initiative 3: Ongoing, remain open to offers and suggestions of patrons wanting to establish book discussion groups.

Competency 13: Pearl River County Library System will provide patrons quality physical books and other items they wish to borrow.

Initiative 1: By FY2020, train staff to use software such as *Novelist* to help patrons find topics and authors they may enjoy.

Initiative 2: By FY2020, research and transition to a more reliable, less costly Integrated Library System software that will allow patrons to log in and log out of their library accounts from the library's website and to search and make holds, requests, and renewals.

Initiative 3: By FY2020, acquire an app patrons can download to their smart device that will enable them to interact with the library's website and database.

Initiative 4: By FY2021, acquire funding to establish a materials budget.

Initiative 5: Ongoing, acquire funding to increase the materials budget.

Competency 14: Pearl River County Library System will provide additional e-content.

Initiative 1: By FY2022, research and procure additional e-services from a provider

Competency 15: Pearl River County Library System will provide access to adult education courses through distance learning, video-on-demand, or on-site classes.

Initiative 1: Ongoing, partner with other agencies to provide on-site classes for adults.

Competency 16: Pearl River County Library System will provide youth access to reading materials that will enhance their reading skills learned in school and provide positive experiences in the library.

Initiative 1: Ongoing, allocate a portion of the materials budget for reading material for youth.

Competency 17: Pearl River County Library System will provide materials and programming for millennials that will enable them to learn life skills and encourage lifelong learning.

Initiative 1: By FY2021, procure funding for programming for millennials.

Initiative 2: By FY2024, provide a variety of programs that will help young adults.

Initiative 3: By FY2021, both libraries will create or update a “Career Center.”

Competency 18: Pearl River County Library System will provide resources and programming to parents that will enable them to have their child/children ready for Kindergarten by five years old.

Initiative 1: Ongoing, partner with area’s *Excel by Five* program.

Initiative 2: By FY2021, procure funding for programming for pre-school age children.

Initiative 3: Ongoing, provide quality children’s programming targeting the pre-school age children.

Competency 19: Pearl River County Library System will provide additional space for various groups to meet. The spaces provided should be semi-private and of various sizes to accommodate more than one group at a time.

Initiative 1: By FY2021, research the extent of the need by conducting a needs assessment survey.

Initiative 2: By FY2021, research best practices for needed program and study rooms.

Initiative 3: By FY2022, procure funding for and hire an architect who will design needed spaces.

Initiative 4: By FY2023, procure funding through fund-raisers and grants.

Initiative 5: By FY2024, build the addition.

Competency 20: Pearl River County Library System will provide a dedicated children's librarian who will provide leadership for the Children's Department.

Initiative 1: By FY2022, procure funding for a dedicated children's librarian.

Initiative 2: By FY2022, hire a children's librarian.

Competency 21: Pearl River County Library System will provide additional spaces for a children's department headed by a dedicated Children's Librarian.

Initiative 1: By FY2021, research best practices for program, workroom, and storage space for a fully functioning children's library department for the library system.

Initiative 2: By FY2022, procure funding for and hire an architect who will design needed spaces.

Initiative 3: By FY2023, procure funding through fund-raisers and grants.

Initiative 4: By FY2024, build the addition.