



Long Range Plan 2026-2029

Mission

The mission of the Guilderland Public Library is to provide equal access to materials, programs and services to our community for lifelong learning, cultural enrichment, and enjoyment.

Vision

Guilderland Public Library is the cornerstone of our community.

To achieve this vision, the Library will pursue the following goals through the implementation of targeted strategies.

Planning Process

The 2026–2029 Long Range Plan was developed through a comprehensive review of community needs, library usage data, demographic trends, and stakeholder input. The planning process included:

- Community and staff surveys
- Focus groups with patrons, staff, and community leaders.
- Analysis of library service statistics and collection use
- Staff and Board discussions
- Review of demographic and community trends

The goals and strategies contained in this plan reflect the priorities identified through this process and are intended to guide the Library's decision-making and resource allocation through 2029.

Community Priorities

Community feedback and data analysis identified several key priorities for the Library:

- Expanding programs and services for all ages
- Strengthening opportunities for lifelong learning
- Enhancing community connections and reducing social isolation
- Maintaining strong physical and digital collections
- Increasing awareness of library services and resources
- Improving access to library services both inside and outside the building
- Ensuring the long-term sustainability of library facilities, staffing, and finances

These priorities informed the goals and strategies outlined in this plan.

Goals and Strategies

Goal 1: Provide robust multi-generational experiences.

Strategy 1.1: Strengthen the Library's role as the community hub for learning, discussion, and connection.

- Expand community events and lectures.
- Foster additional partnerships with civic and cultural organizations.
- Align policies and procedures for public meeting space use with the mission and vision of the library.
- Expand programs and services that foster social connection and reduce isolation.

Strategy 1.2: Enhance lifelong learning opportunities for adults.

- Identify additional local experts and organizations for partnership.
- Expand programming focused on technology skills, financial literacy, and civic engagement.
- Grow educational workshops and lecture series.

Strategy 1.3: Broaden programs for children, teens, and families.

- Expand early literacy programming.
- Expand opportunities for teen leadership, engagement, and advisory participation.
- Increase programming designed for families and intergenerational attendees.

Goal 2: Balance the patron experience between digital and physical materials.

Strategy 2.1: Continue strategic investment in the library's collection.

- Increase availability of high-demand materials.
- Evaluate digital platforms regularly to best support access to e-resources.
- Use evidence-based collection analysis to guide collection development, maintenance, and weeding decisions.

Strategy 2.2: Increase awareness of the library's collections and offerings.

- Continuously evaluate shelving, displays, and signage to improve discoverability and ease of browsing.
- Expand staff-curated recommendations and readers' advisory opportunities.
- Promote online discovery tools, including the library website and catalog, to increase awareness of available resources.

Goal 3: Ensure equitable access to library services beyond the building.

Strategy 3.1: Expand outreach to underserved and underrepresented community members and groups.

- Identify underserved populations and assess barriers to library use.

- Strengthen partnerships with schools, senior-serving organizations, and community groups.

Strategy 3.2: Improve awareness of library services, programs, and partnerships.

- Enhance promotion of remote access to library resources.
- Expand communication channels to ensure patrons receive information in ways that meet their needs.

Strategy 3.3: Expand off-site programming and outreach visits.

- Develop a comprehensive plan for outreach services.
- Evaluate transportation and vehicle options to support outreach services.

Strategy 3.4: Advocate for and support improved community access to library services.

- Advocate for improved bus service, sidewalks, and roads leading to the library.
- Collaborate with local government and community partners to improve physical access to library services.

Goal 4: Ensure that the physical library meets the needs and desires of the community.

Strategy 4.1: Strengthen the library building as a gathering place.

- Conduct a space use and capacity assessment of the current building.
- Identify opportunities to enhance study spaces, collaborative areas, seating, and collection layout.
- Evaluate future capital improvements.

Strategy 4.2: Optimize underutilized spaces to meet evolving community needs.

- Establish a long-term vision and purpose for the Normanskill Room.
- Explore flexible and multi-purpose uses that respond to evolving community needs.
- Evaluate opportunities to enhance food and beverage offerings for patrons.

Goal 5: Create a culture of transparency and sustainability.

Strategy 5.1: Foster a workplace culture that attracts, develops, and retains a highly skilled workforce.

- Expand professional development opportunities and funding.
- Strengthen internal communication and collaboration.
- Review staffing needs in light of evolving services and digital capabilities.
- Recruit, develop, and retain highly qualified staff.

Strategy 5.2: Maintain strong governance and transparency.

- Continue to regularly review Board policies and bylaws.
- Provide ongoing trustee education.

- Strengthen Board transparency through clear communication practices, formalized notice requirements, and consistent compliance.

Strategy 5.3: Ensure long-term financial sustainability of the library.

- Conduct long-range financial planning to address future operational and capital funding needs.
- Incorporate longer-term capital planning into the annual budget process.
- Establish reserve funding accounts for long-term projects.

Strategy 5.4: Strengthen community support, advocacy, and philanthropy.

- Collaborate with the Friends of Guilderland Public Library to increase volunteer engagement.
- Support regular fundraising activities.
- Establish regular book sales.
- Identify resource needs for donation processing and storage.

Strategy 5.5: Use data and community feedback to guide decision-making.

- Regularly assess community needs and service effectiveness.
- Monitor progress toward strategic goals using established performance measures.
- Incorporate patron and stakeholder feedback into planning and evaluation.

Measuring Success

Progress toward the goals of this plan will be reviewed annually by the Library Board and administration. Performance measures may include:

- Program attendance
- Library visits
- Circulation and collection use
- Digital resource usage
- Outreach participation
- Community partnerships
- Patron satisfaction
- Financial and operational indicators

The Library will regularly assess community needs and may adjust strategies to respond to changing priorities and opportunities during the planning period.

Progress toward the goals and strategies of this plan will be reported semiannually by the Director to the Board of Trustees and shared with the community.