

# San Diego Public Library



## Mission

*To inspire lifelong learning through connections to knowledge and each other*

## Goals and Objectives

**Goal 1: Create welcoming environments that encourage discovery and are a source of civic pride.**

Creating and maintaining facilities that are valued for their accessibility, comfort, and beauty is a high priority for the Department. The Department wants all libraries to have a welcoming environment that encourages use by all members of the community. The Department will move towards accomplishing this goal by focusing on the following objectives:

- Provide an appropriately-sized library system
- Improve library facilities and their accessibility

**Goal 2: Provide free and open access to materials and resources that meet the needs of San Diego's vibrant communities.**

Having a well-managed library collection ensures that a diverse range of books and other media are readily available to patrons. The Department will move towards accomplishing this goal by focusing on the following objectives:

- Assure collection meets the needs of customers
- Improve access to library materials

**Goal 3: Engage the community through innovative and inspiring library programs and services.**

Providing quality programs and services allows the Library to meet the various needs of its patrons. The Department will move towards accomplishing this goal by focusing on the following objectives:

- Develop and offer programs that address the needs and interests of the community
- Improve the delivery of information and reader advisory services
- Preserve total operating hours and facilities

**Goal 4: Leverage resources and partnerships to develop and sustain a thriving library system.**

Maintaining the necessary funding and resources is essential to the operation of a library system capable of supporting one of the largest cities in the United States. The Department will move towards accomplishing this goal by focusing on the following objectives:

- Maintain and expand external revenue sources through the San Diego Library Foundation and other sources
- Incorporate state-of-the-art technology to optimize efficiency

**Goal 5: Foster an organizational culture that supports teamwork, creativity and innovation.**

Building and developing a trained and skilled workforce is essential to the success of the Department. Ensuring that its employees are trained and have access to the necessary resources the Library needs will create a higher performing organization that operates more efficiently and effectively. The Department will move towards accomplishing this goal by focusing on the following objectives:

- Create a learning organization structure for the Department
- Encourage career development and advancement