



# STRATEGIC PLAN

2026-2030

# THE PLAN

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The Indianola Public Library's Strategic Framework affirms the library's role as an essential, future-focused hub for learning, connection, and community engagement.

Informed by the community's demographic profile and developed in collaboration with the library board of trustees, the Friends of the Indianola Public library, library staff, patrons, and community members, the plan outlines a strategic vision to guide IPL's growth and innovation.



# Vision

Imagine more at IPL - where discovery begins and community connects.

# Mission

We provide free and equitable access to information, resources, and support to empower our community.



# VALUES

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We provide a welcoming space that inspires curiosity, creativity, and fun with interactive programs and lifelong learning, while offering personalized service and fostering community collaboration.

We advocate for the freedom to access, seek, and share information while ensuring equal access to resources and services for all community members.

We inspire a passion for reading across all ages.



# STRATEGIC PRIORITIES

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Welcoming  
Destination

Enriching  
Lives

Resilience &  
Readiness



# WELCOMING DESTINATION

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A welcoming space for exploration, connection, and belonging

## Inviting Physical Spaces

- Provide a public space that is easy to navigate, welcoming and intuitive
- Offer flexible spaces that encourage social connections

## Inclusive Digital Spaces

- Create engaging virtual spaces for learning, sharing, and connecting
- Improve user experience and discoverability

## Positive Patron Experiences

- Foster open, respectful, and empathetic dialogue across all interactions
- Create an environment where community feedback is valued and utilized
- Ensure the library is a safe and accessible space for all

## Meaningful Communication

- Broaden public awareness of library services, resources, and impact
- Strengthen community engagement
- Support internal communications and staff engagement

## Initiatives:

- Create spaces to foster a sense of belonging and comfort.
- Promote digital accessibility through a redesigned website.
- Create more opportunities to gather community input



# ENRICHING LIVES

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A connection point for information, experiences, and services that enrich and inspire.

## Vibrant Collections

- Encourage curiosity and the love of reading through interesting collections
- Offer opportunities to learn new things at all ages
- Maintain curated collections that meet evolving community needs and interests

## Engaging Programs

- Build social connections through programs that bring the community together
- Increase access to and awareness of ideas and information

## Equitable Services

- Promote a thriving community with equitable access to vital resources and services
- Support community members in utilizing the resources the library provides

## Initiatives:

- Develop a collection assessment plan to address underperforming areas and build on strengths.
- Increase discovery through dynamic displays and curated collections
- Align programming with literary content to promote a culture of reading.



# RESILIENCE & READINESS

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A dynamic organization, resilient and ready for the future.

## Supportive Workplace

- Foster an environment where staff feel empowered, valued, and recognized
- Ensure staff have the tools, training, and support they need to thrive
- Strengthen communication and collaboration among teams

## Innovative Leadership

- Adapt, innovate, and embrace the changing needs of the community
- Ensure continuous library operations during times of disruption

## Proactive Engagement

- Strengthen the public perception of the library's value
- Engage the community as library champions

## Initiatives:

- Implement systems that improve staff communication and recognition.
- Support neurodivergent staff through inclusive practice

- Develop systems that ensure continuous library service during times of disruption.
- Cultivate strong allies and community partners

- Expand community support



# ACKNOWLEDGEMENTS

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The Indianola Public Library appreciates everyone who contributed to the development of this Strategic Plan. Special thanks are extended to our patrons, community members, and stakeholders who participated in surveys and focus groups.

Your feedback and ideas have been instrumental in ensuring that this plan reflects the needs, aspirations, and values of the community we serve.



