

Bonner Springs City Library Strategic Plan 2025-2027

Focus Area 1 Technology	The Library will develop the technology skills of staff, offer technology help to patrons, explore new technologies in support of library services, and improve access to our digital resources.
Focus Area 2 Community	The Library will partner with community groups, agencies, and organizations, provide information resources relevant to their needs, and develop programs in their areas of interest.
Focus Area 3 Community Health	As the community's information gateway, the library will address health needs in Bonner Springs from a variety of angles with a special focus on mental health and the launch of a health fair.
Focus Area 4 Finances	<p>The Library will pursue grant funds and donations, secure adequate public funding in the environment of the new transparency laws, and adjust salaries to remain competitive with other employers.</p> <p>Special Project: Summer Party fundraisers and/or a new approach to a major fundraising event (formerly Jazz on the Lake).</p> <p>Special facilities projects include flooding abatement, damage repair from flooding, and HVAC replacement.</p>
Focus Area 5 Environmental Awareness	In line with the ALA's Core Values of Librarianship, the library will review its practices with an eye to sustainability. Examples include lighting replacement and a garden project.
Focus Area 6 Diversity, Equity, & Inclusion	The Library will take intellectual freedom and diversity concerns into consideration in the development of collections and programs, in hiring (within the parameters of Equal Opportunity Employment), and in Board recruitment. The Library will continue to seek ways to improve services to Spanish speakers.

Technology Plan

According to the long-term Capital Improvement Plan, the Library will replace laptops, two servers, and a color printer.

Staffing Plan

Job Descriptions	Job descriptions will be reviewed annually with each staff member. Each description will cover chain of communication (supervision), special duties, duties shared with other staff, expectations (skills and demeanor), education and work experience, physical demands, and terms of employment. Regularly assigned tasks may not be detailed in the job description but should be tracked in a separate document in case the position is vacated and those tasks need to be reassigned.
Competencies	All staff are required to participate in two trainings each year, one involving technology. All staff are encouraged to pursue further professional development in areas relevant to their work. The library will address general training needs at an annual in-service. The library will work toward developing a core-competencies training program for all staff.
Compensation	The library will work toward the NEKLS accreditation standard of spending 60% of operating expenses on personnel. Each year the library will consider cost-of-living salary increases in light of inflation, and compensation at peer libraries. In 2025 the library will seek to bring library compensation in line with the City's pay plan.
Succession Planning	The director will develop and maintain a written succession plan, showing what new professional staff would need to know in order to continue the work. The directors will keep track of task-level work in case a position is vacated and needs to be reassigned. The library will also have plans in place for the retirement of key contractors.