



ORLAND PARK
PUBLIC LIBRARY
A Natural Connection

STRATEGIC PLAN

2025-2027



Adopted by the Library Board of Trustees: Monday, Dec. 16, 2024

MISSION STATEMENT

Dedicated to stimulating imaginations, educating, entertaining, and welcoming everyone.

VISION STATEMENT

Discover Your Inspiration: **ENGAGE, ENRICH, ENCOURAGE**

LIBRARY MOTTO

A Natural Connection

Our Strategic GOALS are:

- 1: Community Connections: Evolve at the pace of our community through new and existing partnerships.
- 2: Services & Events: Connect our patrons to the tools, programs, and solutions to enhance their overall experience.
- 3: Physical & Digital Spaces: Serve as a community gathering hub offering a safe, comfortable, and resource-rich environment.
- 4: Collections & Resources: Maintain and bolster library collections using new technology, processes, and program offerings.
- 5: Staff Development: Foster a culture of leadership for a prepared, professional, and skilled workforce.

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Position Key	
Admin	Administration
AS	Adult Services
GS	Graphic Services
IT	Information Technology
Maintenance	Maintenance Services
MT	Management Team
PS	Patron Services
OS	Outreach Services
TS	Technical Services
YS	Youth Services

*Position describes the department responsible for completing the Action Step.

GOAL #1: Community Connections: Evolve at the pace of our community through new and existing partnerships.

Objective #1 Forge new community partnerships.

Action Steps	Team	Status
1. Engage an organization to help the library form and present a DEIB, (Diversity, Equity, Inclusion, & Belonging) statement.	MT	
2. Contact the nonprofit, Midwest SOARRING Foundation, to initiate a Land Acknowledgement declaration, ceremony, collection purchases and recommendations, related programming, and related webpage.	Admin	
3. Investigate offering free menstrual products in restrooms with the help of a nonprofit organization.	AS, OS	
4. Investigate partnerships with neurodivergent-specific nonprofits or social services for youth with special needs or neurodivergences.	OS, YS	
5. Investigate partnering with bookstores, libraries, and/or schools/universities to host or sponsor author visits.	AS, OS, YS	

Objective #2 Strengthen existing partnerships to support local networks.

Action Steps	Team	Status
1. Advance the development of the Little Free Libraries initiative by creating a procedure for maintaining them in good condition.	OS	
2. Table and offer a storytime(s) at the StoryWalk	OS, YS	
3. Facilitate dynamic and activity-based seasonal event (w/bouncy house) in Little Free Library parks where residents with fewer library cards reside.	OS, PS	
4. Partner with Orland Park Police Department to provide families with materials in times of need.	OS, YS	
5. Investigate sponsorship/funding for library cards for low-income unincorporated organizations	OS, PS	
6. Partner with Village Historical Sites and/or local history sources to offer Orland Park History programming and exhibits.	AS, OS	

7. Continue and possibly expand the Books and Breakfast D135 partnership program to include other grade levels.	YS	
8. Upgrade and enhance offsite community satellite collection equipment and displays	Admin, OS	
9. Partner with Veterans Commission to facilitate library card signup for veterans	OS, PS	
10. Investigate a teen Volunteer Fair with guidance from district 230.	OS, YS	

Objective #3 Invest in the civic engagement of our residents through relevant programming, resources, and services.		
Action Steps	Team	Status
1. Explore offering license plate stickers, notary public, a mailbox, or other low maintenance government services which other libraries have demonstrated success doing.	Admin, PS	
2. Provide a patron education campaign about how to obtain a library card as an unincorporated youth or adult.	GS, PS, YS	
3. Invite elected officials to host satellite hours or programming at the library for further civic engagement.	Admin, GS	
4. Continue to explore facilitating U.S. citizenship assistance through mock interviews, exam preparation, and citizenship resource shelf, etc.	AS, OS	

GOAL #2: Services & Events: Enhance the user experiences for the individual and the community.

Objective #1 Engage, enrich, and encourage community members with transformative programming and events.		
Action Steps	Team	Status
1. Offer “adulting” programs marketed to 20 and 30-somethings in areas such as sewing, cooking, home ownership/improvement, and dealing with relationships	AS	
2. Offer parenting programs such as parenting styles, nutrition, academic support, and navigating parental leave and childcare.	AS, YS	
3. Offer offsite trivia programming sponsored or facilitated by the library.	OS	
4. Examine current teen volunteer program and determine what can be improved or restructured and investigate a teen volunteer group.	YS	
5. Facilitate more intergenerational programming, such as book clubs and drop-in craft events.	AS, YS	
6. Host a Human Library program.		
7. Create more programming reflecting current trends and pop culture events	AS, OS, YS	
8. Explore delivering a “One Book – One Community” read with ALA’s planning guide including budget and timeline planning.	AS, YS	
9. Create more “Books and Breakfast” Youth programs that focus on the general library patron base, as well as events targeted to homeschool families.	YS	
10. Create a hybrid Summer Reading Challenge specifically for daycares and summer camps.	YS	
11. Offer regular patron orientation opportunities for new cardholders and visitors, such as building tours, catalog searching, resource discovery, etc.	MT	

GOAL #3: Physical and Digital Spaces: Serve as a community gathering hub offering a safe, comfortable, and resource-rich environment.

Objective #1 Continue to practice fiscally responsible decision-making and apply streamlined solutions for optimal stewardship.

Action Steps	Team	Status
1. Digitize routine tasks, such as supply requests, credit card orders, etc.	Admin, IT	
2. Upgrade commons area printers with double-sided printers to reduce the paper usage	IT	
3. Consider eliminating expiration dates on library cards by utilizing the national address database to confirm residency.	Admin, PS	
4. Investigate a way to offer more study space during peak study hours.	AS, YS	
5. Research the installation of tables in the outdoor plaza.	Admin, Maintenance	
6. Enhance collection processing with Shelf-Ready Solutions through a third-party contract.	TS	
7. Perform a comprehensive review of all signs within the library to assess their inclusivity, visibility, consistency, and effectiveness in guiding patrons.	GS	

Objective #2 Continue to develop building and grounds in support of current and future patron and staff initiatives.

Action Steps	Team	Status
1. Mockup a budget of staff time and other expenses of keeping the library building open more hours on Sundays either seasonally or throughout the year.	MT	
2. Investigate possible online catalog/ ILS improvements.	MT	
3. Review and improve ADA-compliance and Universal Design.	Admin, Maintenance	
4. Deploy new computers to staff to ensure speed, efficiency, and security of library operations.	IT	
5. Update food and drink policy to accommodate patron feedback.	Admin	

6. Employ noise abatement in the Multipurpose Room.	Admin, Maintenance	
7. Enhance the In-Between space to further engage grades 3-5.	YS	
8. Consider procuring furniture to support a more private study experience for video chat meetings.	Admin	
9. Refresh the Sensory Space and add new features	YS	

Objective #3 Continue to develop technology solutions in support of current and future patron and staff initiatives.

Action Steps	Team	Status
1. Investigate offering longer time allotments to residents and nonresidents for computer usage and/or adjusting the cost to nonresidents.	IT	
2. Continually evolve the library website to improve the accuracy and searchability of information.	GS, IT	
3. Work with hosting service to update backend resources on our website to increase efficiency and promote accessibility.	IT	
4. Investigate a more usable and tailored backup internet approach to ensure online services are available during an internet outage	IT	
5. Explore offering a 15-minute computer station.	IT	
6. Map out study areas for where power outlets are consolidated and where they are lacking.	Maintenance	
7. Investigate offering a touch screen in the lobby or near study rooms to navigate upcoming events/services/floorplans.	IT	
8. Review and meet with vendors who offer a text or web chat feature.	MT	
9. Deploy updated intranet.	IT	

GOAL #4: Collections & Resources: Maintain and bolster library collections using new technology, processes, and program offerings.

Objective #1 Advance the depth, breadth, and overall value of the collection to evolve at the pace of our community.		
Action Steps	Team	Status
1. Market the LOTE4Kids and Mango database on the ELL webpage.	AS, GS, YS	
2. Solicit feedback, both digitally and in print formats, for languages and specific titles to potentially be added to the world language collection.	GS	
3. Digitize and donate archives and microfilm to more appropriate institutions, such as traveling exhibits, special archives, and museums.	OS	
4. Explore how the Seed Library can be enhanced.	GS, TS	
5. Establish OPPL as an official Book Sanctuary.	MT	

Objective #2 Increase collection diversification, modernization, and usability.		
Action Steps	Team	Status
1. Review the prices, feasibility, and demand of offering Kanopy or other video streaming platforms.	AS	
2. Re-catalog and reorganize manga and graphic novels for usability, discoverability, and consistency.	AS, TS, YS	
3. Evaluate sub-collections to determine relevance and the best location for accessibility.	AS, OS, YS	
4. Create new sub-collections labeled by category in addition to the Dewey Decimal system, such as cooking, travel, etc.	AS, TS	

GOAL #5: Staff Development: Foster a culture of leadership for a prepared, professional, and skilled workforce.

Objective #1 Enhance recruiting and retention practices to ensure the best possible candidates are attracted, trained, and retained.		
Action Steps	Team	Status
1. Formalize the onboarding/separation processes, checklists, and materials.	Admin	
2. Explore additional hiring strategies to ensure even more equity, quality, and depth of candidate pools.	Admin	
3. Migrate staff scheduling to a cloud-based platform.	Admin, IT	
4. Submit at least one conference program proposal per year or have at least one staff member included in a conference proposal.	MT	
5. Formalize staff shadowing rotation	MT	
6. Further the functionality in Paycor software, such as applicant tracking, staff compliance confirmations, and virtual training offerings	Admin	
7. Curate management toolkit	Admin, IT	
8. POPPL – formalize staff working assignments to specialty events, both onsite and offsite (Taste of Orland, Market at the Park, Park clean up, Holiday parade, Winter Wonderfest, OPPLcon, Summer Reading Kickoff, etc.	MT	

Objective #2 Maintain and enhance health and safety practices.

Action Steps	Team	Status
1. Determine a required list of specific trainings for all OPPL staff's annual continuing education goals, which could include CPR/AED/first-aid, de-escalation, and Narcan administration.	Admin	
2. Fully update the Safety Manual to more accurately reflect current and best practices.	Admin, MT	
3. Facilitate more safety training opportunities for Persons-in-Charge, as well as all OPPL staff.	Admin	
4. Explore more ways to maximize the full potential of the library's Employee Assistance Program.	Admin	

Objective #3 Amplify the curiosity of our staff through challenging, enlightening, and consistent training and growth opportunities.

Action Steps	Team	Status
1. Require training in awareness, allyship, and sensitivity for inclusive topics, including LGBTQ+, race, and mental health.	Admin	
2. Explore potential use of Leap software.	MT	
3. I.T. staff regularly train fellow staff on various internal systems, such as Outlook / Teams/ OneDrive/ SharePoint.	IT	
4. Research ways that new AI tools can benefit operations.	MT	

Revised: ***Date***