

Montgomery-Floyd Regional Library
Strategic Plan 2026-2031
2026 APPENDIX A: FY 2025 Library Objectives

*[A: PAVILION] [B: PARTNERSHIPS] [C: ACQUISITIONS] [D: TAG] [E: OUTDDORS]
[F: MEADOWBROOK HUB] [G: TRAINING] [H: STAFF COMMUNICATIONS] [I: WEBSITE]*

MFRL Objectives. FY 2026

- A. In partnership with the Floyd County Library Building Fund Inc., complete the construction and opening of the Floyd Pavilion and ensure a smooth transition to ongoing operations. 2
- B. Strengthen the library’s role as a community partner by collaborating with educational, cultural, and civic organizations through outreach, shared initiatives, and ongoing assessment..... 3
- C. Evaluate vendor capabilities and costs, and align materials purchasing with library values and patron needs..... 4
- D. Establish, support, and sustain a Teen Advisory Group (TAG) at Blacksburg Library. 5
- E. Expand the library’s community impact through outdoor and nature-based programs that promote environmental stewardship, support wellness, and foster lifelong learning. 6
- F. Transform Meadowbrook Library’s computer lab into a vibrant, multipurpose Library Hub..... 7
- G. Develop and implement an online staff training platform to deliver, track, assess, and continuously improve training for all positions. 8
- H. Enhance the consistency, accuracy, impact and usefulness of communications to and between library staff. 9
- I. Redesign the library website to provide a modern, mobile-friendly, flexible, and engaging user experience. 10

A. In partnership with the Floyd County Library Building Fund Inc., complete the construction and opening of the Floyd Pavilion and ensure a smooth transition to ongoing operations.

BENEFITS

- Provides a traffic-safe, appealing and flexible platform for extending the full range of services to the Floyd community in an outside setting
- Leverages a currently underused portion of the Floyd Library and FCLBF property
- Connects directly to recreational trail to Lineberry Park
- Develops a space for cooperative initiatives with Town of Floyd, Floyd County, and community organizations
- Integrates library space with natural landscape and wetland

POPULATION SERVED

- JPML Library patrons
- Floyd Town and County Community

OUTCOMES

- Completion of pavilion at Floyd Library
- Grand opening event
- Planning for and implementation of regular programming use of space

MEASURES

- Provide 24-hour weekday response to any inquiries for information or approval from FCLBF, Floyd County, and prime contractors during project
- Provide monthly updates to BOT during project
- Plan and deliver fall opening event within 30 days of Final Completion
- Six month and one year surveys of users of outdoor space

TIMELINE (may vary due to construction and inspection)

- CURRENTLY: Final completion by November 1, 2024
- CURRENTLY: Autumn dedication/grand opening before December 1, 2025

MAJOR GOAL: MOVE FOWARD

B. Strengthen the library's role as a community partner by collaborating with educational, cultural, and civic organizations through outreach, shared initiatives, and ongoing assessment.

BENEFITS

- Creates and sustains a mutually-beneficial relationship between library and partnering agencies
- Partnerships multiply resources and inform library staff of the capabilities and missions of other community institutions
- Leverages the facilities, resources and trust the library has to assist other community institutions to meet their goals

POPULATION SERVED

- Community organizations and government partners
- Residents of Montgomery and Floyd counties

OUTCOMES

- Annual check-in of ongoing partnership with partnering organization staff
- Creation of at least 6 new community partnerships
- Monthly reporting of new and continued partnerships

MEASURES

- Monthly reporting of ongoing partnerships
- Monthly reporting of new partnerships
- Monthly updates of partnership growth in social media and/or web channels

TIMELINE

- Reporting on monthly progress at each Board of Trustees meeting
- Assessment of progress by January 15
- Annual assessment of progress by May 15

MAJOR GOAL: BUILD CONNECTIONS

C. Evaluate vendor capabilities and costs, and align materials purchasing with library values and patron needs.

BENEFITS

- Improved allocation of fiscal resources for collections
- More timely and cost-efficient sourcing of physical items as well as downloadables.
- Appropriate balancing of expenditures with patron demand and use

POPULATION SERVED

- Patrons who check out and/or use physical materials
- Patrons who check out and/or use e-resources materials
- Library and county fiscal staff

OUTCOMES

- Analysis of expenditures as correlated with patron demand and use
- Analysis of relative whole cost of vendors of physical material
- Analysis of relative whole cost of vendors of downloadable material
- Revised standard order of preference for vendors of physical material
- Revised standard order of preference for vendors of downloadable material

MEASURES

- Production of revised standard orders of preference by October 1
- Assessment of progress by January 2026
- Annual assessment of progress by April 2026

TIMELINE

- Analyses completed and presented to Board of Trustees by October 2025
- Assessment of new standard orders of preference effect on budget and circulation in January 2026
- Assessment of new standard orders of preference effect on budget and circulation in April 2026
- Assessment of new standard orders of preference effect on budget and circulation in July 2026

MAJOR GOAL: MOVE FORWARD

D. Establish, support, and sustain a Teen Advisory Group (TAG) at Blacksburg Library.

BENEFITS

- Establishes a direct channel for youth voices and ideas, to improve relevance and impact of collection, programs and other service to teens
- Increases awareness about issues affecting youth and the community, leading to innovative solutions and increased volunteerism

POPULATION SERVED

- Blacksburg area patrons aged 12-18 and their families

OUTCOMES

- A Teen Advisory Group operating with a charter/by-laws and meeting 9-12 times a year.
- Production of annual planning calendar for TAG
- Each meeting will conclude with an action list of TAG questions and requests to the library and of planned TAG activity for the following month

MEASURES

- Monthly meetings at Blacksburg starting in October 2025
- At least three teens in attendance regularly
- Production of action list at each meeting

TIMELINE

- Introductory meeting in August 2025
- One Teen Advisory Group meeting per month starting in October

MAJOR GOAL: INSPIRE CURIOSITY

E. Expand the library's community impact through outdoor and nature-based programs that promote environmental stewardship, support wellness, and foster lifelong learning.

BENEFITS

- Promotes physical and mental well-being through outdoor engagement
- Encourages environmental stewardship and appreciation of local natural spaces.
- Provides accessible, inclusive learning and recreational opportunities for all ages
- Fosters community connections through shared outdoor experiences.
- Utilizes library grounds and nearby parks as extension learning spaces, maximizing public resources

POPULATION SERVED

- All patrons.
- New patrons who may be attracted to outdoor and/or nature events
- Partnering organizations with aligned missions

OUTCOMES

- Increased community participation in library programs
- Improved community awareness of environmental topics and local natural spaces
- Strengthened partnerships with local parks, environmental groups, and schools
- Expanded program offerings to support mental health, wellness, and lifelong learning

MEASURES

- At least 16 programs this FY with outdoor setting
- At least 20 nature-based programs this fiscal year
- Participant satisfaction (via Happy or Not)
- Assessment of progress by April 2026

TIMELINE

- Monthly review of upcoming outdoor programs
- Assessment of progress by April 2026

MAJOR GOAL: INSPIRE CURIOSITY

F. Transform Meadowbrook Library’s computer lab into a vibrant, multipurpose Library Hub.

BENEFITS

- Creates a new, inviting, adaptable space for library programs, classes, and events
- Repurposes an underutilized computer lab to better serve current community needs
- Provides a space for multiple activities at once—promoting literacy, arts, wellness, and lifelong learning for all ages
- Elevates recognition of the library as a vital community gathering space

POPULATION SERVED

- Eastern Montgomery children and their families
- Meadowbrook Library patrons and eastern Montgomery community

OUTCOMES

- Expanded access to visible, flexible space for public programs, early literacy activities, workshops, and other library services
- Increased community engagement in both library-led and partner-led events
- Strengthened collaboration with local organizations, civic groups, and educators

MEASURES

- Review after six months and one year to quantify and assess growth in the number, variety and impact of programs held in the Hub
- Feedback from community members and partners on the functionality and impact of the space

TIMELINE

- Remove computers and furniture by November 30, 2025
- Order furniture and related fixtures for Hub by November 1, 2025
- Complete space transformation and open the Library Hub by February 1, 2026

MAJOR GOAL: INSPIRE CURIOSITY; MOVE FORWARD

G. Develop and implement an online staff training platform to deliver, track, assess, and continuously improve training for all positions.

BENEFITS

- Increase staff knowledge about library services and resources
- Better work performance and efficient output by staff
- Increase word of mouth promotion to community members
- Provide growth, professional development, and enrichment for staff

POPULATION SERVED

- Library staff
- Library managers
- Residents of Montgomery and Floyd counties

OUTCOMES

- Develop roster and charter for Staff Training and Development Committee by October .1
- Review and select from available training platforms for delivery of training and for tracking of individual training
- Identify core skills, and Implement core skills training
- Develop and maintain a catalog of on-demand, just-in-time, and “classroom” training for full range of staff tasks
- Implement tiered training program based on assigned hours and levels of responsibility
- Create a “job rotation” opportunities to build staff understanding of and skills for tasks not typically in their workday

MEASURES

- Implement training platform to record individual training progress
- Creation and publication of MFRL Training Catalog
- Rollout of tiered training program

TIMELINE

- In FY 2026, monthly meetings of Staff Training and Development Committee to begin by October
- Creation and publication of MFRL Training Catalog by January 1
- Rollout of tiered training program by February 1

MAJOR GOAL: EMPOWER STAFF

H. Enhance the consistency, accuracy, impact and usefulness of communications to and among library staff.

BENEFITS

- Improves system performance by increasing consistency, staff engagement, and staff morale
- Reduces the need for on-demand guidance for frontline staff
- Ensures compliance with local, state and national regulations and guidelines
- Clarifies the “big picture” for staff and empowers them to increase patron’s understanding and valuation of the library system

POPULATION SERVED

- Library staff
- Library managers
- Residents of Montgomery and Floyd counties

OUTCOMES

- Periodic staff communication delivered via email or link – i.e. staff newsletter
- Shared opt-in lists of staff birthdays, work anniversaries, language skills, interests, etc
- Consistently shared board meeting information with staff
- Consistently shared external presentations with staff

MEASURES

- Launch a digital staff newsletter with at least six issues per year, tracked by distribution logs and open rates
- Gather staff feedback annually for newsletter, showing at least 70% find it useful
- Share board meeting agendas and minutes with staff via email or intranet within 5 business days of receipt/approval. Track compliance quarterly to ensure 90% or better on-time posting rate

TIMELINE

- Survey staff to establish what type of communication they would best communicate through, what information they want from other staff/branches, and how often by October 20, 2025
- By September 2025, share board meeting agendas and minutes with staff via email or intranet within 5 business days of receipt/approval.
- Launch a digital staff newsletter by October 2025
- Post staff lists by November 15

MAJOR GOAL: EMPOWER STAFF

I. Redesign the library website to provide a modern, mobile-friendly, flexible, and engaging user experience.

BENEFITS

- Increase patron ability to access to library web site, library catalog, calendar of events, and databases
- Maintain and enhance trust by offering user interfaces consistent with patron expectations
- Improve flexibility of website and library catalog

POPULATION SERVED

- All patrons using library catalog and website
- New patrons encountering library's online presence

OUTCOMES

- Mobile-friendly display for library website
- New/revised library website that performs as a mobile-first interface while bringing better focus to resources useful to patrons

MEASURES

- Increased use of library website overall as of May 2026
- Increase in patron use of library catalog as of May 2026

TIMELINE

- Increased use of library website overall as of May 2026
- Increase in patron use of library catalog as of May 2026

MAJOR GOAL: MOVE FORWARD