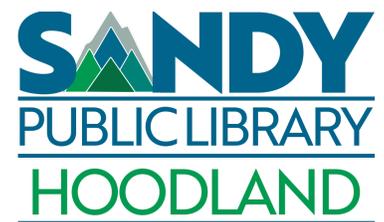
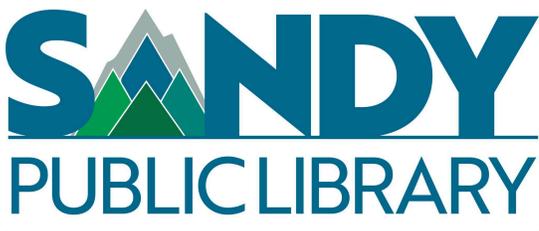


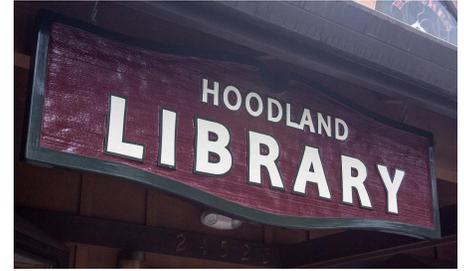


Sandy and Hoodland Libraries Draft 3 year Strategic Plan FY2025–2028



Timeline:

January 2025	Needs Assessment Survey active
January 21, 2025	Staff meeting - shared timeline
February 2025	Researched Community Demographics
February 5, 2025	Library Advisory Board meeting - Darci Hanning, Library Consultant, State Library of Oregon outlined process
February 18, 2025	Library Staff Meeting with Darci Hanning
March 20, 2025	Library Staff meeting - Discussed results of 2017-2024 Strategic Plan
April 2, 2025	Library Advisory Board meeting - discussed Needs Assessment Survey results and upcoming Stakeholder and Staff meetings
April 16, 2025	Stakeholder Meeting with Darci Hanning - 30 people attended
June 18, 2025	Library Staff meeting - drafted Mission Statement, and reviewed examples of Goals and Objectives
June 18, 2025	Library Advisory Board meeting - reviewed examples of Goals and Objectives and Mission Statement, crafted Vision Statement
August 20, 2025	Library Staff meeting - Reviewed final Mission Statement, Vision Statement and draft of Strategic Plan
August 6, 2025	Library Advisory Board Meeting - Reviewed Final Mission Statement, Vision Statement and draft of Strategic Plan
October 6, 2025	Strategic Plan for City Council Approval
October 7, 2025	Begin implementing the Strategic Plan



Planning Process

The library engaged Darci Hanning, Library Consultant, State Library of Oregon, to lead the Strategic Planning process. Darci has worked at the State Library of Oregon for 20 years, 15 of which have been focused on helping libraries in Oregon create Strategic Plans using the Public Library Association's reference book *Strategic Planning for Results*.

We started in January, with a public Needs Assessment Survey sent out in our monthly newsletters, posted on Social Media, on the City website, and available in the libraries. We had 235 responses. Armed with these responses, we held Community Stakeholder and Staff meetings to identify our specific areas of focus. The Stakeholder meeting had over 30 members of the public from many organizations including: Kiwanis Club, Rotary Club, former OTSD School Board, Mt Hood Hospice, Clackamas County Bank, local CPOs, Todos Juntos, Sandy Vista Apartments, Slice of Heaven Farm, Timberline Rim FireWise, Sandy Historical Museum, Parrott Creek Child and Family Services, Hoodland Women's Club, LINCC Library Network, Homeschooling, City of Sandy, Teen Library Advisory Board, Library Advisory Board, and the Friends of Sandy and Hoodland Library.

Once we had areas of focus, staff began drafting Goals and Objectives within them. Numerous Staff and Library Advisory Board meetings followed to Craft Vision Statement, Mission Statement, and hone the Goals and Objectives.

Vision Statement

We envision a place where you discover your world and connect with your community to create a better life for everyone, every day.

Mission Statement

Sandy and Hoodland Libraries provide safe, welcoming, accessible, and empowering spaces where people of all ages are free to explore, discover, and connect.

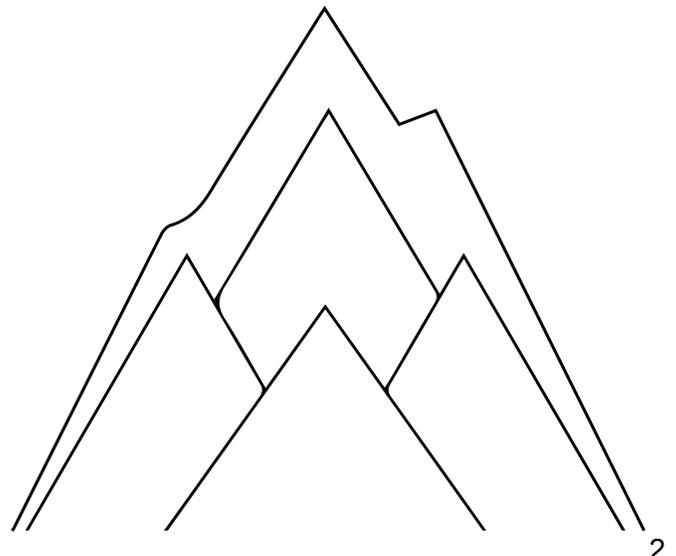
Library Values

The Library Values as crafted by the staff of the Sandy and Hoodland Public Libraries:

1. We defend the library user's freedom of speech and expression, and their right to the information, resources, and library materials they desire.
2. We respect the dignity and diversity of all library users, and protect their right to privacy.
3. We value education and encourage people in their exploration of new ideas and lifelong learning.
4. We communicate clearly and effectively with kindness and compassion.
5. We work together as a team on City, County, and Library goals towards a brighter future.
6. We manage our time, resources, and funds to preserve our enduring priorities, as well as build programs and services for our changing and evolving culture.

Areas of Focus

Satisfy Curiosity
Create Young Readers
Know Your Community/Be an Informed Citizen
Celebrate Diversity



Goals and Objectives in Areas of Focus

Satisfy Curiosity: Lifelong Learning

Goal: All patrons will be empowered to explore, discover, and connect through library programs and collections.

Objective: By December 31, 2026, we will see a 20% increase of school-age children participating in programs.

Objective: By December 31, 2027, at least 200 people will attend programs related to information access, information literacy, or technology.

Objective: By the end of FY 2028, we will provide at least 15 new programs that tie to the areas of patron interest from the Needs Assessment survey. When surveyed 25% of people who attended programs will say that this is their first time in the library in the last 3 months.

Objective: By the end of FY 2028, we will see a 10% increase in circulation of print and electronic materials.

Objective: By the end of FY 2028, we will hold at least 6 new programs for the adult Latino/Hispanic community. At least 75 people will attend these programs; when surveyed at least 75% will say that they would recommend a library program to a friend.

Create Young Readers: Early Literacy

Goal: Caregivers will learn how to Integrate early literacy tips and engagement strategies at home as their child's first and most important teachers.

Objective: By December 31, 2026, we will enhance early literacy outcomes for children from birth to age 5 by strengthening programs and resources that prepare them to enter school ready to read, write, and listen. When surveyed, 50% of people will say that library programs helped them better prepare their kids for school.

Goal: Children from birth to age 5 will have an enhanced and updated kids area with developmentally appropriate toys that encourage play-based learning, support language development, and promote school readiness.

Objective: By December 31, 2026, at least 2000 kids will have interacted with our enhanced kids area.

Know Your Community/Be an Informed Citizen

Goal: Residents will have access to accurate and up-to-date information about Sandy and surrounding communities through City and/or library resources and programming.

Objective: By the end of FY 2026, we will have redesigned our areas for print resources and information about Sandy. When asked, 75% of people will respond that they can more easily identify items that they are interested in and/or find the resources they need.

Objective: By the end of FY 2027, we will have reorganized and added resources to the About Sandy, Visit Sandy, and Move to Sandy pages on the City website. By the end of FY 2028, the number of people visiting these pages will increase by 10%.

Objective: By the end of FY 2028, 50 people will have attended programs to receive information and/or have a dialogue with local elected officials or City or County administration. When surveyed, at least 50% of people will agree that after the program they better understand what is happening in the City of Sandy or Clackamas County.

Objective: By the end of FY 2026, we will put together a welcome packet of information to hand out at the Hoodland Library and other locations about resources and services available to the Hoodland service area. At least 300 packets will be given out to local residents by the end of FY 2027.

Celebrate Diversity

Goal: Patrons who belong to an underserved or underrepresented group feel represented in the collections, programs, and spaces in the library

Objective: By December 31, 2026, we will implement at least 3 new programs or displays that highlight diverse cultures, authors, and experiences. At least 100 people will have attended these programs or utilized items on display.

Objective: By the end of FY 2027, we will have reviewed 50% of our collection to ensure we have a representative percentage of all of our current populations.

Objective: By the end of FY 2028, 75% of people when surveyed who attend programs that celebrate diversity will say that the library is a very welcoming or extremely welcoming space, and that they feel more comfortable in the Sandy and Hoodland communities because of these programming efforts.



Organizational Competencies

External Partnerships

The Sandy and Hoodland Public Libraries will continue to maintain relationships with agencies, organizations, and institutions that will enable us to enhance service to our customers.

- By December 15, 2025 we will have drafted MOUs for all external partners identifying roles and responsibilities.

Marketing and Public Relations

The Sandy and Hoodland Public Libraries will use appropriate and effective venues for marketing our programs and services.

- By June 30, 2026, library staff will have created a sustainable means of translating all of our marketing materials into Spanish language
- By June 30, 2026, library staff will have a plan for how to display and promote Spanish language marketing materials

Measurement and Evaluation

The Sandy and Hoodland Public Libraries will use effective measurement for evaluation of our library programs.

- By November 15, 2025, staff of the library will have created all of the surveys needed to measure the progress on the Plan.
- By November 15, 2025, staff of the library will have created a regular method of reporting on library objectives to the Library Advisory Board, library staff, and City Council.

Training and Staff Development

The Sandy and Hoodland Libraries will have a staff fully trained to meet the needs of library patrons.

- By December 31, 2025, provide staff with the training and resources they need to successfully implement all aspects of the Plan.

