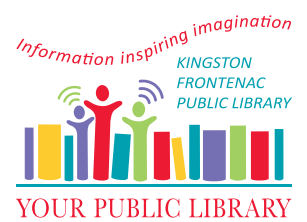


# Kingston Frontenac Public Library

Strategic Plan  
2023





## ABOUT OUR STRATEGIC PLAN

The Kingston Frontenac Public Library (KFPL), like other public libraries across the province, represents and offers so much to our communities—space, opportunity, connection, access, inspiration, engagement, knowledge, and the list goes on.

A public library is, in many ways, asked to be all things to all people. This breadth of purpose makes defining it so important—it allows the Library to prioritize its efforts and resources. This was our context when embarking on a critically important three to five-year strategic planning cycle.

Our previous plan, Vision 2020, ended as the pandemic hit, and we have spent the past three years focused on the now, adapting our services to meet ever-changing conditions.

As communities in Kingston and Frontenac County shift to pandemic recovery, we look to the future. Needs have changed, and the Library must evolve to meet them.

### **The strategic plan is made up of several key elements:**

**Our vision** reflects our aspirational goal.

**Our mission** outlines why we exist, a bit about how we do it and who we do it for.

**Our values** are behaviours, beliefs and principles that guide how we work together.

**Our strategic directions** outline where we are going—these broad headings will be brought to life through actionable objectives.

We have reimagined our vision, mission and values and identified four interconnected strategic directions. These foundational pieces will enable KFPL to identify, and then better meet the needs of our communities.

On behalf of the Library, we are very pleased to present this plan to you and look forward to seeing you in our branches, online or out in the community.

Sincerely,

**Laura Carter**  
Chief Librarian/CEO

**Monica Stewart**  
Board Chair, KFPL

# Who We Are

## OUR VISION

Where communities come together, sparking curiosity and creating possibility for all.

## OUR MISSION

We build and support community by creating inclusive spaces, services and collections that advance literacies and invite people to innovate, learn, explore and connect.

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## OUR VALUES

### **Inclusion**

We create welcoming spaces and services that reflect our communities.

### **Respect**

We treat all people in a dignified way and with compassion.

### **Creativity**

We encourage and support innovative thinking, approaches and solutions.

### **Accountability**

We are responsible stewards of our resources, and respect our position as community leaders.

### **Sustainability**

We are advocates for thriving, healthy, diverse and resilient communities for generations to come.

### **Intellectual Freedom**

We support the open exchange of information and ideas.

### **Service Excellence**

We consistently deliver high-quality services that are responsive to our communities.



# Strategic Directions

## AT-A-GLANCE

Facilitate energizing experiences rooted in inclusivity and diversity

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Optimize spaces and services

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Strengthen strategic partnerships and operations

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Champion environmental accountability

# Facilitate energizing experiences rooted in inclusivity and diversity

The Library will be vibrant and welcoming. Embracing inclusivity and diversity, we will develop a deeper understanding of community needs and foster awareness of the Library's value.

# Optimize spaces and services

The Kingston Frontenac Public Library will celebrate our role as a community commons with optimized spaces and services that meet community needs.

# Strengthen strategic partnerships and operations

We will enhance our strategic partnerships to better support our communities and our staff. We will become a top-of-mind partner for other organizations. Engagement and development of our staff and leadership, along with data-driven decisions will allow us to do more with what we have.

# **Champion environmental accountability**

We will exemplify environmental accountability —both in our actions and through supporting community response to climate change. We will make our services sustainable, reduce our environmental footprint, foster environmental awareness and encourage community action.



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**This Strategic Plan has been developed collaboratively with  
Kingston Frontenac Public Library and Overlap Associates.**

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**Better is  
absolutely  
possible.**

**Overlap  
Associates\_**