

## 2025 Strategic Action Plan

	Objective	Action Item	Timeline	Q1 Update	Status
	<b>Trusted Community Connector</b>				
1.1.1	Develop Diversity, Equity, and Inclusion Strategies	Host an event for Black History Month	Q1	BCPL's Patty vs. Patty event at the Port Elgin Branch attracted over 50 attendees to watch the documentary, speak with Director Christ Strikes, and enjoy some Jamaican Patties.	Complete
1.1.2		Expand the Community Volunteer Income Tax Program to one additional branch location	Q2	The CVITP was offered for the first time at the Lucknow Branch. BCPL partnered with Human Services to have a caseworker on-site to support clients with the tax return process.	On Track
1.1.3		Expand the dyslexia-friendly collection by increasing the number of titles by 50% and adding them to two more branches	Q3		Not started
1.2.1	Enhance early literacy programs	Provide Every Child Ready to Read training to staff	Q4	Program Coordinator Nancy Kuhl has drafted foundational training materials for all staff which will be delivered in Q2.	On Track
1.2.2		Develop evaluation tool to assess Story Time and other early literacy programs	Q2		Not Started

	Objective	Action Item	Timeline	Q1 Update	Status
1.2.3		Offer unique Stuffy Sleepover program, incorporating photos on Biblioboard Creator	Q1	As part of Family Literacy Day, BCPL provided a Stuffy Sleepover program to engage with families in a unique way. Several programs were impacted by poor weather, resulting in lower participation numbers.	Complete
1.3.1	Support local authors	Host local authors event	Q4		Not started
1.3.2		Integrate Pressbooks with writing programs	Q4	Information packages have been provided to local writing groups. The Kincardine Branch writing group has received information and instruction on how it may be used for their writing projects.	On Track
1.4.1	Invest in staff	Implement departmental orientation for all new staff	Q3	The first orientation is scheduled for April 28.	On track
1.4.2		Implement Supervisor Orientation and Training	Q4		Not started

	Objective	Action Item	Timeline	Q1 Update	Status
	<b>Digital Community Facilitator</b>				
2.1.1	Support work and learning by providing digitally equipped library branches	Add lendable laptops to three branches.	Q4	As public computers are updated throughout 2025, one in each branch will be replaced with a laptop that can be borrowed for in-branch use.	On Track
2.1.2		Pilot wireless printing services at five branches.	Q2	IT is completing a final review of our preferred provider.	On Track
2.1.3		Improve public computer access at the Kincardine Branch	Q4		Not Started
2.2.1	Empower digital exploration	Develop new digital literacy program for seniors.	Q3		Not started
2.2.2		Develop at least one new staff training module in Niche Academy	Q2		On Track
2.2.3		Expand access to Cricuts	Q3	Permanent Cricuts were purchased for the Tobermory, Lion's Head, and Paisley Branches with support from generous donors.	On Track
2.3.1	Improve our virtual branch	Launch the new library website	Q1	The new website successfully launched in January, providing easier navigation and enhanced event promotion and registration.	Complete
2.3.2		Explore ability to add online bookings for meeting rooms	Q3	Initial development work has been completed. The new module will allow people to view the space and available	On Track

2.3.3

			technology, and request a booking online. Staff will be trained on the new module in Q2.	
	Find integrated solution for patrons to reserve Book Club Kits	Q2	This option will be added to the website in Q2, allowing patrons to directly reserve Book Club Kits.	On Track

	Objective	Action Item	Timeline	Q1 Update	Status
	<b>Community Sharing Place</b>				
3.1.1	Expand access to resources to meet the needs of residents	Formalize marketing plan for library resources	Q2	Library resources have been integrated into the annual social media plan. Next steps are to determine the rotation for inclusion in the library newsletter and website features.	On Track
3.1.2		Evaluate non-traditional collection and add at least one new circulating item type	Q3		Not started
3.1.3		Add Launchpad collections to two more branches	Q2	Launchpads have been ordered for the Southampton Branch, supported by a donation.	On Track
3.2.1	Inspire content creation and collaboration	Create at least three new custom submission pages for Biblioboard Creator in partnership with cultural organizations	Q4	A new page has been created to feature art works that are displayed in branches, to expand the reach of these shows.	On Track
3.3.1	Provide branch spaces that are welcoming, accessible, and reflective of our communities	Create new children's area at the Kincardine Branch	Q4	Staff have a draft layout and shelving quote for the new children's area. The Municipality has been engaged on minor electrical and building work.	On Track
3.3.2		Replace exterior signage at at least three library branches	Q3		Not Started

3.3.3		Install new public seating at the Port Elgin, Wiarton and Walkerton Branches	Q4	New seating has been received at the Port Elgin Branch and has been ordered for the Walkerton Branch.	On Track
3.3.4		Install exterior book drop at the Cargill Branch.	Q3	The book drop has been ordered and is anticipated to arrive early in Q2.	On Track
3.3.5		Improve teen space at the Port Elgin Branch	Q2	New furnishings have arrived, improving the function of the teen space.	On Track
3.4.1	Improve Health and Safety	establish a new multi-workplace Joint Health and Safety Committee	Q3	HR received notification that workplaces without at least one location with at least 20 staff are not eligible for a Multi-worksite Joint Health and Safety Committee. Staff are working to revise the Terms of Reference for the Health and Safety Advisory Committee, to be reviewed in Q2.	Revised