

SFPL STRATEGIC PLANNING INITIATIVE

LIBRARY COMMISSION

JUNE 16, 2022



WHAT IS A STRATEGIC PLAN?

SFPL “roadmap”: Organizational process to identify departmental goals, strategies to achieve those goals, and measures of performance and accountability to evaluate progress.

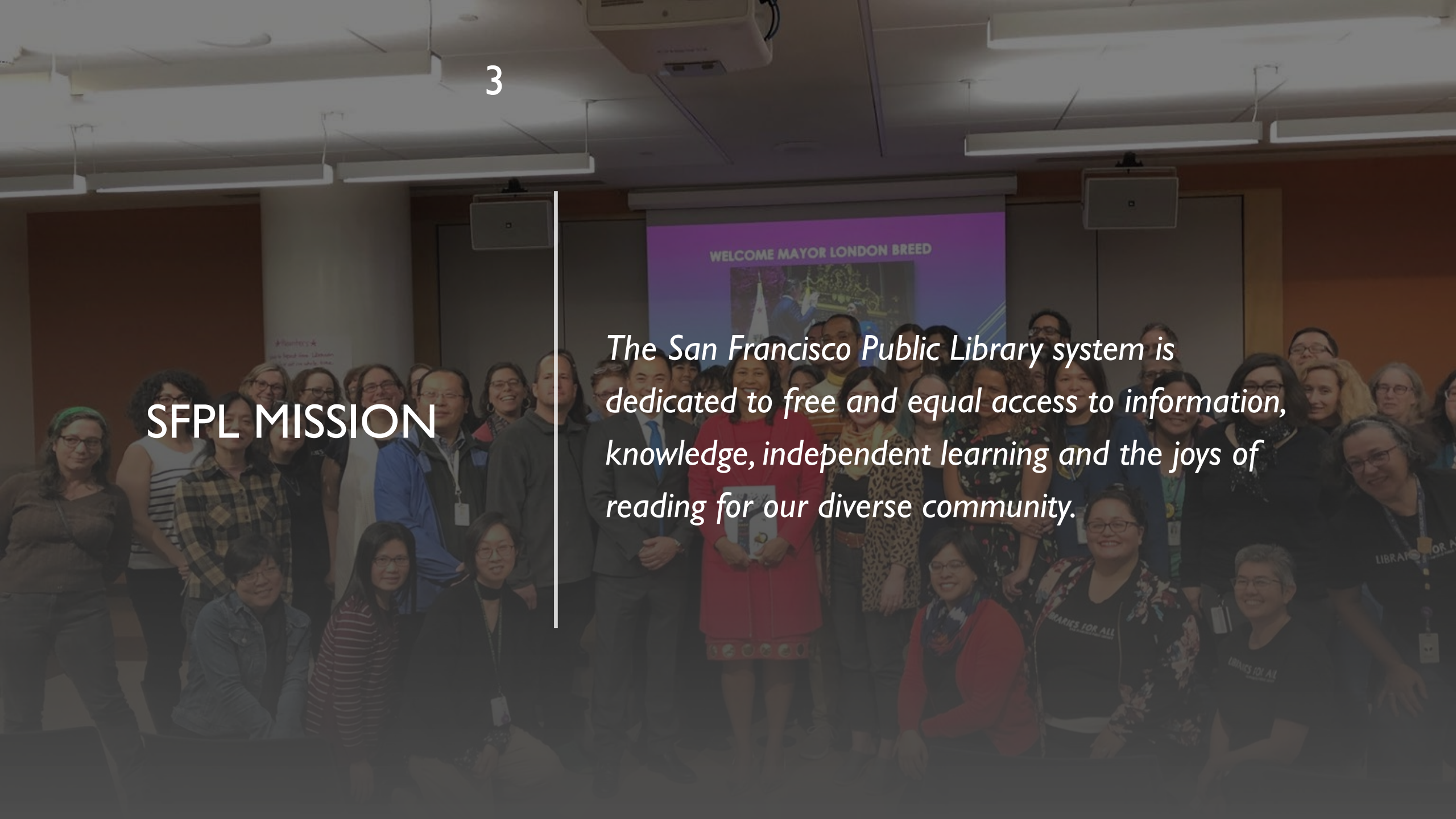
This process culminates in a governing Strategic Plan document that includes:

- Clear mission and vision statements to frame the context of the Strategic Plan
- Clear timelines for strategy implementation and progress monitoring
- Measurable benchmarks and objectives that will inform progress toward goals
- Identification of data sources and/or divisions responsible for each strategy

SFPL will hire an **expert strategic planning consultant** to guide the organization through this work.

SFPL MISSION

The San Francisco Public Library system is dedicated to free and equal access to information, knowledge, independent learning and the joys of reading for our diverse community.





BUILDING BLOCKS

- Reinvesting & Renewing for the 21st Century – Five-Year Strategic Plan (2016 – 2021)
- Racial Equity Action Plan (REAP)
 - Phase I – Internal Programs & Policies
 - Phase II – Public Facing / External Programs
- Annual Departmental Strategic Priorities
 - FY23 plan will publish in July 2022

SFPL FIVE-YEAR STRATEGIC PLAN (2016 – 2021)

- Developed by SFPL Executive Leadership
- Strategic Priorities adapted as Goals
- Achievements include:
 - Expansion to systemwide 7-day service
 - Branch Capital Projects progress
 - Scholar Card Initiative
 - Service Excellence Initiative
 - Friends MOU

**Reinvesting & Renewing
for the 21st Century**

SFPL Five Year
Strategic Plan
July 1, 2016 – June 30, 2021

Mission Statement
The San Francisco Public Library system is dedicated to free and equal access to information, knowledge, independent learning and the joys of reading for our diverse community.

Service Excellence Core Values

Service - SFPL aspires to deliver the highest possible service to individuals, groups and our partners. We embrace the Library as a learning organization that seeks continuous improvement.

Access - SFPL ensures free and equal access to resources, collections, information and programs.

Community - SFPL strives to support and build our communities through the creation of innovative services, programs and partnerships.

Diversity - SFPL promotes an inclusive environment that reflects the people of San Francisco.

Professionalism - SFPL produces work of the highest quality. Our interactions demonstrate respect for others and we value teamwork to achieve our shared goals.

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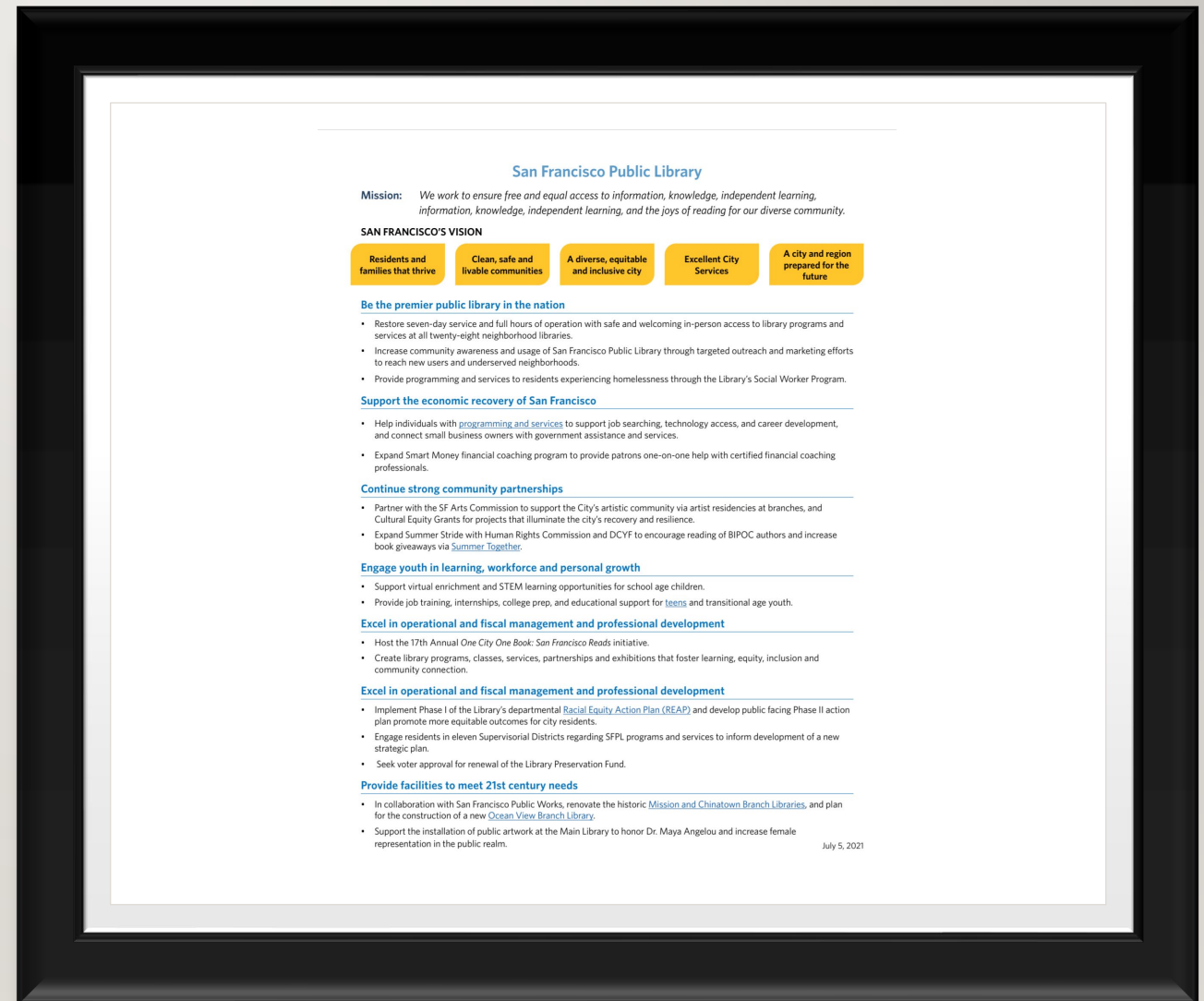
RACIAL EQUITY ACTION PLAN

- Phase I – Internal Programs & Policies
 - Staff survey
 - SFPL Progress Report submitted to Office of Racial Equity in April 2022
- Phase II – External Programs & Services
 - Opportunity to sync REAP Phase II with Strategic Planning Initiative



FY22 STRATEGIC PRIORITIES

- Library Preservation Fund (LPF) Ballot Measure
- Racial Equity Action Plan (REAP) Phase I Progress Report
- Restoration of hours of operation, in-person programs and services
- Support economic recovery of SF
- Branch capital projects
- FY23 Strategic Priorities will publish July 2022



PROPOSED GENERAL SCOPE OF WORK / TIMELINE

- Strategic Planning consulting engagement designed to advance racial equity through library service
- RFP releases Summer 2022
- Contract begins early 2023
- Extensive engagement with internal and external stakeholders
- Deliverables include Strategic Plan, Implementation Toolkits, Data Appendices

DESIRED OUTCOMES

**What does the Library
Commission hope to see as
the desired outcomes of the
SFPL Strategic Planning
Initiative?**

