

PLP STRATEGIC PRIORITIES FY 2023/24 – 2025/26

PLP's mission is to empower member libraries through innovation, collaboration, and training and an ongoing commitment to diversity, equity, and inclusion. The purpose of this regional system is to improve the services of its constituent member libraries by maintaining existing California Library Services Act (CLSA) programs, and leading research and development efforts to ensure that libraries are best positioned to respond to demographic, economic, and cultural changes through programs, services, and collective resource building and sharing. PLP's activities support the work of individuals and institutions to create more equitable and just environments.

1. Staff Training and Professional Development

PLP has a tradition of providing member staff training and professional development, placing value on building leadership, supporting collective training opportunities related to diversity, equity, and inclusion, and providing training that is relevant to its membership. This can be accomplished through the following mechanisms:

- a. **Provide meaningful forms of leadership training.** Explore models of leadership training responsive to the interests and needs of members with a focus on building equity in leadership opportunities and activities to promote more diverse representation in higher level positions.
- b. **Support the good work of the long-standing Staff Development Committee.** The Committee plans a fall conference and virtual or in-person workshops and events that address the needs and interests of all levels of staff and respond to the changes in the library profession that help PLP serve its diverse communities.
- c. **Allocate funds to support regional staff development training initiatives.** Recognizing economic differences between jurisdictions, PLP provides access to funds supporting training topics developed by local libraries or regional committees. These topics are relevant to PLP as a whole, and open to all members. This allows PLP to be nimble and support training initiatives driven by its membership's needs, interests, and goals.
- d. **Continue exploring additional professional development opportunities.**

2. Support Innovation, Technology, and Access

Being in the heart of Silicon Valley, our academic and public libraries are well positioned to develop innovative and transformative ideas, ranging from engaging users with novel technology to providing equitable access to critical resources for community members. While keeping in mind the benefits as well as the disparities technology can unintentionally create, PLP will support this by:

- a. **Annually fund Innovation and Technology Grants.** By continuing to make this a priority, libraries are able to engage in risk-taking to develop new ideas and service models with the seed money provided by the grant.
- b. **Search for new opportunities.** PLP can continue to search for opportunities to share technology and resources among some or all PLP members. This may include best practices for use of technology.

3. **Seek Grants and Collaborative Opportunities Reflecting Regional Needs of PLP Libraries**

PLP has a good track record of applying for grants that benefit member libraries which reflect their interests. PLP also facilitates organizational development responsive to demographic, economic, and cultural changes, and works to uplift marginalized communities.

- a. **Seek Opportunities.** Opportunities may include LSTA, CLSA, IMLS and other grants as well as collaborative initiatives.
- b. **Work with the State Library.** PLP will continue as the fiscal and administrative partner for statewide grants, lending its expertise to the greater California community in establishing new initiatives. The three statewide LSTA grants which PLP will support for the next five years include Literacy Initiatives, Networking California Library Services, and Equity Based Data-Driven Decision Making for Community Impact.

4. **Support and Strengthen Individual Libraries Through Connections and Collections**

PLP's strength is built from the knowledge, expertise, and passion of member libraries and their staff. Communication, collaboration, and connection allow members to share and gather information, address common unmet needs, amplify the voices of library workers of color and other diverse or underrepresented perspectives, and learn from collective experiences that can expand the understanding and capacity of their libraries and themselves. PLP can facilitate these opportunities for learning and sharing by:

- a. **Continue and Expand the PLP Shared Cataloging/Acquisitions of World Language Materials.** Robust world language collections that mirror jurisdictions' users are critical to equitably serving communities. Since 2016, PLP has continuously developed a mechanism for sharing expertise, selection lists, and vendors to increase PLP libraries' capacity to strengthen their world language collections. Approximately half of PLP has been engaged, and the program can be examined for increased benefit.
- b. **Establish Regional or PLP-wide Community of Interest Groups.** PLP, along with the four regions of PLP, can assist in establishing self-directed communities of interest where members have dedicated space to share their knowledge and ideas. Communities will be formed on topics chosen by the PLP membership.
- c. **Encourage and Support Collaborative Working Groups.** Through communication and input from member libraries, PLP can encourage the formation of working groups tasked with exploring or addressing specific region-wide challenges or opportunities. Library director liaisons will provide guidance to working groups and relay information to the Administrative Council and Executive Committee.
- d. **Support Shared eResources.** PLP can support shared eCollections among libraries, including equitable use of CLSA funds in shared subscriptions among smaller libraries.
- e. **Survey Members.** PLP will continue to respond to member suggestions regarding programs and services, and will survey members on a regular basis to ensure programs and services reflect the interests and needs of the PLP community.