



Delhi Public Library

www.delhi.lib.ia.us

Delhi Public Library Strategic Plan

2019-2024

“A library outranks any other one thing a community can do to benefit its people. It is a never-failing spring in the desert.”

Andrew Carnegie



“I love the different programs the library brings into our community! They offer a lot of diversity to meet the different interests of the people in our town.”

A resident of Delhi 2018



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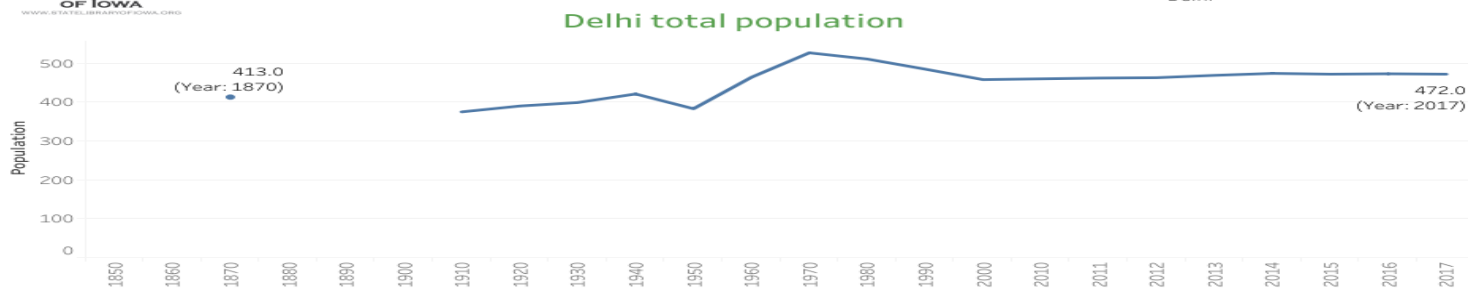
The City of Delhi, Iowa



Demographic Characteristics: Delhi, Iowa

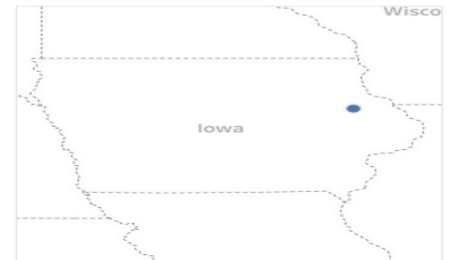
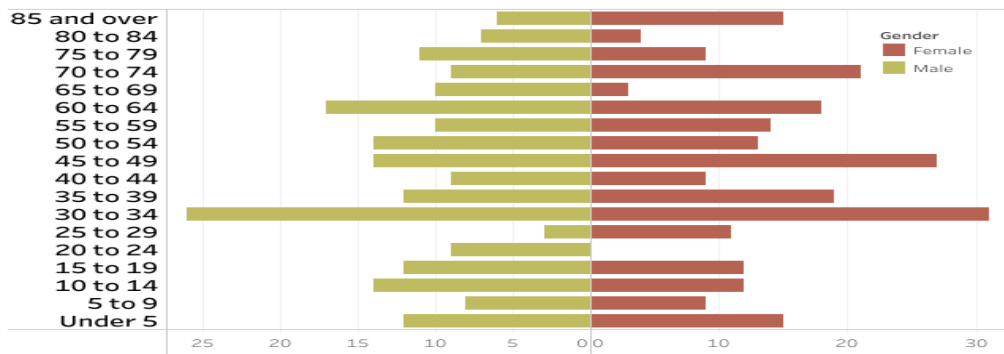
2012-2016 American Community Survey 5-year period estimates (unless noted)

City
Delhi



1850-2010 Decennial Censuses & 2016 Annual Population Estimates

Population by age and gender



Median age by race and Hispanic or Latino origin

White alone

White alone

45.2

41.8

45.0

Race and Hispanic Origin

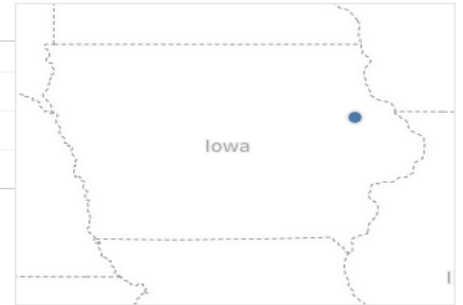
	Estimate	Percent
Total	445.0	
White	443.0	99.6%
Black or African American	0.0	0.0%
American Indian and Alaska Native	0.0	0.0%
Asian	0.0	0.0%
Native Hawaiian and Other Pacific Islander	0.0	0.0%
Some other race	2.0	0.4%
Two or more races	0.0	0.0%
Hispanic or Latino (of any race)	2.0	0.4%
White alone, not Hispanic or Latino	443.0	99.6%

Created by the State Data Center of Iowa
 Contact information: State Library of Iowa, State Data Center Program, <http://www.iowadatacenter.org>, 800-248-4483, census@iowa.gov

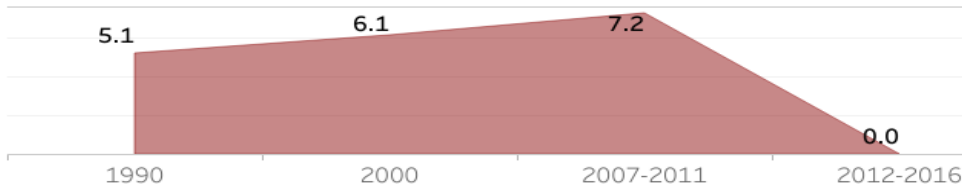
Economic Characteristics: Delhi, Iowa

Source: 2000 Census & 2012-2016 American Community Survey 5-year period estimates (unless noted)

City
Delhi



Unemployment rate



Additional Sources: 1990 Decennial Census & 2006-2010 American Community Survey

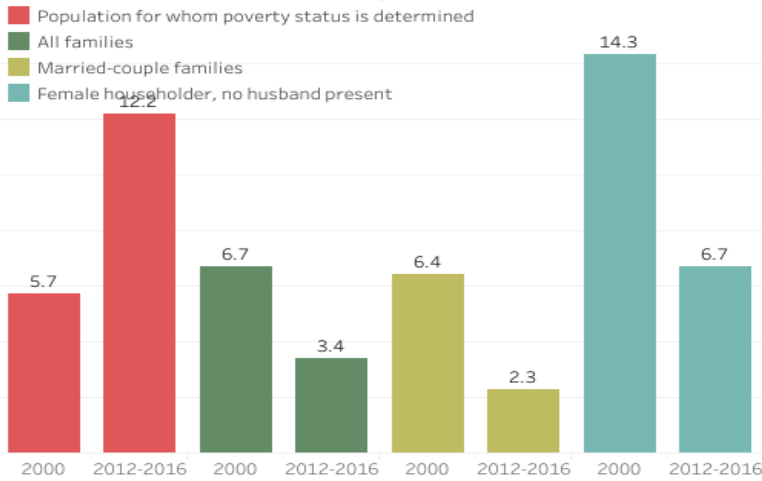
Means of transportation to work

	2000	2012-2016
Car, truck, or van - Drove alone	72.5%	80.2%
Car, truck, or van - Carpooled	10.1%	9.9%
Public transportation (excluding taxicab)	0.0%	0.0%
Taxicab, motorcycle, or other means	0.0%	0.8%
Bicycle	0.0%	0.0%
Walked	13.4%	5.9%
Worked at home	4.0%	3.2%

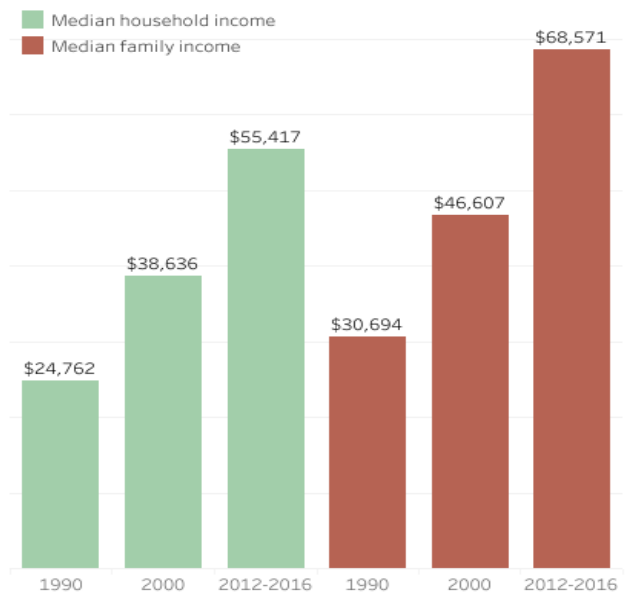
Mean travel time to work



Poverty rates



Median Income



Occupation

	2000	2012-2016
Management, business, science, and arts occupations	28.3%	21.6%
Sales and office occupations	25.1%	20.4%
Service occupations	7.3%	14.9%
Natural resources, construction, and maintenance occupations	10.5%	8.6%
Production, transportation, and material moving occupations	28.7%	34.5%



Social Characteristics: Delhi, Iowa

2012-2016 American Community Survey 5-year period estimates (unless noted)

Educational Attainment (Population 25 years of age and over)

City
Delhi



	Estimate	Percent
Total	342.0	100.0%
Less than 9th grade	3.0	0.9%
High school graduate (includes equivalency)	160.0	46.8%
Associate's degree	27.0	7.9%
Bachelor's degree	58.0	17.0%
Graduate degree or higher	19.0	5.6%
9th to 12th grade, no diploma	19.0	5.6%
Some college, no degree	56.0	16.4%

Average family size Average household size



2.6

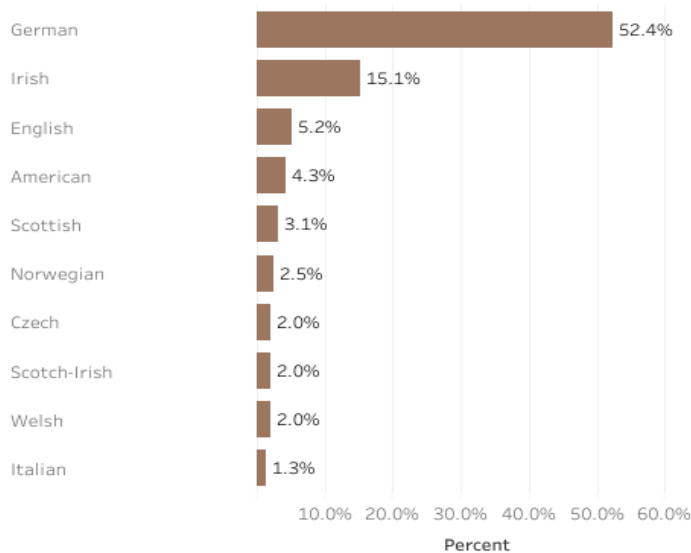


2.1

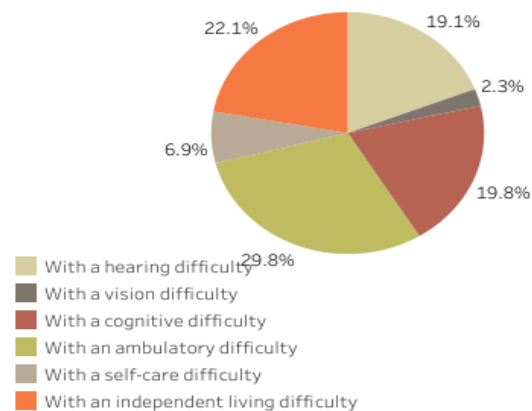
Period of Service for Veterans

	Estimate	Percent
Civilian population 18 years & over	365.0	
Total Veteran population	32.0	
Gulf War (9/2001 or later)	7.0	21.9%
Gulf War (8/1990 to 8/2001)	14.0	43.8%
Vietnam era	6.0	18.8%
Korean War	8.0	25.0%
World War II	3.0	9.4%

Ancestry



Disability status by type of disability



Created by the State Data Center of Iowa
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Executive Summary

In an effort to better serve the community of Delhi, Iowa, the Delhi Public Library has been working to develop a comprehensive, strategic plan to guide the organization for the next several years. A committee of staff and Board of Directors met in November, 2018, to begin the process of renewing the Library's strategic plan.

The purpose of this strategic plan is to identify and address the needs of the community and see what the library can offer to enrich the lives of the individuals who reside here and/or use the library.

Our methods of gathering information were done through surveys, community needs analysis, focus groups, and input from the Library Board Trustees and City Council.

The survey was published and available from July through September. During this time frame, citizens offered their valuable feedback and comments to the library which helped to define the scope and basis of this strategic plan.

The Delhi Public Library 2019-2024 strategic plan was developed with these 9 priority goals in mind:

1. Promote and increase visibility to library programs and services by working with community partners to enrich the community.
2. Maintain a diverse collection of electronic and physical formats that reflects community demand.
3. Develop a system-wide plan for promotion of library programs and resources.
4. Develop an emergency preparedness plan.
5. Create an Adult Programming Plan and expand program offerings for adults.
6. Create a Teen Programming Plan and expand program offerings for teens.
7. Develop and implement a comprehensive technology plan.
8. Invest in staff professional development.
9. Respond to community request for increased access to the library.



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Vision

Our vision articulates what success will look like in the future.

A versatile community center, open to all that evolves with changing technology and social trends to empower life-long growth, learning, and education.



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The library is such an inviting place to be. The displays and the children's mural give it such a community-friendly feel"

Facebook Friend 2018



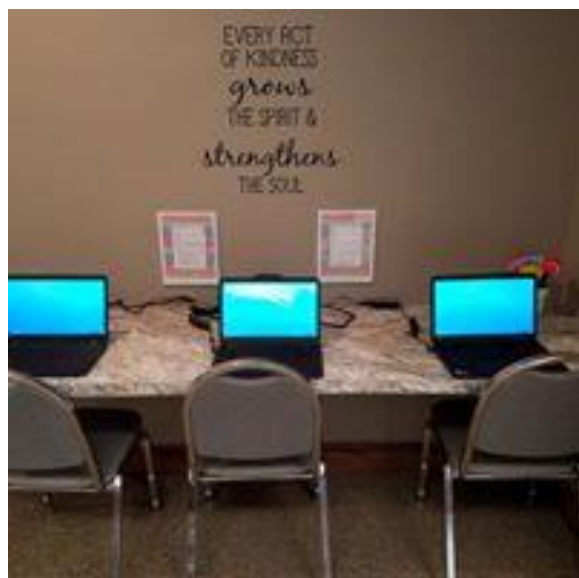
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Mission

Our mission statement reflects the commitment we are making to Delhi City.

The mission of the Delhi Public Library is to serve the community and surrounding area by providing access to up-to-date materials and technology to meet our patrons' educational, personal and recreational needs. We strive to support lifelong learning, to encourage a desire to read and enrich the quality of life in the community.



"I love the wide range of new releases, the wonderful improvements, and new adult class offerings."

Quote from survey, 2018



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Values

To realize our vision and fulfill our mission the following ideals direct us in our service to Delhi City and interactions with one another.

1. **Quality of Service**

Respectful, polite, and consistently relevant, effective, efficient, and professional.

2. **Communication**

Clear, concise, collaborative, and ongoing.

3. **Comfortable, Welcoming Environment**

A place for relaxation and entertainment that is welcoming to all.

4. **Adaptability**

Agile and responsive while making resources and services available to all

5. **Trust**

Dependable, reliable, and always there to help you find what you are looking for.

6. **Empathy**

Understanding, recognition, and honoring of a diversity of experience and perspective

“The Delhi Library has become a library where community has become more of a focus.
Books and beyond!”
Quote from survey, 2018



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Goals and Objectives

1. Promote and increase visibility to library programs and services by engaging the community and enriching the lives of its members.

Objective #1: Broaden the library's community impact by partnering with the Betterment committee, Public schools, Delhi Women's Club, and local agencies and individuals.

Objective #2: Create a survey for community members (agencies and individuals) to help with service and program development.

Objective #3: Find new places to distribute library promotional materials.

Objective #4: Host community events, organizations and businesses within the library facilities.

Objective #5: Collaborate with schools for co-operative programming

Objective #6: Have Library card drives with schools, fairs, festivals, etc.

2. Maintain a diverse collection of electronic and physical formats that reflects community demand.

Objective #1: Continue to assess digital collections by utilizing circulation statistics to balance materials budget requests with community demand and library trends.

Objective #2: Promote and use the Bridges resources when possible to build a more inclusive and diverse collection that includes e-books, audio books and magazines.

Objective #3: Explore new digital resources as they become available and evaluate content, cost, and user experience when considering additions.

Objective #4: Develop a plan to communicate the availability of electronically formatted collections.

Objective #5: Add more educational DVD's

3. Develop a system-wide plan for promotion of library programs and resources.

Objective #1: Review options and opportunities for utilizing local media such as the Delaware County Leader, KMCH radio, announcements through school and city-wide newsletters.

Objective #2: Review options and opportunities for utilizing social media through the libraries website and Facebook page. Increase the number of posts on Facebook and keep library website up to date and refresh lists and links monthly.

Objective #3: Share library programs and resources with the surrounding contracted communities by contacting city officials and through posters, flyers, mailers, etc.

4. Develop an emergency preparedness plan.

Objective #1: Work with city staff to determine areas of safety during inclement weather and post safety plan in visible location

Objective #2: Research and develop fire evacuation plan and post plan in visible location

Objective #3: Research and develop plans for potential community threats, i.e. school lock- down, criminal activity, hazardous materials spills, etc.

5. Create an Adult Programming Plan and expand program offerings for adults.

Objective #1: Survey adult patrons in community to determine specific programs they would like to see and evaluate programming ideas mentioned in the Community Survey as well.

Objective #2: Foster new relationships as well as maintain current partnerships with local agencies that have speakers who could expertly address desired program topics, building an informal network of local speakers. (Iowa State University Extension Office)

Objective #3: Offer resume writing workshops and job searching classes and increase staff training so any staff at any time can assist a patron in need.

6. Create a Teen Programming Plan and expand program offerings for teens.

Objective #1: Form focus group of tweens and teens to determine interest and suggestions for programming

Objective #2: Create a dedicated teen area

Objective #3: Partner with community resources to provide programs of interest.

7. Develop and implement a comprehensive technology plan.

Objective #1: Evaluate current website to determine potential changes.

Research-survey users and staff to consider helpful changes, and use “webstats” to find most popular pages of the current website.

Objective #2: Upgrade website to new PLOW theme/template and implement helpful changes based on research. (August, 2018-ongoing).

Objective #3: Implement an equipment replacement policy to ensure that the library periodically evaluates and updates its computer equipment capabilities including hardware and software.

Objective #4: Create a plan to inform patrons of website resources

* Set the homepage on the chrome books to the library Website

Objective #5: Conduct annual survey to gather feedback from the community that includes importance of library technology

8. Invest in staff professional development.

Objective #1: Report to Board of Trustees of needs and opportunities for professional development at board meetings

Objective #2: Report monthly at Library Board Meetings continuing education Hours of board members

Objective #3: Schedule regular staff meetings to inform, plan, and create events at the library.

9. Respond to community request for increased access to the library.

Objective #1: Work with city to increase funding for additional staff hours/wages

Objective #2: Periodic survey of public needs shows an interest in increased morning hours of operation.