

MARLBORO FREE LIBRARY
PLAN OF SERVICE
2019-2024

Updates Approved by the Marlboro Free Library Board of Trustees on July 10, 2023

**Marlboro Free Library
Board of Trustees
2023-2024**

Denise Garofalo, President

Kelli Kavanaugh, Vice President

Cheryl Werba, Secretary

Anita-Jean McMonigle

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MISSION STATEMENT

The Marlboro Free Library will serve all the people of the Town of Marlborough, and the Marlboro Central School District, which includes Milton, Marlboro, Middlehope, and part of the Town of Plattekill, as a community center for lifelong learning and access to information.

METHODOLOGY

This document is the result of work accomplished by the Marlboro Free Library Planning Committee, established by the Marlboro Free Library Board of Trustees with representatives from the Board, Library and Community. The committee used numerous techniques to develop this plan, and used existing library reports to determine current emphasis and direction. Written public surveys were conducted as well as informal surveys during outreach events. This, along with feedback and interviews with library staff, community members, Board members, educators, and Friends of the Library volunteers proved to be the most useful. The results coupled with committee discussions, provide the substance of this report.

INTRODUCTION

The long-range plan for the Marlboro Free Library (MFL) is an effort to define the goals of the Library and to develop strategies that will support these goals, which come from the all-encompassing mission statement. The roles of the Marlboro Free Library are varied, with an emphasis on service to the community. The Library serves all ages, with special programs for preschoolers, children, young adults, adults and senior citizens. It is an independent lifelong learning and community information center, featuring current materials in a variety of formats. Finally, the Library is a community center for cultural, historical, recreational and educational activities. This plan lists each of the aforementioned roles separately, accompanied by its related goals and supporting strategies.

ROLE-#1 INDEPENDENT LIFELONG LEARNING FACILITATOR AND POPULAR MATERIALS GATEWAY

- GOAL- The Marlboro Free Library will serve to:
1. Provide Library users with information and services needed for daily living and decision-making, and personal growth, enrichment, and development.
 2. Function as a physical and virtual information center for individuals of all ages who are pursuing self-determined study.
 3. Provide current, high-demand, high interest materials in a variety of formats for users of all ages.

STRATEGIES & ACTIONS-

Update materials in accordance with current library practice.

Purchase print and electronic materials regularly.

Regularly assess and be responsive to the changing needs of the community when determining the selection of materials by seeking feedback from users.

Continue to expand and enrich the collection of electronic information through the evaluation of available online resources and databases.

Provide access to the latest technologies for staff and users, while offering the opportunity for technological instruction at no cost to the user.

Maintain a local history archive inclusive for the Town of Marlborough and selective for the Hudson Valley Region.

Publicize via the Library's newsletter *THE INSIDE STORY*, the Library's website, social media platforms, and local newspapers, the availability of resources for the independent learner.

Develop topical, informational displays that acquaint Library users with available resources.

Schedule throughout the year Library programs on high-interest learning topics and educational and occupational counseling.

Provide and regularly update a user-friendly website designed to maximize user use and awareness of online resources.

Provide staff with tools and continuing educational opportunities to ensure a broad range of knowledge of Library services and resources.

Conduct periodic surveys to canvas community response to and requests for Library services, materials and programs.

Regularly weed and inspect collection to ensure users have access to the most up-to-date and relevant information on a wide range of viewpoints.

ROLE-#2 COMMUNITY INFORMATION & ACTIVITY CENTER

- GOAL-
1. The Marlboro Free Library will provide community spaces that are conducive to learning, that are inviting, comfortable, clean and safe.
 2. The Library will also serve as a center for community programming emphasizing cultural, historical and educational activities.

STRATEGIES & ACTIONS-

Maintain the integrity of the physical building.

Provide space for the community to assemble to participate in public discourse regarding vital issues.

Identify needs of the community and respond with a schedule of social, cultural and recreational programs, accessible to all.

Collaborate with community groups to provide information on support services.

Conduct outreach at community group and educational meetings.

Work with a certified architect and library planner to design an expanded library facility that would meet the needs of the Marlborough community for the 21st century, utilizing adjacent Library-owned properties to provide:

- * Space devoted to children's programs.
- * Space designated exclusively for community meetings.
- * Space that is accessible and safe.
- * Flexible space that provides for varied learning experiences, including a multi-media instructional area.
- * Space for the Friends of the Marlboro Library to establish a sales outlet for books and fundraising projects.
- * Additional staff workspace
- * Increased storage

ROLE-#3 PRE-SCHOOLER, CHILD AND YOUNG ADULT DOOR TO LEARNING

GOAL- The Marlboro Free Library will assist students of all ages in meeting educational objectives required as part of a formal course of study and will simultaneously encourage children of all ages to develop an interest in reading and learning, through programs for young people and for parents and children together.

STRATEGIES & ACTIONS-

Publicize the availability of study support materials.

Grow communication between school and Library personnel regarding schoolwork requirements and potential partnerships.

Meet annually with Marlboro Central School District library media specialists to collaborate on after-school, summer reading and Book Club programs to enhance the educational curriculum, school readiness, and to minimize the backslide of student skills during summer break.

Provide early literacy focused programs for infants, toddlers, and preschoolers. Provide STEAM-based hands-on learning, book discussion groups, and after school recreational and social activities for older children that support both print literacy and digital literacy initiatives.

Continue to plan opportunities for outreach by scheduling visits to community nursery schools. Arrange school visits to varied grade levels for book talks by the Library's Youth Services Librarian, and provide in-house visitation opportunities for local classes and civic groups.

Publicize early literacy programs, such as the 1000 Book Club, and the availability of board books and manipulative toys appropriate for babies and toddlers. Disseminate literature to caregivers espousing the importance of early literacy practices.

Offer inclusive programs for learners of all abilities.

EVALUATION AND CONTROL

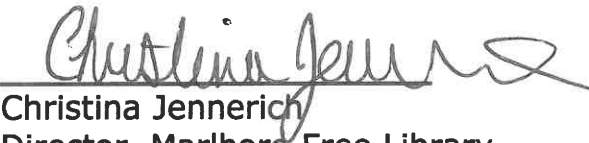
Approved by the Board of Trustees of the Marlboro Free Library at a regularly scheduled meeting, this Plan of Service developed for a five-year period will be:

Subjected each year to review by the Library Director to determine if the goals are being met, strategies are being implemented or revised recommendations need to be forwarded to the Planning Committee and the Board of Trustees.

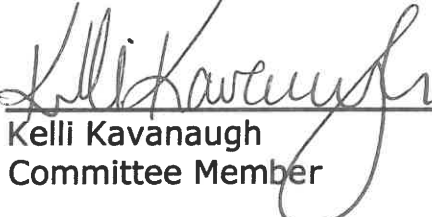
Annually reviewed by the Planning Committee chair appointed each July by the President of the Board of Trustees.

Annually readopted or amended by the Board of Trustees at its Annual Reorganization Meeting in July.


Denise Garofalo
President, Board of Trustees


Christina Jennerich
Director, Marlboro Free Library


Lindsay Jankovitz
Asst. Director, Marlboro Free Library


Kelli Kavanaugh
Committee Member

MFL DIVERSITY STATEMENT

Vision: The Marlboro Free Library is an inclusive, welcoming community resource that strives to meet the diverse needs of all Marlboro School District residents.

Libraries are committed to following the values of our profession as set forth by American Library Association (ALA). These values include equity, diversity and inclusion, social responsibility, and lifelong learning. The staff and Board of Trustees of the Marlboro Free Library join with ALA and the New York Library Association in declaring that we stand against racism and systemic injustice in all forms. We believe every life is valuable and that all people should be treated with respect and dignity. We reject policies and practices that promote discrimination and work to provide a library collection that reflects a broad spectrum of the human experience. We strive to promote social justice within our community by providing a safe and welcoming environment for people to explore ideas that differ from their own and gain new knowledge and skills.

Definitions

The Library recognizes the following definitions to describe inclusion, diversity, equity, and accessibility in this statement:

Inclusion is the intentional creation of spaces and services with diversity in mind, to enable all individuals to succeed and thrive.

Diversity is the differences inherent in individuals. This includes, but is not limited to, ability (cognitive and physical), age, cultural background and values, ethnicity, gender, language, nation of origin, race, religion, sexual orientation, socioeconomic status, and the intersectionalities therein.

Equity is social justice, and the fair treatment of individuals, based on their individual and diverse needs, viewed through the lens of historical power structures and social norms.

Accessibility is building equitable access to our collections, services, and spaces for all library users, and accommodations where accessibility isn't possible.

Importance

Inclusion, diversity, equity, and accessibility are values we hold deeply at the Library. Yet we acknowledge that simply believing in these values is not enough to create change. It is only through our collective action toward a shared vision for a better future that substantive change will be realized.

We understand there are barriers to success for Black, Indigenous, and people of color (BIPOC) and marginalized groups. Additionally, libraries in general, as well as the Marlboro Free Library, have had a role in the creation and perpetuation of these barriers.

To create the change we want to see, we need an ongoing process for direct action and critical reflection on our own shortcomings.

Aspirations

Create a powerful learning community, a welcoming space where all patrons can access the information necessary to achieve their personal and professional goals.

Actively reject acts of intolerance and hate. Preserve the rights and safety of those who visit and work in the Library, and use the Library's resources and services.

Identify and combat the ways systems of oppression manifest throughout libraries, librarianship, and the systems therein.

Commitments

We commit to the intentional creation of spaces and services, both in-person and online, with inclusion, diversity, equity, and accessibility in mind.

We will continue to make technology accessible to help bridge the digital divide.

We will continue to train staff at all levels in the organization on topics of Equity, Diversity, and Inclusion.

We commit to fostering a more diverse workforce by re-examining and changing our recruitment, hiring, training, and staff development practices.

We will continue to regularly evaluate Library programs and collections to ensure we are meeting our patrons' needs, and commit to develop additional programming to raise awareness and educate the community on Black history in the United States, racial equity, and anti-racism.

We commit to being transparent about, supporting, and making visible, the inclusion, diversity, equity, and accessibility work that happens within the Library.

We commit to listening to, and taking guidance from BIPOC and marginalized groups in our broader communities (our Library, all libraries, Marlborough, Ulster County, and the state of New York) to create a space for learning that is safe physically, emotionally, and intellectually.

Based on statements from libraries in Alabama, Illinois, Maryland, Massachusetts, Minnesota, New York, and Texas

Added to Plan of Service February 2022

Marlboro Free Library Land Acknowledgement Statement

As part of our commitment to addressing the ongoing legacies of dispossession and settler colonialism, as well as our relationships with the town, the land, and the environment, the Marlboro Free Library has written the following land acknowledgment *statement*:

The Marlboro Free Library acknowledges the Native Nations that have inhabited this land for centuries.

The Library acknowledges the sovereignty of these nations and seeks to foster an environment of success and possibility for Native American students and patrons.

Based on land acknowledgements from Arizona, Illinois, and New York

Added to Plan of Service, February 2022

