



39 Bowdoin St. | Winthrop, ME 04344 | 207-377-8673 | www.baileylibrary.org

STRATEGIC PLAN 2024-2029

The Bailey Library affirms the American Library Association's Library Bill of Rights, Freedom to Read Statement, and the American Film and Video Association's Freedom to View Statement. The Bailey Library believes that all libraries are forums for information and ideas, and that the following basic policies should guide service.

I. MISSION OF THE C.M. BAILEY PUBLIC LIBRARY

The Charles M. Bailey Public Library is a lifelong learning center serving Winthrop and surrounding communities and offering diverse resources for people of all ages. The library collection is uncensored and made available in accordance with the principles of intellectual freedom.

II. VISION OF THE C.M. BAILEY PUBLIC LIBRARY

The Charles M. Bailey Public Library strives to add value in the lives of Winthrop area residents by providing collections, programs, and leadership that helps to develop the skills needed to succeed in all stages of life, and by creating occasions for the exchange of ideas, cultural experiences, and discovery.

III. SERVICE STATEMENT

The library will endeavor to:

1. Provide services during the hours that best meet the needs of the community and select and purchase books and materials to meet those needs
2. Provide guidance and assistance to members
3. Initiate programs, exhibits, book lists, etc., to stimulate the use of library materials among people of all ages;
4. Cooperate with schools, other institutional libraries and other community agencies and organizations to determine and meet the needs of the community
5. Secure information beyond its own resources by using inter-library loan and other resource sharing methods provided through the library system
6. Lend to other libraries upon request through the contracted van delivery service, giving consideration to the priority of Bailey members
7. Provide materials in any format to meet its objectives
8. Systematically weed from the collection according to accepted professional practices



STRATEGIC PRIORITIES

The following strategic priorities outline the Bailey Library's main areas of focus over the next five years. They provide a framework for enhancing existing services and developing new initiatives. We expect our work for and with the community to make a meaningful difference in these three areas over the next five years and beyond.

- **A Creative Community**

Help build a more creative and culturally engaged community, one in which people of all ages have opportunities to experience the arts, explore diverse forms of expression, and participate in the cultural life of their community.

- **An Innovative Community**

Help build a community that values lifelong learning, curiosity, and innovation, where people have access to the resources, technologies, and opportunities necessary to develop skills, exchange knowledge, and explore new ideas.

- **An Inclusive Community**

Help build a more connected and inclusive community, one in which people experience a strong sense of belonging, encounter diverse perspectives, and have opportunities to participate meaningfully in civic and community life.

Over the next five years, we will support these priorities by developing and enhancing our lending **collections, community partnerships, artwork and exhibitions, arts and cultural programs, makerspace services, events, and learning experiences.**

The library will seek to expand opportunities for visual and performing arts, recognizing their essential role in cultural understanding, intellectual freedom, and community engagement. This may include establishing rotating exhibitions featuring local and regional artists, commissioning permanent artwork in the adult and children's wings, and developing programs centered on visual arts, theater, or other forms of artistic expression. Art can inspire, inform, challenge, and enrich daily life. The library will strive to encourage artistic literacy, represent diverse perspectives, and provide opportunities for people of all ages to experience, appreciate, and create art.

The library will also explore opportunities to expand makerspace services as a means of fostering creativity, innovation, and hands-on learning. By providing shared access to tools, materials, and emerging technologies that may otherwise be inaccessible or unaffordable, the library can encourage experimentation, practical skill development, and collaborative learning. These opportunities will allow residents of all ages to create, explore new interests, solve problems, and exchange knowledge across generations, strengthening the library's role as a center for lifelong learning and community engagement.

The design and services of our public library should reflect the interests and needs of people of all ages and backgrounds. In addition to traditional lending, advisory, information, and digital services, we will explore improvements to accessibility, at-home delivery, self-checkout services, and digital infrastructure. The 2015 expansion of our historic building supports our values and strategic priorities, and the use of this space for learning, creativity, cultural experiences, and community activities should be continually evaluated.



Administration and operations must also remain central to our strategic planning, including policy development, financial management, facility maintenance, safety, technology, and public communication. These responsibilities will be shaped by our commitment to the priorities outlined above.

Our efforts to strengthen the community must also be reflected in how we invest in and support library staff through competitive compensation, benefits, and opportunities for professional development. We will strive to foster a workplace culture characterized by curiosity, collaboration, creativity, and compassion.

How do we accomplish this?

1. Listening to the people in our community and using their feedback to guide the development of collections, services, and programming.
2. Enhancing library spaces through permanent artwork and rotating exhibitions that celebrate artistic expression, local culture, and diverse perspectives.
3. Expanding arts and cultural programming for all ages, including opportunities for children and young people to explore visual arts, creativity, and artistic expression.
4. Investing in makerspace equipment, creative technologies, and hands-on learning opportunities that encourage experimentation, innovation, and the development of practical skills.
5. Strengthening partnerships with schools, local artists, cultural organizations, and other community groups to broaden educational and cultural opportunities.
6. Supporting staff participation in professional conferences, continuing education, and training to encourage new ideas, strengthen skills, and introduce innovative approaches to library services.
7. Encouraging civic participation, public dialogue, and the free exchange of ideas through library programs and community engagement.
8. Promoting intellectual freedom, accessibility, and inclusion by exploring ways to better serve people of diverse backgrounds, abilities, incomes, experiences, and viewpoints.

