



# STRATEGIC PLAN FY2023-2025



FREDERICK  
COUNTY  
**PUBLIC  
LIBRARIES**

# Introduction

Frederick County Public Libraries (FCPL) updates its strategic plan every three years to ensure that our priorities reflect the current needs of our community. This plan is guided by the organizational mission, vision, and core values, as well as direct community input and research into a variety of reports, including county government plans and non-profit community assessments. The strategic plan is organized by priorities, goals, and directions.

**Priorities** are overarching terms meant to be flexible so they can adapt to unexpected changes.

**Goals** elaborate on the Priorities to give context to what we wish to achieve.

**Directions** provide insight into how FCPL will focus efforts to meet the Priorities and Goals.

## Our Mission

By facilitating the public's freedom to explore, to invent, and to transform, FCPL connects people to ideas and to each other, helping to foster individual and community growth.





## **Our Vision**

An informed, empowered,  
and vibrant community.

## **Our Core Values**

We are kind.

We listen and connect.

We create.



# Our Strategy

# FREDERICK COUNTY PUBLIC LIBRARIES STRATEGIC PLAN FY23-25



## EXPAND ACCESS

We will build on our work to simplify access by creating more expansive opportunities for the community to find and use our resources.



## BUILD BRIDGES

We will cultivate enduring relationships to empower a vibrant and strong community.



## SPARK EXCITEMENT

We will surprise and delight our community.

# Plan In Action

The strategic priorities, goals, and directions outlined in this plan help bring our mission, vision, and core values to life. They are the focus areas that will drive our decisions and actions in the coming three years.

Then, to complement the strategy, each year, our branches and departments will create individual work plans. And, at the staff level, individuals will write performance goals—all of which are rooted in the priorities. These combined elements ensure we're achieving our goals and making the greatest impact possible in our communities.

**Mission, Vision, Core Values**

Long term

**Strategic Priorities**

Every three years

**Work Plans and Performance Goals**

Annually

# Acknowledgements

**Special thanks to the individuals who contributed to this strategic plan:**

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And above all, thanks to our customers. We are grateful for your support and feedback.





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