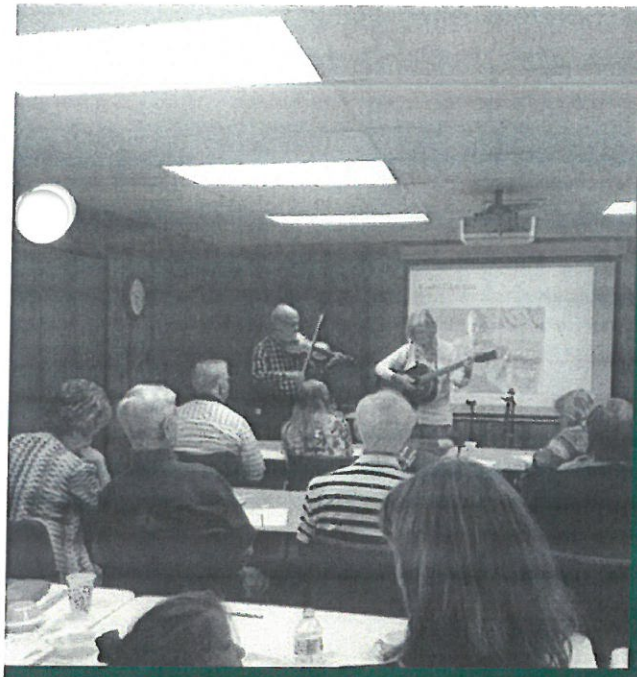

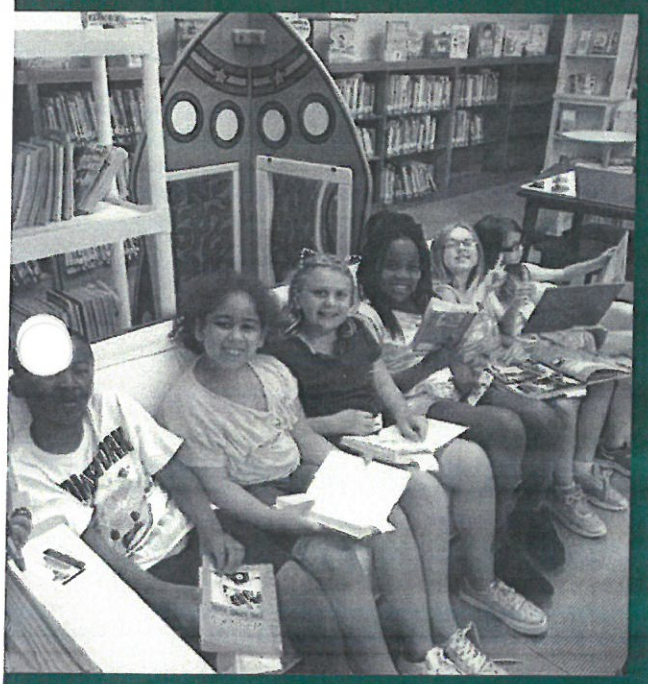

Leeds Jane Culbreth Library

Strategic Plan

OCTOBER 1, 2019

THROUGH

SEPTEMBER 30, 2024

Leeds Jane Culbreth Library

8104 Parkway Drive
Leeds, Alabama 35094

Leeds, Alabama: City of Valor

Leeds is a tri-county municipality located in Jefferson, St. Clair, and Shelby counties in the State of Alabama and is an eastern suburb of Birmingham. As of the 2010 Census, the Leeds city population estimate base is 11,773 citizens. Approximately 43% of local citizens have an active library card account and these cardholders check out over 5,000 physical items on a monthly basis at Leeds Jane Culbreth Library.

According to the United States Census Bureau, 88.3% of persons aged 25 years and older obtained a high school diploma or higher; however, less than 28% of those citizens have obtained a Bachelor's degree or higher. Approximately 37% of the Leeds population, age 16 years and older, are not an employed member of the labor force. Many of our library visitors utilize the public computers for job searching and updating resumes due to 14.3% of households are without a computer and 25.9% of households are without broadband internet.

The per capita income is approximately $29,236 and the median household income is $62,773. Also, over 12% of the local citizens are under the poverty level. According to American Fact Finder of United States Census Bureau, our local children and their families comprise approximately 39.2% of the population in Leeds, Alabama. Over 48% of Leeds City Schools students enrolled in the Leeds City School system participate in the Free/Reduced lunch program, according to the most recent statistics from Alabama State Department of Education.

History of Leeds Public Library

The Leeds Public Library began about 1923 in two rooms above what was then Whitehead's Grocery on Ninth Street. In the early 1930s the library moved to Leeds High School with Winnie Carlisle as Librarian. The library moved to a room in City Hall in 1966. Louise Lahan became Librarian when "Miss Winnie" retired in October 1967, after 37 years of service. The first legally constituted Board of Trustees was appointed in September 1967. Jane Culbreth, a champion of city improvement, was on the Board of Trustees for the Library Development Committee formed in September 1967. Her dream was for a larger library for the city. The existing library bears her name as a tribute for her library work and her many other civic accomplishments. As public interest and financial support grew, the city leased the building at the present location on Parkway Drive from Ray Little in 1981. The Library opened at its current location in April 1981. Martha Rogers became Director in October 1971 and held that position until retirement in 1992. Donna Cole was hired as Director in July 1992 and remained Director until her untimely death on August 27, 1997. Doris Jarvis was appointed acting Director at that time. She was then hired as Director in February 1998 where she remained until her retirement on June 1, 2008. Mondretta Williams was hired as Director June 1, 2008 until her retirement on February 1, 2017. Melanie A. Carden was hired January 3, 2017 and is the current Director.

Current Library Collection & Services

The Leeds Jane Culbreth Library has a physical collection size over 34,000 items and has access to an electronic collection of over 59,000 that is managed by Jefferson County Library Cooperative and its members. The library offers materials in a variety of formats, including print, DVD, Blu-Ray, audio CDs, Playaway tablets, eBooks, downloadable audio, and streaming video services. In addition to its collection, the library offers free access to wireless internet and broadband internet from public desktop computers and laptops.

Leeds Jane Culbreth Library Mission Statement

To provide the community with materials and programs to meet its ever-changing needs for lifelong learning, cultural enrichment, information, and entertainment.

Leeds Jane Culbreth Library Core Values

To support the library services provided by Jefferson County Library Cooperative, Alabama Public Library Service, and the Public Library Association of American Library Association that would best fit the needs of our community in Leeds, Alabama. The services that will be supported by Leeds Jane Culbreth Library include, but are not limited to, the following:

Jefferson County Library Cooperative

- Expand collaborative collection development and resource sharing
- Foster a culture of collaboration and community which engages all stakeholders
- Provide professional development, training and networking opportunities to meet the needs of the cooperative

Alabama Public Library Service

- Strengthen the capacity, staff expertise, and board effectiveness of Alabama public libraries through training, continuing education, and other learning and networking opportunities for library staff and trustees in order to advance the delivery of library and information services
- Support library programs, services, collections and partnerships that promote learning and literacy; serve children, youth, adults and families, including underserved populations; and enhance education, civic engagement, cultural opportunities and economic vitality of Alabama and its residents.
- Provide information access to all populations through the provision of statewide access to electronic resources and cooperative services, enabling technology, and increased public awareness and use of libraries for information access, knowledge, ideas and cultural heritage.

Public Library Association of American Library Association

- To strengthen public libraries and their contribution to communities
- An intersection of vibrant communities and strong democracy
- Leader of practicing inclusion at all levels, starting with the people who work there
- Continually tailoring its offering to meet the needs of their community members
- Generative and generous environment for individual learning, enrichment, and economic opportunity

Leeds Jane Culbreth Library Service Priorities
October 1, 2019 - September 30, 2024

Goal 1: *The Leeds Jane Culbreth Library's collection will be responsive to the interests and needs of library visitors.*

- Complete comprehensive collection studies to identify gaps in collection
- Cultivate core collections for all print materials
- Develop collection standards and weed all collections accordingly.
- Identify popular trends in print materials and purchase accordingly.
- Organize all collections in ways that promote exploration and discovery of materials.
- Train staff on reader's advisory techniques
- Staff will be able to facilitate digital downloads for eBooks and audiobooks.
- Provide current reading lists to promote bestselling titles and classic literature.
- Provide several adult book clubs throughout the year.

Goal 2: *The Leeds Jane Culbreth Library will adapt services as new technology becomes available.*

- Identify emerging trends in technology that further the library's mission.
- See grants or other funding for trials of new technology.
- Evaluate effectiveness of existing technology and identify areas for improvement.

Goal 3: *The Leeds Jane Culbreth Library will be enrich lives by providing a means of social and cultural interaction.*

- Foster community partnerships for library programs and services.
- Host a diverse range of programs for all ages that encourage a deeper understanding and appreciation of our city, state, country, and world.
- Participate in large community events with the Leeds Chamber of Commerce, Leeds Redevelopment Authority, and Leeds City School System.
- Prepare for the 100th anniversary of the Leeds Jane Culbreth Library in 2023.
- Gather historical documents and items that will be used for the 150th anniversary of Leeds' founding, which will be celebrated in 2027.

Goal 4: *The Leeds Jane Culbreth Library building will be a safe, welcoming physical place to interact with others.*

- Provide a library building that is clean, well-maintained, and structurally sound.
- Constantly check to make sure that library materials are clean, attractive and shelved correctly.
- Assess furniture arrangements so they are inviting to groups and individuals.
- Promote the availability of the meeting room for non-profit events or programs.

Goal 5: *The Leeds Jane Culbreth Library will improve marketing, outreach, and communications with patrons, media, and stakeholders.*

- Provide timely information on library web site, social media accounts, and email newsletter.
- Issue press releases to local media as needed.
- Issue monthly Director's Report to the Board of Trustees, Friends of the Library, Library Foundation, City Officials, and other stakeholders.
- Increase coordination efforts between the Board of Trustees, Friends of the Library, and Library Foundation.