1. EBCL administration expresses “desperate need” for a Strategic Plan
2. Dialogue defines scope of project:
   • Create staff buy-in
   • Synthesize existing data (old plans, survey results, etc.)
   • Gather new data
   • Research industry standards to create modern Strategic Plan template
   • Deliver complete working outline of a plan with clear guidelines for next steps

**Description**

**Methodology**

Used Sandra Nelson’s *Strategic Planning for Results* (PLA, 2013) to guide research

**Outcomes**

An up-to-date Strategic Plan helps the Library District prioritize decision making to align its service responses with community needs and goals

Starting the Strategic Planning process in a gradual, unobtrusive way makes it seem less intimidating to the library administration and staff

**Next Steps**

EBCL will have a working Strategic Plan template and a set of guidelines and recommendations for its completion, including:

- Creation of a Strategic Plan committee to oversee the process
- Focus group research to gather more community input
- Workshops and other staff team-building exercises to ensure continuing internal support and buy-in
- How to deliver the final product to the Board of Trustees and introduce it to the community

![Sandpoint Branch](image1)

![Bookmobile](image2)

![Clark Fork Branch](image3)