



Sanibel Public Library District Strategic Plan 2026-2031

Mission:

The Sanibel Public Library District enhances the quality of life of Sanibel residents and visitors by providing opportunities and experiences that encourage discovery, inspiration, and enrichment of the mind.

Vision:

- The library is a force for human flourishing, helping people connect with each other and live richer, more fulfilling lives. The library exists to serve residents, visitors, staff, partners, and the broader community.
- The library is an important center of community life, bringing people together to learn, connect, create, and solve problems. The library is a convener, connector, collaborator, and promoter of local organizations, businesses, nonprofits, government agencies, and residents.
- The library is a place for inspiration, work, relaxation, collaboration, and lifelong growth. The library is a champion of lifelong learning and human development. Learning extends beyond literacy into all aspects of life, including personal growth, skill development, financial literacy, health, creativity, purpose, and professional development.
- The library documents, preserves, studies, and celebrates Sanibel's culture, environment, history, and future. It collects, organizes, and makes information accessible while helping residents find resources and answers.

FOCUS AREA	GOAL	STRATEGIC INITIATIVES
Collections	<i>Curate a dynamic collection, in print and virtual formats, that supports lifelong learning and local research while reflecting the interests, history, culture, environment, and evolving needs of a small, highly engaged island community.</i>	• Conduct a full collection analysis and maintain researched collection-development best practices • Refresh aging collections through ongoing collection analysis and replacement schedules • Expand collection around community priorities • Expand the Library of Things (LOT) Collection to include experiential learning resources relevant to island life
Resources	<i>Position the Library as Sanibel's trusted information hub, connecting residents and visitors to the full network of information and services available through regional and state partners.</i>	• Grow staff and patron awareness of Southwest Florida Library Network (SWFLN) and Florida State Library resources • Develop the Library website into a community resource directory and information portal that spotlights and amplifies Sanibel-specific and local-interest information • Establish a reference and discovery service that actively guides patrons to digital databases and research tools

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Staff	<i>Invest in the Library's greatest asset, its staff, by developing a highly skilled, cross-trained, community-connected team that embodies service excellence and lifelong learning.</i>	• Create a comprehensive staff training program focused on library philosophy, customer service, community resource awareness, and asset mapping • Develop and implement a staff leadership development and cross-training plan • Review workload, coverage, and time-off models • Continue to foster a culture of well-being, growth, and development
Community	<i>Strengthen the Library's role as a community convener, connector, and catalyst by building deep relationships and responding to evolving community needs. Anchor Library decisions in the voice of the community.</i>	• Conduct recurring community needs assessments and surveys • Develop a community profile to guide strategic decisions and service planning. Use data to provide responsive services that evolve and grow with the community • Programs, collections, and initiatives are directly shaped by community feedback, surveys, partnerships, and ongoing research • Deepen partnerships with aligned organizations • Expand offsite and partner-based programming throughout the island • Create annual engagement goals with local businesses, nonprofits, schools, and civic organizations • Explore a library internship program and residency opportunities
Spaces	<i>Preserve and enhance the facility so it continues to reflect what the community wants to do, learn, and create, both inside and outside its walls.</i>	• Update the Facility Master Plan • Evaluate and implement a workspace and interior-use analysis • Improve the built environment to be reflective of the things our community wants to do and learn inside and outside the library • Expand makerspace and experiential learning environments • Advance sustainability, resiliency, security, and solar infrastructure projects
Support	<i>Build organizational systems, partnerships, governance, and infrastructure that sustain exceptional service and long-term community impact.</i>	• Modernize core operational systems, including HR, finance, document management, and the ILS • Implement updated policy, handbook, and governance review schedules • Strengthen donor stewardship and Foundation coordination • Update board development processes and governance documents • Improve organizational knowledge management and SharePoint infrastructure