

# **MISSISSIPPI LIBRARY COMMISSION**

## **Five Year Strategic Plan**

**For the Fiscal Years 2020 – 2024**



*Prepared for:*

**Legislative Budget Office  
and Department of Finance and Administration  
Office of Budget and Fund Management**

*Submitted by:*

**Mississippi Library Commission  
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# Mississippi Library Commission

## 1. **Comprehensive Mission Statement:**

The Mississippi Library Commission is committed – through leadership, advocacy, and service – to strengthening and enhancing libraries and library services for all Mississippians.

### **Vision:**

All Mississippians have access to quality library services in order to:

- achieve their greatest potential,
- participate in a global society, and
- enrich their daily lives.

## 2. **Philosophy and Core Values:**

The Mississippi Library Commission is committed to providing resources to every citizen of the state through quality public library service. MLC offers a variety of programs to public libraries that assist in their abilities to acquire and process materials, employ knowledgeable staff, and keep up to date with emerging and traditional service methods. We are dedicated to the idea that library service is for everyone, no matter the circumstance, and to providing methods to equalize service for all Mississippians.

## 3. **Relevant Statewide Goals and Benchmarks:**

Statewide Goal # 1: To make available a quality K-12 public education for all Mississippians that prepares them, upon high school graduation, to either enter the labor force with an employable skill or to successfully complete a higher education program.

Statewide Goal # 3: To create an efficient government and an informed and engaged citizenry that helps to address social problems through the payment of taxes, the election of capable leaders at all levels of government, and participation in charitable organizations through contributions and volunteerism.

## 4. **Overview of the Agency 5-Year Strategic Plan:**

The Mississippi Library Commission's overarching mission is to strengthen and enhance library services for Mississippians through direct and indirect services. The agency's two (2) bureaus offer unique services to Mississippi libraries, state agencies, and Mississippi citizens. Each bureau represents a budgetary program.

MLC's objectives are to continue to support Mississippi's public libraries through state aid and federal grants; ensure the Personnel Incentive Grant Program is monitored to follow compliance with the accreditation measures in place; continuing education for library staff at all levels and skill sets; consulting services to provide researched and cited advice on all aspects of public library service; maintaining and expanding both traditional and emerging library services for all Mississippians in appropriate formats through support of resource sharing, talking books and Braille, special collections and services, and MAGNOLIA; adhering to a comprehensive technology plan that includes national and international standards and network security; and managing the agency's facilities and property to ensure the agency's employees can carry out the agency's goals and objectives in a safe and comfortable environment.

Over the next five years, using the ongoing objectives identified above, MLC plans to coordinate and assume equity in availability of its services by researching and exploring how emerging technologies can expand access to library resources; focusing on ways to expand library access to Mississippians with visual disabilities; developing focused programming that meets the needs of public library staff; enhancing technology opportunities utilizing the E-rate federal program; and any other objectives identified in this process.

## **5. Agency's External/Internal Assessment**

The Mississippi Library Commission acts as a conduit for state and federal funding passed through in the form of grant awards to public library systems to enhance and increase services provided to the taxpayers of Mississippi. The actual amounts of grant awards are dependent on state appropriations and federal grant awarding. Grants management and reporting is inherent to the program. The state's accounting system provides the means of reporting.

Many of the agency's programs—consulting, continuing education, technology services, the primary resource library, Talking Books, summer reading program, and Center for the Book—are eligible to be paid with federal money and are aligned with the Library Services and Technology Act's purposes and priorities. The federal programs the agency carries out are laid out in our LSTA 5-Year Plan, which requires performance measures and annual reporting. Changes in the LSTA overall program can affect the agency in the form of opportunities or challenges.

Other reporting includes the following: each public library system is required to submit an Annual Statistical Report. These reports are cumulated and submitted as a required State report to IMLS (Institute of Museum and Library Services), a federal agency. All

public library systems are required to submit annual audits to MLC which include reports of agency expenditures.

6. **Agency Program Goals**  
**Program: Library Services Bureau**

**GOAL A: All Mississippians have access to quality library services.**

**OBJECTIVE A.1.** Encourage and support universal access to Mississippi's library resources.

*Outcome:* Percentage increase of citizens informed by acquiring needed information through Mississippi libraries.

*Outcome:* Percentage increase of citizens with access to job skills training and college entrance exam assistance utilizing Mississippi's libraries.

**A.1.1 STRATEGY:** Provide a primary resource library for the state at large that supplements the physical and electronic collections of public libraries in the state.

*Output:* Number of items available for use at MLC (primary resource library)

**A.1.2. STRATEGY:** Provide access to statewide products for all Mississippians: MAGNOLIA, the statewide database consortium.

*Output:* Number of searches on MAGNOLIA

**A.1.3. STRATEGY:** Provide a statewide interlibrary loan system to enable libraries and library users to share library resources statewide.

*Output:* Number of items available for use statewide on the ILL system

*Output:* Number of items borrowed and loaned on the ILL system

**A.1.4. STRATEGY:** Provide direct library services in a variety of formats, such as Braille, audio, and large print, to Mississippians who are blind, visually or physically impaired, or who have a reading disability preventing the use of standard print.

*Output:* Number of patrons utilizing braille, audio, etc.

**GOAL B: All Mississippians have access to well-managed library services through qualified staff and modern facilities.**

**OBJECTIVE A.1.** Strengthen and enhance the capacity of public libraries to support learning, civic engagement, cultural opportunities, and economic vitality.

*Outcome:* Percentage increase of children participating in statewide Summer Library Program

**A.1.1. STRATEGY:** Provide advice and guidance on library services, policies, planning, management, and administration to public library directors, staff, trustees, Friends groups, and funding authorities.

*Output:* Number of library visits by Commission staff

**A.1.2. STRATEGY:** Provide training and development opportunities to enhance skills of public library directors, staff, and trustees.

*Output:* Number of Continuing Education workshops held per year

**A.1.3. STRATEGY:** Develop and support annual statewide Summer Library Program to support children's learning attainment between school years.

*Output:* Number of children participating in statewide Summer Library Program

**Program: Administrative Services Bureau (includes Executive Office)**

**GOAL A: All Mississippians have access to current technology resources through libraries.**

**OBJECTIVE A.1.** Strengthen and enhance the ability of public libraries to support established and emerging technologies.

*Outcome:* Number of helpdesk tickets resolved

**A.1.1. STRATEGY:** Provide technical support and guidance to public libraries on local networks, PC's, servers, and Internet circuits.

*Output:* Number of helpdesk tickets resolved