



Implementing the Long Range Strategic Plan

September 2022



For the library's detailed report, please visit
www.ossininglibrary.org/plan

Shared Financial Accountability

The Ossining Library Foundation is moving forward with investing money gifted by the David Swope Fund and supporting programs and initiatives planned by staff for the first fiscal year of our three-year plan (Goal 1.1, 1.2, 1.3)

The Friends of the Library held a successful one-day book sale and continues to support library services and programs including the new Sewing Workshops and support of our Museum Pass program. (Goal 1.1)



Suzy Zavarella is working closely with the Ossining Youth Bureau to apply for an Invest In Kids (III) grant, which will support after-school programming for middle schoolers at the library. (Goal 1.3, 2.1)

Diversification of Collections, Programs, and Services

The Adult Services department hosted two Community Sewing Days with artist Amanda Browder and ArtsWestchester, which provided an intergenerational art experience for patrons of all ages and skillsets (Goal 2.1)

Staff continued to approach Collection Development with an eye towards DEI principles. Adult Services focused on the Spanish collection, while Teen Services included diverse cuisine in their summer cooking programs. Members of the Adult Services staff attended a Niche Academy webinar on the topic titled "From Diversity to Inclusion: How To Audit Your Collection And Why". (Goal 2.2)



The Library's English Conversation Group, now meeting on Thursday nights, has been a successful program and far-reaching in its audience. At an August program, participants represented nine different languages. (Goal 2.1)

Children's Services is deep in planning for the fall, with a focus on embedding programs, displays, and collections with various Heritage months this fall, including Hispanic Heritage Month and Native American Heritage Month (Goal 2.1)



Diversification of Staff, Board, and Volunteers

Jabarie Jones, a longtime Ossining resident, was hired as our new Technology Clerk, coming with a wealth of experience. (Goal 3.1)

Personnel evaluations continue (Goal 3.2)

The Library moved towards a new service model with the formation of the new Patron Services department and the appointment of Mallory Marinaro as the Librarian III department head. This department will allow for greater service to the community at the front desk and embed the circulation and technical services staff more deeply in providing information, assisting with collection development, and doing outreach. (Goal 3.1)

The Library is working towards filling two full-time positions; a full-time position in Patron Services would be filled by a current staff member, fulfilling our plan's goal of career pathing. (Goal 3.2)

Create and Sustain Relationships with All Parts of Greater Ossining



As summer wrapped up, the Library continued to work extensively with its Community Partners including:

Tabling at the Farmers' Market and the OUFSD/Ossining Police Department Block Party.

Welcoming class visits.

Hosting a Park School Meet & Greet at the Library.

Reaching out to local businesses to support the Teen Room's Pizza Taste-Test Program.

Working closely with the Ossining Youth Bureau.

Welcoming the Ossining Community Garden of Dreams to present a Garden in a Box program.

Partnering with WLS to provide weeded and discarded materials to the Westchester Correctional Facilities libraries.

Physical and Virtual Infrastructure Transformation

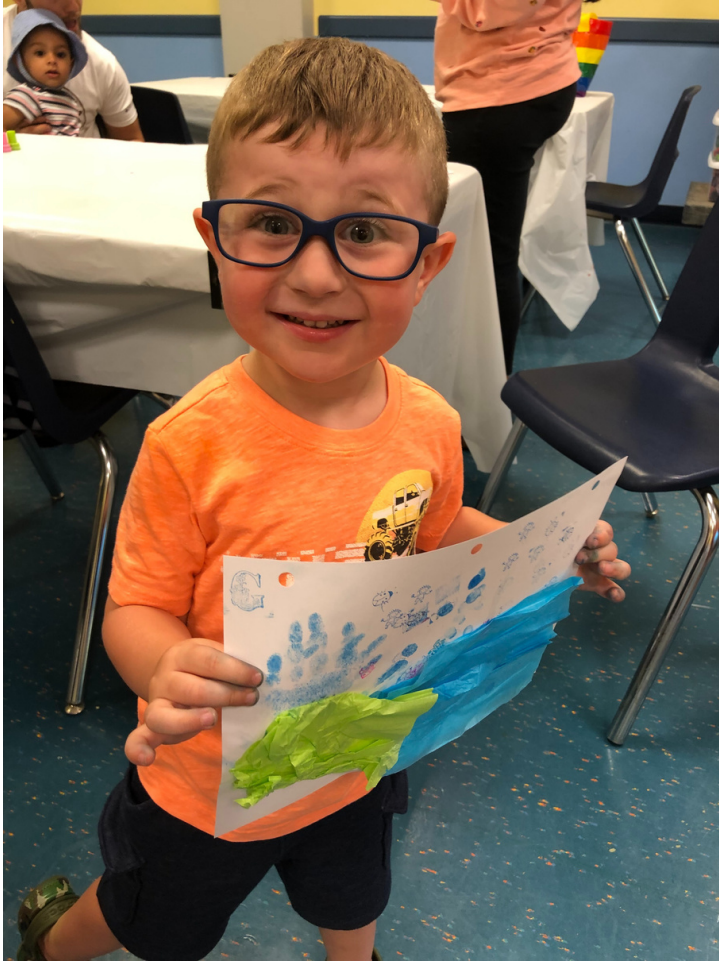
The Library rolled out its Core Competencies for technology. With the belief that all staff should have a basic level of technology competency to do their job and to help and teach patrons on the library's technology, the library will offer asynchronous and in-person training in areas that staff needs additional help. Our goal is that staff are able use technology effectively and, in some cases, demonstrate technology to colleagues and the public. Our public-facing goal is that each patron who is helped by a staff person receives the same high level of service no matter who they work with. (Goal 5.4)



The Library continues to work with Lothrop & Associates and engineers from SLH and Langan regarding ongoing building and facilities issues, planning, and assessments (Goal 5.6)

Molly Robbins is working with ProfTech to order the modular spaces that will be installed on the second floor (Goal 5.6)

Brand & Image



Mallory Marinaro began working with a per diem translator, which will allow the library to offer translations of more promotional materials, policies, and booklists without burdening our Spanish-speaking staff. (Goal 6)

The Library was able to revamp its Spanish welcome packets and make them available virtually (Goal 6)

Mallory Marinaro and Allison Robbins met with several software companies with the aim of upgrading our online calendar. This will allow for a more user-friendly experience for patrons and staff alike. (Goal 6)