



Drake Community Library

2025 Strategic Plan Progress Report

Strategic Focus Area: Community Connection and Partnerships

Overview

During 2025, the Library continued to prioritize building meaningful community partnerships and expanding community-based programming. While several initiatives required adjustment or postponement, important groundwork was laid that positions the Library for strong progress in 2026.

Goal 1

Develop strong, productive partnerships with local organizations, institutions, and community groups.

Objective	Status	Notes
Collaboration with Iowa Valley Community College for college credit volunteering	Discontinued	Determined not to be feasible at this time.
Multilingual story time programs	Discontinued	Participation and capacity challenges.
Laundry & Literacy at Maytag Laundromat	Not completed	Ongoing discussions with property owner; renewed attempt planned.
Suds of Love monthly book giveaways & SEL activities	Ongoing	

Assessment

While several objectives were not completed, the year provided clarity about which partnerships are realistic and sustainable. The Library has refined its approach to focus on initiatives with stronger community readiness and organizational capacity.

2026 Direction

- Renew Laundry & Literacy conversations with clearer scope and expectations.



- Place a community fridge at DCL with defined community partners.
- Continue partnership with Grinnell Food Coalition to house the Food Cupboard.
- Continue partnership with local churches and individuals for an annual winter coat giveaway (2025 distribution: 138 hats, 94 mittens, 87 coats, and 30 additional winter items).

Goal 2

Develop community-based programming for a broad range of age groups and interests.

Objective	Status	Notes
Take-and-Make kits with Craft & Hobby	Completed	Subscription began; usage lower than expected.
Archival programming with genealogical speakers	Discontinued	Requires stronger partner coordination and participation.
Strategic archival partnership	Not completed	Remains a future priority.
Patron-led programming	Ongoing	Consistent participation and strong community response.
GRMC health courses partnership	Discontinued	Coordination and participation challenges.
Financial literacy partnerships	Discontinued	Resource reallocation.
VITA partnership	Ongoing	Successful and ongoing collaboration.

Assessment

The availability of Library space continues to be one of the most successful community engagement strategies. The Library serves as a community hub, providing safe, welcoming access to services and information.

2026 Direction

- Explore further patron-led programming models.
- Pursue a strategic partnership to expand capacity for continued archival preservation and engagement.



- Continue collaboration with the VITA Tax Program.
- Continue working with community partners and evaluate each opportunity for best alignment with Library capacity.

Overall Progress – Community Connection and Partnerships

2025 provided valuable learning opportunities. The Library now has greater clarity about initiatives that align with community interest, staffing capacity, and partner readiness. This allows 2026 efforts to be more focused, realistic, and impactful.



Strategic Focus Area: Inclusive Services and Access

In 2025, the Library strengthened its commitment to inclusive services and equitable access. Progress reflects both measurable facility improvements and ongoing efforts to ensure collections, programs, and spaces represent the full diversity of our community.

Goal 1

Enhance collections, services, and programs to reflect and support diversity in our community.

Objective	Status	Notes
Diversity audit of collections	Ongoing	Incremental and sustainable review process.
Inclusive speaker programming	Ongoing	Strong usage and positive feedback.

Assessment

Inclusive evaluation is embedded into daily operations, ensuring continual responsiveness rather than one-time assessment.

2026 Direction

- Continue comprehensive diversity audit.
- Monitor collections for informational needs.
- Maintain inclusive speaker programming.
- Use usage data to guide future purchasing and programming.

Goal 2

Increase accessibility of facilities, services, and resources for individuals with disabilities.



Objective	Status
Accessible computer station	Completed
Teen shelving ADA compliant	Completed
Sensory bags for children	Completed
Sensory tools and headphones	Completed
ADA spacing evaluation	Ongoing

Assessment

Significant accessibility improvements were completed in 2025, with continued refinement underway.

2026 Direction

- Make north-side entrance and parking fully handicapped accessible.
- Expand sensory bags for adults.
- Optimize furniture placement for accessibility.

Overall Progress – Inclusive Services and Access

The Library enters 2026 well positioned to continue advancing equitable, accessible service delivery.



Strategic Focus Area: Operational Excellence and Innovation

In 2025, the Library focused on strengthening internal operations, expanding adaptable resources, and preparing for future innovation.

Goal 1

Respond to changing community needs and meet those evolving needs in staff training, resources, collections and programming.

Objective	Status	Notes
STEM circulating collection	Completed	Successfully launched.
Library of Things expansion	Ongoing	GC Mini-grant supported in-house resources.
Staff training opportunities	Ongoing	Multiple sources explored.
Staff cross-training	Ongoing	Building redundancy.

2026 Direction

- Explore expansion of Library of Things through grants.
- Implement position-specific training outlines.
- Continue staff cross-training for operational resiliency.
- Explore new circulating collections.

Goal 2

Introduce innovative operations and systems that improve efficiency and patron experience.

Objective	Status	Notes
Skateboard rack	Discontinued	
Workflow streamlining	Ongoing	Continues as operational priority
Newsletters	Discontinued	



Objective	Status	Notes
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Communications plan	Tabled	
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2026 Direction

- Continue workflow improvements.
- Add water bottle refill station.

Overall Progress – Operational Excellence

Progress reflects intentional pacing aligned with sustainability and capacity.



Strategic Focus Area: Resource Access and Digital Empowerment

The Library prioritized digital access, website development, and digital literacy support.

Goal 1

Develop technology-related services to ensure access and relevancy.

Objective	Status
Website analysis	Completed
Website committee	Completed
Website platform evaluation	Completed

2026 Direction

- Monitor website accessibility.
- Advance Iowa Workforce Development partnership.
- Expand digital literacy resources.

Goal 2

Improve digital literacy in the community and promote appropriate use of digital resources.

Objective	Status	Notes
Newspaper database tutorials	Discontinued	Duplicate community efforts.
Technology education programming	Discontinued	Staffing capacity limitations.

2026 Direction

- Identify resources for patron technology questions/support.
- Offer targeted tech help opportunities aligned with patron demand.



Goal 3

Enhance the website as an online resource hub to promote awareness and easy access to all resources and services.

Objective	Status	Notes
Website photos and explanations	Ongoing	Meeting space photos added.
Blog-style content	Ongoing	Content strategy evolving.

2026 Direction

- Photograph additional library areas and expand website sections.
- Continue website content curation and development.

Overall Progress – Resource Access

The new website provides a strong foundation for continued digital empowerment.



Strategic Focus Area: Youth-Focused Programs and Engagement

The Library strengthened youth engagement through teen programming and school partnerships.

Goal 1

Develop and implement a comprehensive teen programming strategy that caters to the interests and needs of the teen demographic.

Objective	Status	Notes
Increase teen presence	Ongoing	Teen RPG and Gaming programs.
Reach teens in their environments	Ongoing	Middle and high school outreach and programs.
Improve teen communication access	Ongoing	Contact info visible in teen materials.
Add personal hygiene cabinet to teen area	Completed	Supplies available in other areas of the building.

2026 Direction

- Update teen area seating and technology.
- Add headphones at teen computers.
- Continue school outreach and teen engagement efforts.
- Ensure teen information remains highly visible and accessible.

Goal 2

Foster stronger connections with local schools and organizations to promote youth engagement.



Objective	Status	Notes
Develop and strengthen partnerships	Ongoing	Continued collaboration with community organizations.
Davis book club	Completed	Successful when school schedule allows.
Preschool visits	Ongoing	
Book basket Deliveries	Ongoing	Expanded distribution.

2026 Direction

- Maintain and strengthen existing partnerships.
- Continue Davis book club as scheduling allows.
- Expand book basket deliveries and preschool outreach.

Overall Progress – Youth Engagement

Youth services reflect sustained relationship-building and community trust.

Submitted by Karen Neal
Library Director
January 22, 2026

Appendix 1

Usage of Board Endowed Funds — 2025

Organized by Strategic Focus Area

Strategic Focus Area	Date	Vendor	Amount	Purpose / Strategic Alignment
Resource Access and Digital Empowerment	March–October	Library Market	\$30,400.00	Website redevelopment to enhance patron experience and accessibility. Supported goals include website usability and accessibility review, staff and board committee evaluation, implementation of accessibility best practices, expanded visual content of library spaces, and addition of blog-style content such as staff picks, reviews, and program highlights.
Inclusive Services and Access	July	Library Furniture International	\$6,505.00	Shelf relocation to expand the large print collection and improve ADA compliance in the teen area. Increased display space and improved access to Spanish and graphic novel collections. Supported goals include ADA accessibility, teen engagement, resource access, and responsiveness to evolving community needs.
Operational Excellence and Innovation	September	CollectionHQ	\$6,750.00	Collection management software providing statistics and usage data to support informed purchasing and withdrawal decisions. Supported goals include streamlining collection management and cataloging workflows and conducting diversity audits to identify underrepresented subjects, authors, and genres.

**Operational
Excellence and
Innovation**

November

MCG

\$13,257.00

Installation of dual-lens cameras with enhanced management features. Supported goals include introducing innovative systems that improve operational efficiency and patron experience.

Strategic Focus Area Totals

Strategic Focus Area	Total
Resource Access and Digital Empowerment	\$30,400.00
Inclusive Services and Access	\$6,505.00
Operational Excellence and Innovation	\$20,007.00
Total	\$56,912.00