

Coalinga-Huron Library District

Executive Library Director Annual Review

Board of Trustees

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Coalinga-Huron Library District Strategic Plan 2027-2032

Connecting Communities. Inspiring Learning. Enriching Lives.

This strategic plan provides a focused, practical framework for serving Coalinga, Huron, and surrounding rural communities. It reflects the needs of families, students, seniors, agricultural workers, job seekers, and historically underserved populations while supporting responsible governance and sustainable operations.

Vision

The Coalinga-Huron Library District is a trusted community hub where everyone has equitable access to knowledge, technology, lifelong learning, and opportunities to thrive.

Mission

To provide welcoming spaces, responsive services, and innovative resources that advance literacy, education, workforce development, and community connection throughout the district.

Core Values

- **Service Excellence:** CHLD provides welcoming, responsive, and high-quality service.
- **Equity and Inclusion:** CHLD works to remove barriers and ensure that services reflect community needs.
- **Lifelong Learning:** CHLD supports learning, creativity, and personal growth at every stage of life.
- **Community Partnership:** CHLD collaborates to extend the Library District's reach and impact.
- **Fiscal Responsibility:** CHLD uses public resources carefully and sustainably.
- **Accountability:** CHLD measures results, communicate progress, and acts transparently.
- **Respect:** CHLD treats patrons, employees, partners, and trustees with dignity.

Implementation Timeline

Year 1: Establish Baselines and Systems

- Complete a community needs assessment and service-hours analysis.
- Establish baseline data for all adopted performance measures.
- Adopt the Board's quarterly strategic dashboard.
- Develop the facilities, technology replacement, outreach, training, and policy review plans.
- Initiate priority technology and accessibility improvements.
- Begin or strengthen Friends of the Library development.

Year 2: Expand Priority Services

- Expand literacy, digital literacy, workforce, and bilingual programs based on Year 1 findings.
- Implement the highest-priority facility and technology projects.
- Formalize key partnerships and shared service opportunities.
- Expand staff cross-training and leadership development.
- Review progress against established baselines.

Year 3: Evaluate and Adjust

- Conduct a midpoint review of goals, initiatives, and performance measures.
- Continue successful programs and redesign or discontinue low-impact activities.
- Pursue major grants that align with demonstrated community needs.
- Update financial, facilities, technology, and staffing projections.
- Report midpoint findings to the Board and community.

Years 4-5: Sustain and Prepare

- Complete or advance major initiatives within available resources.
- Measure community and organizational impact.
- Address remaining high-priority facility, technology, and service gaps.
- Conduct a new community assessment.
- Develop the next strategic plan before the current plan expires.

Goal 1: Connect and Engage the Community

Objective

Position the Library District as a visible, trusted, and responsive community partner by cultivating sustained relationships with residents, schools, businesses, government agencies, and community organizations to expand access, align services with local priorities, and strengthen engagement across Coalinga and Huron.

Results

Board Rating

Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory	Needs Improvement

Board Comments

Comments	
Commendations	

Goal 2: Advance Literacy, Learning, and Digital Opportunity**Objective**

Advance community opportunity by building an integrated continuum of literacy, lifelong learning, digital inclusion, and workforce-readiness services that help residents of all ages gain the skills, confidence, and access needed to succeed in school, work, civic life, and daily life.

Results**Board Rating**

Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory	Needs Improvement

Board Comments

Comments	
Commendations	

Goal 3: Create Welcoming and Accessible Library Experiences

Objective

Create consistently welcoming, accessible, and high-quality library experiences by aligning facilities, collections, technology, service standards, and community feedback to reduce barriers, build patron trust, and ensure both Coalinga and Huron residents can use Library District resources with confidence.

Results

Board Rating

Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory	Needs Improvement

Board Comments

Comments	
Commendations	

Goal 4: Strengthen Staff and Organizational Capacity

Objective

Build the organizational capacity needed to deliver reliable, high-quality library services by investing in staff development, leadership readiness, cross-training, succession planning, and internal systems that strengthen service continuity, employee engagement, and long-term operational resilience.

Results

Board Rating

Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory	Needs Improvement

Board Comments

Comments	
Commendations	

Goal 5: Ensure Sustainable and Accountable Stewardship

Objective

Ensure the Library District's long-term sustainability and public trust by aligning financial planning, governance practices, performance measurement, and transparent communication with adopted strategic priorities, community needs, and responsible stewardship of public resources.

Results

Board Rating

Exceptional	Above Satisfactory	Satisfactory	Unsatisfactory	Needs Improvement

Board Comments

Comments	
Commendations	