



MINOT  
PUBLIC  
LIBRARY

Have you read  
today?!?  
#ReadFor20



# 2026-2030 Strategic Plan



## Mission

The Minot Public Library will be the center of information and exploration for the community.

## Vision

The Library will be a leader in both traditional and state of the art library services, be responsive to the diverse interests and needs of residents of all ages and create productive partnerships within the community and region.

## Core Values

Connect. Enrich. Inspire.

# STRATEGIC PRIORITIES

## **Inclusive Opportunities**

Provide all with a safe, friendly, adaptive environment and resources.

## **Sustainability**

Create an adaptive environment and plan for the betterment of the future community while using all resources wisely.

## **Literacy**

Promote programs that promote literacy and accurate transfer of information.

## **Institutional Resilience**

Lay foundation for growth of organization.

# ACTION PLAN – INCLUSIVE OPPORTUNITY

## Foster a welcoming environment for all, regardless of background or identity.

### Action Steps:

- Perform an annual audit of library spaces, signage, and collections using an inclusivity checklist.
- Conduct staff training on Spanish and American Sign Language for staff.

## Ensure library programs and collections reflect the community's diversity.

### Action Steps:

- Develop programming that highlights diverse cultures.
- Create a “Mirror & Window” reading challenge for all ages: Encourage participants to read stories that reflect themselves (mirrors) and those that offer a different perspective (windows).

## Reduce barriers to access for under-served and marginalized groups.

### Action Steps:

- Continue pop-up services and visits in high-need areas and community centers.
- Review and adjust library policies that disproportionately affect vulnerable patrons, advocating for equitable alternatives.
- Create a console gaming space that is open for all.

## Bridge the digital divide by increasing access to technology and the internet.

### Action Steps:

- Create signs and awareness of outdoor Wi-Fi access near the library for after-hours access.
- Indicate places around Minot where free public Wi-Fi is available and add it to the existing free public resource list.
- Host “Tech Try-It” days: Partner with local businesses, schools, or makerspaces to demo emerging tech like 3D printers, smart home tools, or coding robots.

## Promote career awareness and economic empowerment for all age groups.

### Action Steps:

- Incorporate a “Careers in the Community” series featuring monthly guest speakers from local industries (e.g., nurses, electricians, game developers, bakers) speaking about what they do and how they got there.
- Continue outreach to local high schools and middle schools that focus on career and employment opportunities.
- Introduce a Career Exploration Passport program for teens—each time they attend a related event or read a job-themed book, they earn stamps and rewards while learning about different paths.

# ACTION PLAN – SUSTAINABILITY

## Practice environmental stewardship through sustainable library operations.

### Action Steps:

- Continue to identify ways to reduce MPL’s environmental footprint (e.g., promote recycling among staff, identify electricity-saving measures, hold school supply recycling week).
- Transition to eco-friendly supplies where possible—such as recycled paper, refillable markers, and biodegradable program materials.
- Continue “green” initiatives with displays, workshops, and passive programming (e.g., seed library, sustainability tips, upcycling crafts).

# ACTION PLAN – LITERACY

## Prioritize Literacy in Children under 11 years of age.

### Action Steps:

- Continue to promote other types of literacy, including STEAM (Science, Technology, Engineering, Art, and Math), social, and developmental skills.
- Provide story times with intentionality in skills and diverse representation in literature.
- Continue to reach youth and bring them into the library by providing high-interest clubs (e.g., LEGO, Beyblades, Pokémon).
- Continue the “1000 Books Before Kindergarten” reading challenge and support it with advertising.
- Hold “Fall Into Reading” annual event.
- Combat yearly reading aptitude regression by holding a summer reading challenge and promoting throughout area schools.

## Emphasize Literacy for Teens.

### Action Steps:

- Continue displays that pair video games with books to capitalize on the success of the video game collection.
- Promote literacy for teens through posters of book lists in the teen area.
- Emphasize books through themed displays.

## Expand access to lifelong learning resources for all community members.

### Action Steps:

- Offer free digital, informational, and financial literacy resources for adults.
- Advertise the availability of resources, including tablets and computers, with tutorials on our digital resources.
- Provide articles and posts on information literacy about how to interpret informational sources.

# ACTION PLAN – INSTITUTIONAL RESILIENCE

## Ensure the library's long-term financial health.

### Action Steps:

- Continue to pursue diverse funding streams through grants, sponsorships, and donor campaigns that align with MPL's mission and values.
- Review and update the library's budget priorities annually with a focus on return-on-investment and community impact.
- Encourage the Friends of the Library to develop a growth plan to expand membership, increase fundraising, and advocate for library funding.

## Build institutional resilience through strong policies, planning, and staff support.

### Action Steps:

- Conduct annual reviews of key policies (e.g., emergency response, personnel, collections) to ensure clarity, equity, and preparedness.
- Create a succession and cross-training plan to minimize disruption during staff transitions or emergencies.
- Encourage staff to pursue professional development opportunities by allocating funds and time for conferences, certifications, and training.

