



Serving Fredericksburg, Stafford, Spotsylvania, and Westmoreland

Vision

Central Rappahannock Regional Library improves lives through the transformative power of information, learning and ideas to meet the growing needs of our region.

Mission

Inspiring lifelong learning for everyone in our region

Values

Learning – We promote learning and literacy in all forms.

Inclusion – We are committed to maintaining a culture where diversity is celebrated and everyone is included.

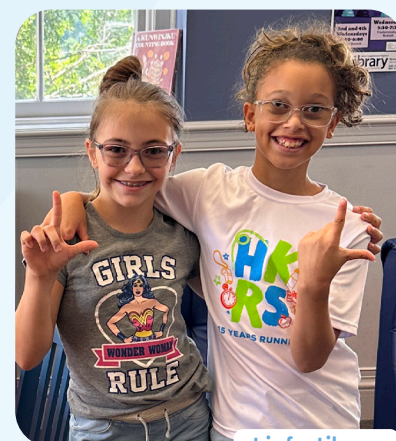
Adaptability – We are agile and responsive while making resources and services available to all.

Accountability – We serve as a responsible steward of public resources and trust.

Community – We provide opportunities to meet, exchange ideas, and participate in the lives of our customers.



Memory Café. For adults with early memory loss and their care partners



L is for Library



1,000 Books Before Kindergarten



Reading and writing skills workshops for English Language Learners



Homework Buddies - Teen volunteers help elementary students.

Strategic Priority Goals & Objectives

Community Outreach

Expand marketing, awareness building, and outreach as a means of reaching and engaging CRRL's diverse population.

GOAL 1: Increase library usage and engagement among four identified underserved populations: individuals experiencing homelessness, teens, those in rural communities, and English as a second language (ESL) individuals.

Customer Centricity & Inclusion

Offer diverse and stellar programs, resources, and services aimed at creating a culture of inclusion and meeting customers' needs.

GOAL 1: Increase materials in the collection that reflect the community, including ESL resources offered to the community.

GOAL 2: Determine which programming needs (in-branch and outreach) are most important to our community.

GOAL 3: Focus on functionality of services on customer needs and expectations.

GOAL 4: Continue to prioritize diverse hiring and cultural awareness/sensitivity within CRRL's existing diverse workforce.

Staff Training & Development

Ensure staff are equipped, enabled, and empowered to serve our community as CRRL becomes a Library of the Future.

GOAL 1: Develop a plan that would provide at least one opportunity per year for each employee to shadow a different area of CRRL as a means of increasing awareness and development.

GOAL 2: Provide each employee with the opportunity to attend at least two external professional development opportunities each year that are specific to their role, professional goals, and interests.

GOAL 3: Provide staff quarterly opportunities to share library trends, professional development experiences, and otherwise continue to emphasize the importance of and commitment to employee growth.

Ingenuity & Innovation

Use internal and external resources, knowledge, insights, and inspiration to constantly reimagine what's possible as a Library of the Future.

GOAL 1: Host employee mastermind sessions to engage staff in discussing current innovation and brainstorming new innovative ways of meeting customers' needs.

GOAL 2: Expand CRRL's digital and non-traditional collections.

GOAL 3: Innovatively use space to meet the community's growing needs.

Meaningful partnerships

Nurture and expand existing partnerships that support the community's needs.

GOAL 1: Develop a plan for cultivating new and existing partnerships with organizations, businesses, and agencies in our community that align with our mission in support of the community.

GOAL 2: Execute the plan for cultivating new and existing partnerships by a minimum of two new or renewed partnerships.