



New Mexico State Library Strategic Plan
January 2024 – December 2026

Approved by the New Mexico State Library Commission January 26, 2024

Our Mission:

Library Services promotes access to effective library services to all citizens of New Mexico by providing leadership and support to public and Tribal libraries, promoting broadband deployment statewide, and delivering direct library services to rural populations, the visually impaired, print disabled, students, and researchers.

The New Mexico State Library is:

A resilient, adaptable, responsive advocate for libraries and library staff.

We Recognize that:

- Libraries are well positioned to nurture the growth of their communities.
- Information is power and libraries work daily to provide access in their communities.
- The daily work of the 21st century librarian requires a deep understanding and embrace of the freedom to read; challenges to libraries such as book banning, protests over programs and extremism, cause trauma to library staff.

As such, we are committed to:

- Continually improving our services to libraries in the state as well as our own direct patrons by assessing our services on an on-going basis, expanding our services, and working to improve access to digital services, including broadband.
- Collaborating within NMSL, within the Department of Cultural Affairs (DCA) and with community partners and libraries across the state to improve services to all New Mexicans.
- Providing direct access to resources, and professional development to library staff and other information professionals.
- Supporting libraries to learn, grow and thrive.
- Empowering libraries in the state to run efficiently and effectively according to the American Library Association's (ALA) Freedom to Read Statement and the ALA's code of professional ethics.
- The collection and preservation of relevant and useful material, including professional research and publications, for the purposes of dissemination to information professionals.
- Creating and maintaining a positive work culture among colleagues, community partners and library personnel

We Value:

- Diversity and cultural connectivity
- Equal Access
- Equitability
- Inclusion and Accessibility
- Collaboration
- Innovation
- Information

Process: The New Mexico State Library Strategic Planning Committee met monthly to discuss challenges and opportunities in a world where libraries are emerging from a pandemic and facing increased censorship efforts. Themes, goals, and objectives emerged and were fine-tuned through meetings with management and then with the entire staff.

Structure of the plan: From the Strategic Planning Committee's discussions, five major themes emerged. Those themes are 1) professional development for the staff at NMSL, 2) the need for a statewide delivery and courier service for library resource sharing, 3) outreach and professional development to libraries, 4) collaboration and shared information among the various offices and departments of the NMSL, 5) marketing our services to information professionals and agencies as well as patrons we work with directly, and 6) being leaders in literacy for the state.

Reporting: Progress towards Strategic Plan goals and objectives will be reported internally at staff meetings and externally at Library Commission meetings, with meeting minutes posted online.

Team: Kate Alderete, Andrea Corvin, Liana Morales, Laura Gonzales, John Mugford, Berdina Nieto, Bradley Carrington, Sarah Obenauf, Dale Savage, Kelly McCabe, Katie Montoya and Amy Schaefer.

Goal 1: New Mexico State Library will prioritize professional development within the NMSL by

- Encouraging colleagues to join and actively participate in statewide and national committees, projects and initiatives, and attendance and presentation at conferences, including NMLA.
- Providing access to professional journals and other publications, and encouraging shared space and time to foster discussion.
- Encouraging peer information sharing, including conference, board, and professional development opportunities
- Utilizing online training software to document information for NMSL staff and for future staff and new hires.
- Annually surveying staff for professional development needs and seeking training opportunities to meet those needs.

Goal 2: New Mexico State Library will create and maintain a delivery and courier office that will be responsible for collecting and distributing materials to libraries across the state by

- Hiring and training a delivery driver who will also work closely with the Books by Mail Librarian and the delivery and courier supervisor.
- Exploring the best options and routes for delivery to libraries in the state and courier services for library-to-library resource sharing.
- Procuring resource sharing catalogs to lend trunks, exhibits, bookwalks, and other materials, and enable resource sharing among libraries.
- Create a physical space to support storage of Large Print and non-book materials and delivery services.
- Help Develop and foster connections between NMSL and libraries in the state.

Goal 3: New Mexico State Library will provide outreach and professional development for library staff throughout the state by

- Providing outreach to public libraries to ensure awareness of, and access to, support provided by NMSL's Technical Services, Library Development, Library for the Blind and Print Disabled (LBDP), Rural Services, and Broadband offices, as well as digital services and funding opportunities.
- Creating peer-to-peer networking opportunities, including the creation of courier system and facilitating in-person regional meetings.
- Outreach and support to library staff at prison libraries.
- Site visits by Development staff to ensure that public libraries understand NMSL services and have facetime with staff, prioritizing new public library directors.
- Utilizing online training software to provide foundational training for library staff.
- Improve and expand the Scribe Mini program through LBDP for outreach and access.
- Direct outreach to teachers to promote LBDP to educators to expand their knowledge and toolkit of accessible materials for children with learning disabilities.
- Explore continuing education needs for library personnel in the state.

Goal 4: New Mexico State Library will collaborate among colleagues to ensure that barriers to institutional knowledge are removed and information is shared freely by

- Creating collaborative spaces and regular times for discussion and listening
- Unifying separate libraries within the Integrated Library System where practical to enable library material sharing among NMSL's direct service catalogs.
- Creating a traveling large print deposit collection and other resources led by the Delivery and Courier office in collaboration with other departments.

Goal 5: New Mexico State Library will market our services to libraries and library users in the state by

- Working with Website administrators to ensure that website is up-to-date and useful to library staff members as well as members of the public.
- Creating a working group to prepare an inventory of marketing needs to be used for the creation of a State Library wide marketing plan.
- Creating a community calendar to include library/literacy events and State Library internal events.
- Creating a committee with members of each department to create a social media mission statement, work on posting guidelines and maintain NMSL's social media presence.

Goal 6: Leadership in Literacy

- Build awareness of and celebrate the importance of Early Childhood Literacy and the role libraries play in their communities.
- Provide libraries with tools for supporting literacy in their community including the National Summer Reading Program.

- Regularly survey libraries for digital literacy support needs; provide support to libraries regarding digital equity and lead statewide digital equity initiatives including information and resources to better support telemedicine.
- Connect public and tribal libraries to remote adult literacy opportunities, train the trainer programs, and volunteer literacy tutor training programs.
- Provide training from Early Childhood Literacy experts to public library staff.
- Explore partnerships with other entities who focus on literacy efforts.