

Draft of Madison Public Library Goals Framework: 2 drafted formats

Equity	Learning	Wellbeing	Community	Access	Accountability
MPL centers racial equity and social justice by:	<i>Madison Public Library provides learning opportunities for:</i>	<i>Madison Public Library supports wellbeing by:</i>	Madison Public Library supports and cobuilds with the community by:	Madison Public Library supports equitable and equal access by:	MPL is accountable to its staff by:
E1: Amplifying and elevating the voices of underserved groups through our collections, services, programs, priorities, and partnerships	L1: growing together, experiencing different cultures, and developing empathy	W1: creating welcoming and inclusive environments where everyone is treated with respect	C1: creating, deepening and sustaining relationships with current users and partners	A1: considering time, location, format, and language when offering resources and services	O1: supporting staff morale, joy, satisfaction, and wellbeing
E2: Prioritizing resources, contracts, and services for underserved communities	L2: developing agency, self efficacy, and confidence in self-directed paths	W2: supporting joyful and delightful enrichment or recreation	C2: developing relationships with new users and community partners	A2: organizing and developing relevant, accessible, and desirable resources, collections and services for ALL	O2: clearly communicating library and staff roles, priorities, and decisions
E3: continuously improving its service through ongoing staff training, service audits, community engagement, and strategic planning	L3: building skills, knowledge, and multiple literacies	W3: supporting creativity, culture, self-expression, and storytelling	C3: offering the library and its resources as a platform for community voice, ownership, and civic engagement	A3: prioritizing additional resources, collections, and services to identified groups based on community needs and voice	O3: supporting individual growth by providing access to training, onboarding and offering guidance and feedback
 <p>MADISON PUBLIC LIBRARY</p>	L4: playing, being creative, experimenting, and engaging in a low risk environment	W4: centering wellness, health, self and community care	C4: creating opportunities for community connections	A4: providing excellent customer service while providing unbiased access to tools, materials, technology, and accurate info	O4: creating an organizational culture of continuous improvement, reflection, and adaptation to new priorities and decisions