MONTGOMERY CITY-COUNTY PUBLIC LIBRARY
2026 – 2030 LONG RANGE PLAN

COMMITTEE MEMBERS:

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Montgomery City County Public Library

Our Mission

The mission of the Montgomery City-County Public Library System is to make readily available to all residents of Montgomery County access to materials, information, and services to meet their personal, educational, cultural, technological, and occupational needs.

Our Vision
The Montgomery City-County Public Library will enhance the quality of life for Montgomery County citizens by serving as central Alabama's premier repository for a broad-based and comprehensive collection of books and data and its most accessible site for Internet and digital services. The library also aims to respond programmatically to the personal interests, educational imperatives, and research needs of Montgomery County citizens.

The Long-Range Plan of the Montgomery City-County Public Library (the Library) serves as a five-year roadmap to guide the growth and development of library programs and services. The plan establishes priorities in meeting community information needs, supporting staff development, strengthening collections, improving facilities, and advancing technology access.

A committee composed of Library leadership team members carefully reviewed the 2020–2025 Long Range Plan to evaluate accomplishments and recommend updates. The Library Director reviewed these recommendations and incorporated additional adjustments to ensure that the updated plan remains transparent, comprehensive, and in compliance with the Alabama Administrative Code and City of Montgomery policies.

GOAL 1

Foster a connected, future-ready community by providing high-speed internet access and cutting-edge educational programs that promote digital literacy, creativity, and lifelong learning.

Objectives

1.1. Expand high-speed internet infrastructure and ensure all public access computers and Wi-Fi connections meet or exceed current broadband standards.

1.2. Offer recurring digital literacy workshops on key topics such as online safety, using productivity tools, social media literacy, and basic device troubleshooting.

1.3. Launch a Digital Navigator Program where trained staff and volunteers provide one-on-one tech help sessions and mobile assistance in our Technology Lab.

1.4. Build and maintain a centralized online Digital Learning Hub on the library's website, with video tutorials, how-to guides, and interactive tools.

1.5. Develop and launch an AI & Digital Productivity Learning Series to teach patrons how to use AI tools for resume building, job searching, content creation, and task automation, through hands-on sessions and self-paced modules.

GOAL 2

Empower young children with engaging programs, services, and environments that foster early literacy development and ensure they enter school prepared to succeed academically and socially.

Objectives:

2.1.   Expand and diversify early literacy programs using books, sensory play, music, and technology-based storytelling to engage children under five.

2.2.   Amplify outreach efforts by promoting early literacy services through diverse media channels to reach families throughout the community.

2.3.   Invest in continuous professional development for youth services staff, ensuring they are equipped with the latest early literacy best practices and training.

2.4.   Regularly update Early Literacy Stations with innovative games and learning tools that encourage active participation from parents and children.

2.5.   Cultivate imaginative play environments by thoughtfully adding toys and materials that stimulate creativity and cognitive growth.

2.6.   Foster partnerships with pediatricians, childcare providers, and early education coalitions to promote the library's role in early literacy.

2.7.   Introduce literacy kits available for checkout, including Storytime Kits, Fairy Tale STEAM Kits, Discovery Skills Kits, Memory Kits, and Science Kits to support early learning.

GOAL 3

Engage children with dynamic materials and experiences that support creative thinking, storytelling, and a lasting love of reading and learning.

Objectives

3.1.   Continue to deliver virtual story times, crafts, and interactive activities through streaming and recorded formats to reach families unable to attend in person.

3.2.   Promote library card ownership among children through targeted campaigns during Summer Reading, Back-to-School programs, and Library Card Sign-Up Month.

3.3.   Expand outreach efforts to schools and daycares throughout Montgomery City and County to strengthen community connections and promote library services.

3.4.   Build partnerships with local groups to co-host programs, events, and educational workshops that benefit the community.

3.5.   Design and deliver creative, literacy-rich programs that blend cultural experiences with emerging technologies to captivate children's imaginations, while providing staff with the tools and training needed to support these innovative offerings.

GOAL 4

Provide teens with diverse, relevant materials and programs that reflect their interests and foster meaningful social connection, creativity, and lifelong learning.

Objectives

4.1.   Encourage librarians at each branch to regularly recommend Young Adult titles to the Youth Service Coordinator to help maintain a current and diverse teen collection.

4.2.   Establish a Establish and support a Teen Advisory Board with representatives from each branch to guide program development and advocate for teen interests.

4.3.   Cultivate inclusive, welcoming spaces where teens from diverse cultural, ethnic, and socio-economic backgrounds can collaborate, socialize, and build peer networks.

4.4.   Provide consistent, well-organized, and supervised activities that offer teens safe spaces to engage, learn, and connect.

4.5.   Offer workshops and resources that help teens build career readiness and life skills, such as resume writing, financial literacy, and digital citizenship.

4.6.   Regularly introduce innovative digital tools and entertainment technologies tailored to teen interests, and provide targeted training for staff and teens to maximize creative and educational use.

4.7   Foster youth development by offering meaningful opportunities for teens to help plan and implement library programs and services that reflect their needs and interests.

4.8   Expand volunteer opportunities specifically designed for teens that promote leadership, skill development, and active participation in library services and community engagement.

GOAL 5

Inspire curiosity and growth in children and teens by delivering dynamic reading materials, media, and technology.

Objectives

5.1.   Maintain and grow a current, diverse collection of books and digital resources that reflect a wide range of reading levels, interests, and trending topics—including manga, graphic novels, and other high-demand materials.

5.2   Continually evaluate new, visually engaging digital tools and resources that support youth exploration and independent learning.

5.3.   Attend community and school-based programs each semester to connect with teens and families and increase awareness of library services.

5.4.   Conduct demonstrations of children's and teen-focused digital resources at parent/teacher association meetings, homeschool group meetings, and similar events.

5.5.   Provide instructional programs that teach children and teens how to use creative tools—such as video editing, photo editing, and audio production software—to build digital skills.

5.6   Develop programs that offer a safe, inclusive space for youth to explore personal interests, connect with peers, and participate in meaningful library experiences.

GOAL 6

Support academic success for children and teens by providing targeted resources, programs, and partnerships.

Objectives

6.1.   Strengthen partnerships with schools, daycares, and other educational institutions to connect students with library resources that support assignments, projects, and research.

6.2.   Offer parent-focused training on the software and tools most commonly used in schoolwork, enabling them to better assist their children.

6.3.   Deliver presentations and workshops that introduce students to the library's homework assistance services, research databases, and academic collections.

6.4.   Continue to host "Back to School Boot Camp" to equip students with the skills and knowledge to use library technology and resources for school success.

6.5. Expand dedicated resources, programs, spaces, and services for homeschool students and families, including homework assistance, tutoring, and test proctoring.

GOAL 7

Support adult lifelong learning and personal enrichment through diverse educational programs, cultural experiences, and accessible learning opportunities.

Objectives

7.1   Expand and diversify adult educational programs, including career development, test preparation, continuing education, and cultural enrichment.

7.2   Develop and distribute recorded presentations, lectures, and workshops to reach remote and homebound adult learners.

7.3   Strengthen outreach efforts to underserved adult populations across the River Region

7.4.   Offer skill-building workshops, such as computer basics, resume writing, and digital media use, to support adults' personal and professional growth.

GOAL 8

Provide adults with timely access to a diverse, high-quality collection in their preferred formats.

Objectives

8.1   Expand and update physical and digital collections to reflect varied interests and perspectives.

8.2   Adopt innovative content platforms to broaden available formats.

8.3   Partner with cultural institutions to secure engaging, low-cost exhibition materials.

8.4   Pursue grants to support collection growth and technology upgrades.

8.5   Evaluate subscription databases regularly to ensure diversity, quality, and ease of use.

8.6   Promote new materials through targeted outreach to connect resources with interested audiences.

GOAL 9

Provide safe, accessible, and welcoming library facilities that foster community ownership, inclusivity, and engagement.

Objectives

9.1.   Enhance and maintain inviting, comfortable public meeting spaces that encourage community gatherings and diverse programming across all library locations.

9.2.   Promote library facilities as preferred meeting space for clubs, organizations, and community events, fostering regular use and partnership opportunities.

9.3.   Continuously renovate, repair, and upgrade library spaces and equipment, incorporating universal design principles to ensure accessibility for all patrons.

9.4.   Ensure all library locations feature updated handicap-accessible entrances and meet or exceed accessibility standards.

9.5   Ensure all library locations have up-to-date security measures, including video surveillance with proper data management, to provide a secure space for the community.

9.6   Develop and maintain comprehensive building manuals to support effective facility management and planning.

GOAL 10

Cultivate a positive, supportive workforce that values diversity, creativity, and engagement, resulting in quality employees and high retention.

Objectives

10.1   I Promote diverse recruitment by advertising positions through a wide range of professional associations and community organizations.

10.2   Develop a statement reflecting the Library's commitment to a respectful and inclusive workplace to accompany mission and recruitment materials.

10.3.   Collaborate with organizations to provide relevant training and professional development opportunities for staff.

10.4   Develop and implement an Action Plan outlining policies to ensure compliance with all applicable laws and regulations.

10.5   Encourage staff participation in professional organizations and conferences at the state, regional, and national levels.

10.6   Support staff in identifying and pursuing professional development aligned with their interests and career goals.

GOAL 11

Leverage Extension Services, Outreach, and branch staff to expand access to library materials and programs throughout Montgomery County, especially for those unable to visit physical locations.

Objectives

11.1   Enhance Extension Services by adding resources and tools to support effective representation and engagement at local events.

11.2   Build and deepen partnerships with community organizations to broaden the reach of library materials and services.

11.3   Empower library staff to actively engage with their communities through outreach events such as partner organization programs, school PTAs, Career Days, and training sessions.

11.4   Assess the need for a new bookmobile to better serve isolated and hard-to-reach communities.

11.5   Collaborate with community leaders to regularly assess local needs and respond with tailored services and programs.

11.6   Explore partnerships with institutions like the Montgomery Zoo and local museums to provide loanable "Free Admission" tickets or similar community incentives.

Approved: 9/25/2025 by Library Board of Trustees