

# MONTCLAIR PUBLIC LIBRARY ROAD MAP

## 2023 Report

In 2023, the Montclair Public Library adopted a Road Map format to guide our work from 2023 to 2026. Copies of the Montclair Public Library Road Map are available [here](#).

The Road Map established six key priorities and milestones for each priority. Below are the milestones we reached last year.

### **Improving Building Infrastructure**

- In 2023, we made bathrooms on the 1st and 3rd floor of the Main Library ADA compliant, began a study of water-infiltration issues at the Branch, installed film in the Children's Department to control sunlight and heat damage, and installed LED fixtures and lights in the Main Library. We explored solar power options, site surveys for generators and an energy audit.

### **Engaging the Community**

- More than 10,000 people attended community-hosted events at the library, a three-fold increase. We attended almost 100 community events and engaged with 4,000 people, a 71% increase. We had significant partnerships with Montclair Film, Imani, Flea for All, Dance on the Lawn, Montclair High School and MFEE. We launched Library Cards for All with Montclair Public School.

### **Managing Finances**

- We found significant savings in several areas (including cleaning services and printing) and successfully applied for e-rate funding. We also changed to departmental budgets and a clearer general ledger system.

### **Providing a Wide Range of Materials**

- In addition to books, magazines, newspapers, e-books, museum passes, senior kits and hotspots, we created several new lending categories: Library of Things, Early Literacy Kits, Seed Library. Circulation increased by more than 50,000.

### **Cultivating a Diverse Workforce**

- Diversity was a key factor in our recruitment and promotion decisions. The Road Map Steering Committee is working on criteria to recruit and retain employees that reflect our community.

### **Delivering Effective Programs and Services.**

- Our programs featured more elder-focused activities, cultural events, prominent author talks and multicultural and multilingual children's programs. The number of programs increased 50 percent.

The Road Map also encouraged the formation of ad hoc groups to study specific issues and share recommendations. The most active group has been Sustainability so far.

We look forward to continue being guided by our Road Map in 2024 and beyond.