



The Shire Public Library

2026 STRATEGIC PLAN

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Rural & Small Libraries Management
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About the Library



The Shire Public Library is a municipal public library that serves the rural town of Hobbiton, Vermont. The library serves an estimated population of 1,896, according to the most recent census data. The Shire Public Library was established in the year 1993 with federal and state funding, grants from the American Library Association and the Institute of Museum and Library Services, as well as generous donations from our local residents and sponsors. The library is located at 4 Privet Drive in a single-story, brick building that was once a non-denominational church prior to being refurbished into the library. The library features an open floor-plan divided by section and has a multi-functional community room. The Shire Public Library is situated in the midst of a large, grassy park, abutting a local farm, with plenty of room for outdoor activities.

Primary user groups of the library include residents local to Hobbiton, K-12 students from the local public schools, community college students, homeschoolers, and out-of-town visitors. The Shire Public Library has a wide selection of programming available for all ages. For our adult patrons, we offer a crochet/knitting club, monthly painting night, book clubs in several genres, movie and board game nights, as well as job seeking services and various adult education courses. Our younger patrons are able to attend toddler play & dance programs, story times for a variety of ages, weekly crafting events, family movie nights, LEGO club, Dungeons & Dragons club, tutoring services, and more. Weekly themed programs tailored to children of all ages are available for the large population of homeschoolers local to Hobbiton, Vermont.

Collections at the library include print and digital books, including adult, young adult, and children's fiction, non-fiction, historical, reference, and graphic novels with a variety of sub-genres available in each category. The library has a sizable collection of various media, including video games, CD's, DVDs, Blu-rays, and audio books. The Shire Public Library is proud to have a non-traditional "Library of Things" available to its patrons as well. This includes materials for cooking/baking, tools, crafting supplies, technology, games and puzzles, as well as educational kits, museum passes, and outdoor recreational gear. Additionally, The Shire Public Library is home to a special archival collection of the town's historical records, which is housed in a separate room of the library. Offerings and programming at the library are developed with the overall aim of encouraging community engagement, promoting literacy skills and lifelong learning, and forging valuable social connections.

Mission Statement

The mission of The Shire Public Library is to provide its rural residents with vital educational, informational, and technological opportunities. The Library will provide a safe and welcoming environment for all visitors, with a focus on adapting its offerings to meet the specific needs of the community.



Vision Statement

It is the vision of The Shire Public Library to improve rural living through the encouragement of continuous learning, the nurturing of creative pursuits, and the fostering of community engagement.

Goals & Objectives

Goal 1: Provide a safe and welcoming space for the community.

- Objective 1: Adjust the interior and exterior spaces of the library to meet the continuously evolving needs of the community, while ensuring accessibility guidelines are met.
- Objective 2: Acquire multi-purpose, functional, and inclusive furnishings to be used for reading, studying, crafting, and other activities as required.
- Objective 3: Seek out funding opportunities for necessary interior, exterior, and various facility improvements.

Goal 2: Promote community engagement through tailored programming and offerings.

- Objective 1: Further develop programming that is considerate of the unique needs of this rural community.
- Objective 2: Increase outreach initiatives to ensure that all programming and offerings are able to reach as many members of the community as possible.
- Objective 3: Increase involvement in community boards, organizations, schools, groups, etc., to strengthen community partnerships.

Goal 3: Determine the unique needs of the rural community and adapt accordingly.

- Objective 1: Conduct semi-annual community surveys pertaining to community satisfaction with facilities, collection development, programming, etc., to aid in future planning.
- Objective 2: Collaborate with local community departments to create offerings that will be the most effective.
- Objective 3: Continue to make technology, programs, and other offerings openly accessible to the community.

Goal 4: Support the pursuit of knowledge, enrichment, connection, and creativity.

- Objective 1: Ensure that the library's collection is well-rounded, thoughtfully developed, and representative of all members of the community.
- Objective 2: Further develop social engagement opportunities to foster meaningful connections within the community.
- Objective 3: Offer a diverse range of programming opportunities reflective of all backgrounds and interests.

Goal 5: Foster a professional atmosphere that encourages continuous growth.

- Objective 1: Continuously support the professional growth of library staff through professional development opportunities.
- Objective 2: Create a positive and uplifting work environment, ensuring that all regular staff and volunteers are satisfied with their commitments to the library.
- Objective 3: Encourage library staff to be actively involved in community organizations, events, and activities.

Action Plan

In order to successfully meet the goals and objectives set forth in this strategic plan, the following activities and performance measures will be employed:

Goal #1

1. Refurbish current furnishings where possible to maximize use.
2. Purchase new furnishings within budget that are comfortable, accessible, functional, and complimentary to the space.
3. Administer frequent cleaning and maintenance to ensure that the library interior and exterior are well-kept.
4. Seek funding and grants to provide for improvements.

Goal #2

1. Develop new offerings and update existing programming based on performance measures, community feedback, and need.
2. Identify library non-users and strategically develop engagement promoting outreach initiatives.
3. As an outreach initiative: increase social media presence on various platforms.

Goal #3

1. Adapt collection, programming, and other opportunities based on community feedback.
2. Communicate frequently with community members and town boards to assess need.

Goal #4

1. Update the collection development policy to better represent the community.
2. Develop programming that will specifically support social connection and engagement.

Goal #5

1. Post professional development opportunities and encourage staff to attend individually or in groups.
2. Provide a calendar of local community events to encourage staff participation.
3. Conduct an annual review of compensation and benefits package to ensure that both are competitive and appropriate.

Measures of Performance:

1. Conduct a semi-annual community satisfaction survey.
2. Offer brief, optional programming evaluations to all participants.
3. Track library circulation, programming participation, and item turnover rate.