



## Work Plan 2025-2026

### Element 1 - RESOURCE SHARING

#### Cooperative Collection Development (CCDA) for Academic Libraries

**Goal:** Facilitate, for eligible academic libraries, a Coordinated Collection Development program that strengthens and makes available diverse, inclusive and free resources to all regional learners and residents. The resources should include authors and publishers from historically oppressed and marginalized groups.

**Objectives:** Ensure that eligible libraries utilize the CCDA program and receive 2025-2026 funding.

- Responsibility: Executive Director & Fiscal Services Manager
- Results:

#### Interlibrary Loan (ILL)

**Goal:** Enable library users to efficiently and quickly obtain material not available in their local libraries.

**Objective:** Assist new ILL staff with Resource Sharing best practices.

- Responsibility: Outreach Services Librarian
- Results:

**Goal:** Facilitate and enhance regional learners' and residents' access to information.

**Objective:** Re-establish the Bibliographic & Referral Center (BARC), our backup interlibrary loan clearinghouse, as an in-house service.

- Responsibility: Executive Director; Outreach Services Librarian
- Results:

**Goal:** Investigate regional and statewide opportunities to improve access to materials for all people.

**Objective:** Integrate DEIJA programming in the area of Resource Sharing to provide our members with the opportunity to learn about relevant DEIJA and accessibility initiatives and projects.

- Responsibility: Outreach Services Librarian
- Results:

**Objective:** Market SCORA (South Central Onsite Regional Access).

- Responsibility: Executive Director; Outreach Services Librarian
- Results:

## Digital Collections Access

**Goal:** Identify new collections that reflect historically oppressed and marginalized peoples and perspectives and unique regional subjects, and investigate new material formats for inclusion, such as data sets and original research.

**Objective:** Add at least one new collection representing historically oppressed and marginalized peoples and perspectives to NYHeritage from the SCRLC region.

- Responsibilities:
- Results:

**Objective:** Complete the traveling exhibit about the Underground Railroad.

- Responsibility:
- Results:

## Other: Medical Library Services Program

**Goal:** Utilize and distribute MISP program funds to member libraries to improve access to medical and health information.

**Objective:** Promote the availability of MISP to fund medical/health-related interlibrary loan requests.

- Responsibility: Executive Director
- Results:

**Objective:** Fund health-related electronic resources.

- Responsibility: Executive Director; Outreach Services Librarian
- Results:

## Element 2 - SPECIAL CLIENT GROUPS: HOSPITAL LIBRARY SERVICES PROGRAM

**Goal:** Serve the information needs of regional health care professionals through the provision of health and medical information, resources, expertise, and circuit librarian services to their hospitals.

**Objective:** Provide continuing education opportunities for HLSP participants.

- Responsibility: Outreach Services Librarian
- Results:

**Objective:** To better understand the information needs, visit all hospitals in-person or virtually.

- Responsibility:
- Results:

**Objective:** Revise and implement HLSP marketing plan.

- Responsibility: Outreach Services Librarian; HLSP Advisory Committee
- Results:

## Element 3 - PROFESSIONAL DEVELOPMENT AND TRAINING (Educational Services)

**Goal:** Ensure that diversity, equity, and inclusion (DEIJ) are at the forefront of SCRLC's educational services.

**Objective:** Enlist a diverse group of speakers to present programs. (Note that any disclosure about identity is optional—we cannot and will not make assumptions about anyone's identity.)

- Responsibility:
- Results:

**Objective:** Offer learning opportunities on justice, diversity, equity, and inclusion.

- Responsibility: Outreach Services Librarian; Membership Engagement Librarian
- Results:

**Goal:** Plan responsive programs to meet membership needs as they arise in a rapidly changing environment.

**Objective:** Offer a wide variety of programming and training to meet members' needs.

- Responsibility: Membership Engagement Librarian; Executive Director
- Results:

**Objective:** Continue to offer career coaching services.

- Responsibility: Executive Director; Staff
- Results:

#### **Element 4 - CONSULTING AND DEVELOPMENT SERVICES**

**Goal:** Facilitate the provision of expertise, advice, training, or referrals in specific areas of library leadership and operation, or customized teaching and services to members.

- Responsibility: Executive Director; Staff
- Results:

**Goal:** Facilitate knowledge-sharing and member collaboration.

**Objective:** Continue building in collaboration with the public library systems and other members a regional Digital Equity Coalition to unite regional leaders to advance Digital Equity.

- Responsibility: Executive Director; Digital Services Librarian
- Results:

**Objective:** Share innovations that are happening among SCRLC member organizations.

- Responsibility: Executive Director, Staff
- Results:

**Goal:** Support regional digitization and innovative projects and services through SCRLC-sponsored initiatives and grant opportunities that impact members and adhere to SCRLC's values.

**Objective:** Share news monthly with members about digitization projects and services.

- Responsibility:
- Results:

**Objective:** Offer grant opportunities to member organizations for digitization and other innovative projects.

- Responsibility:
- Results:

#### **Element 5a - COORDINATED SERVICES FOR MEMBERS: VIRTUAL REFERENCE**

**Goal:** Facilitate participation in collaborative virtual reference service to enable member libraries to provide quality, relevant, and timely information services to their communities.

**Objective:** Market AskUs 24/7 to elicit new SCRLC participants.

- Responsibility: Executive Director
- Results:

#### **Element 5b - COORDINATED SERVICES FOR MEMBERS: DIGITIZATION SERVICES**

**Goal:** Provide information and training in the process of digitization, standards, metadata, access, and digital preservation, especially with a critical eye for inclusive description practices.

**Objective:** Provide custom training for at least three members each year and distribute at least twelve newsletters on the topic of digitization, metadata, access, and digital preservation.

- Responsibility:
- Results:

**Goal:** Promote the rich digital content generated by SCRLC members through NYHeritage or other content gateways, especially as it relates to school curricula.

**Objective:** SCRLC member digital collections will have a 5% increase in pageviews from the year before.

- Responsibility: Digital Services Librarian
- Results:

### **Element 5c - COORDINATED SERVICES FOR MEMBERS: RESOURCES ACQUISITION AND ACCESS**

**Objective:** Fund regional electronic subscriptions as feasible.

- Responsibility: Executive Director; Staff
- Results:

### **Element 6 - AWARENESS AND ADVOCACY**

**Goal:** Increase awareness of the role of the regional network of libraries and library systems in providing relevant cost-effective resources, materials, and programs to students, educators, lifelong learners, and NYS residents.

**Objective:** Leverage the Digital Equity work to demonstrate to the region's library and cultural workers the effectiveness of working together to mitigate the digital divide and increase digital inclusion.

- Responsibility: Executive Director; Staff
- Results:

**Objective:** Design an information campaign to bring people into libraries.

- Responsibility:
- Results:

**Objective:** Review SCRLC's Advocacy Plan in context of the new NYALS plan.

- Responsibility: Executive Director; Awareness & Advocacy Committee
- Results:

### **Element 7 - COMMUNICATIONS AMONG MEMBER LIBRARIES AND LIBRARY SYSTEMS**

**Goal:** Facilitate relationship-building and partnerships among members through networking opportunities and participation in regional and statewide programs and services.

**Objective:** Hold regional in-person networking meetings/luncheons and virtual meetups.

- Responsibility: Executive Director; Staff
- Results:

### **Element 8 - COLLABORATIVE EFFORTS WITH OTHER LIBRARY SYSTEMS**

**Goal:** Provide members with effective and expert information services and programs to enable them to better serve their communities, through collaboration with the region's public and school library systems, the Empire State Library Network (ESLN), and the New York Alliance of Library Systems (NYALS).

**Objective:** Collaborate with library systems and organizations to offer ESLN-sponsored conferences and learning opportunities throughout the fiscal year.

- Responsibility: Membership Engagement Librarian; Other Staff
- Results:

**Goal:** Form partnerships with other library systems and organizations to advance common goals and provide support for shared services.

**Objective:** Partner with regional public library systems and school library systems in digital equity pursuits.

- Responsibility: Executive Director; Digital Services Librarian
- Results:

## **Element 9 - OTHER (Optional) Leadership and Administration**

**Goal:** Foster a culture of diversity, equity, inclusion, sustainability, and antiracism within SCRLC and across the region's member organizations.

**Objective:** Incorporate DEIJA and antiracism into all aspects of SCRLC's programs, services, and operations.

- Responsibility: Board of Trustees, Executive Director, Staff
- Results:

**Goal:** Utilize resources effectively and efficiently, ensuring that expenditures reflect strategic directions and priorities are based on continuous evaluation and funding levels.

**Objective:** Visit member organizations, virtually and in-person.

- Responsibility: Executive Director & Staff
- Results:

**Objective:** Review existing policies to identify any that may be missing or should be implemented.

- Responsibility: Bylaws & State Regulations Committee; Executive Director; St
- Results:

**Goal:** Demonstrate best practices in sustainable resource management, staff development, and workplace wellness.

**Objective:** Promote best practices for green and sustainability programs; develop initiatives as feasible.

- Responsibility: Board of Trustees, Executive Director, Staff
- Results:

**Goal:** Facilitate recruitment into the profession.

**Objective:** Offer internships as possible.

- Responsibility: Executive Director and Staff
- Results:

**Objective:** Participate in high school and college career fairs as possible.

- Responsibility: Executive Director and Staff
- Results:

**Objective:** Complete the 2026-2031 Plan of Service and send to the NY State Library on time.

- Responsibility: Board of Trustees, Executive Director, Staff
- Results:

**Goal:** Facilitate and promote a diverse regional library workforce; as a component of this goal, improve SCRLC's recruitment of diverse candidates for available positions.

**Objective:** Update the recruitment and retention section of the LibGuide.

- Responsibility: Executive Director, Staff
- Results:

**Goal:** Ensure, promote, and facilitate cultural competency among regional library workers; increase awareness of diversity within the organization and membership.

**Objective:** Offer training opportunities and other programs on topics of cultural competency to help.

- Responsibility: Membership Engagement Librarian, Outreach Services Librarian
- Results: