



STRATEGIC PLAN



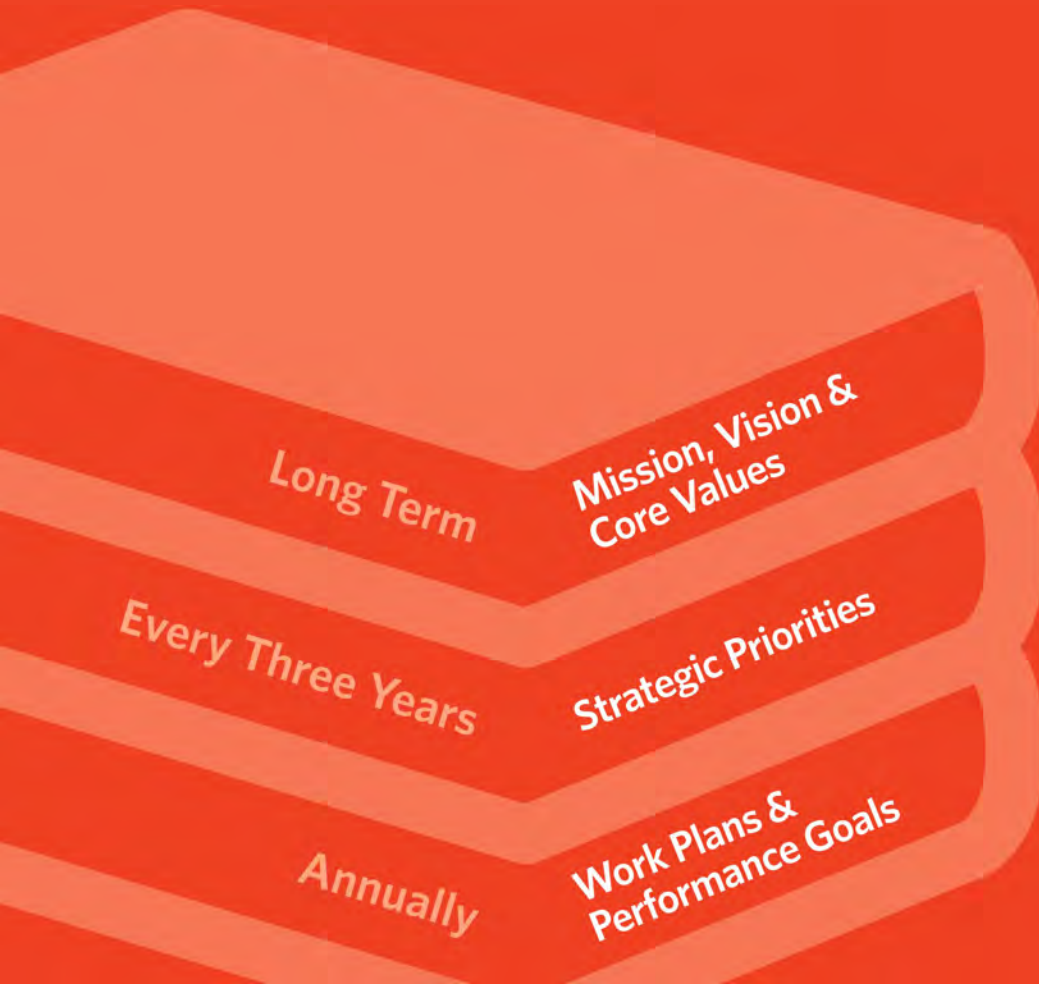
FREDERICK
COUNTY
**PUBLIC
LIBRARIES**

FY26-28

Frederick County Public Libraries (FCPL) updates its strategic plan every three years to ensure that our priorities reflect the current needs of the communities we serve.



Introduction



The strategic priorities outlined in this plan help bring our mission, vision, and core values to life. They are the focus areas that will drive our decisions and actions in the coming three years.

In alignment with the priorities laid out here, each year, our branches and departments will create individual work plans.

At the staff level, individuals write performance goals—all of which are rooted in the priorities.

These combined elements ensure we're making the greatest impact possible in our communities.

Plan in Action

OUR MISSION

To meet people
where they are.

To expand access
and build bridges.

To foster individual
and community
growth.

To uplift voices and
create spaces where
all are welcome.

We are kind.
We listen
and connect.
We create.

Our Core Values

An informed,
empowered,
and vibrant
community.

Our Vision

Strategic Priorities:



Anticipate, Listen & Respond

We listen to our communities, aspire to anticipate their needs, and evolve services and collections in a mindful way.



Grow Sustainably

We will cultivate enduring relationships to empower a vibrant and strong community.



Foster Belonging

We will create spaces and experiences where people feel safe, welcomed, and valued.



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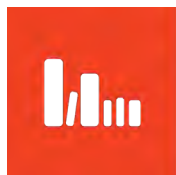
Bethany **Watts**

Stephanie **Yates**

Acknowledgments



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