

AREA OF OPPORTUNITY	TIER 1 (BEGINNING)	TIER 2 (EMERGING)	TIER 3 (ADVANCING)
Organizational Commitment			
Board diversity	Maintain current board diversity levels	Recruit board candidates for future vacancies	Develop readiness for library board service
Inclusive hiring	Maintain current staffing levels in lieu of budget cuts	Utilize internships as prep & training for library field	Establish internships as path to employment in library field
Leadership Development			
Utilize internship programs	Introduce youth to library field through DCLS, DC EXT & Office of Civil Rights internships	Provide interested youth with LTE opportunities	Establish internships as path to employment in public service
Proactive staffing	Invite employees to share talents through positions	Adapt services to incorporate staff talents as part of core service	Establish DCLS as a department that is nimble and tries new ideas
Succession planning	Plan for staff reorganization due to retirement	Operate in new structure and make necessary changes	Provide experience as a model
Program Innovation			
Spanish Story Time model	Offer seasonal SPST to county libraries via bilingual Lib Asst	Offer SPST series to libraries via SPST cohort participants	Establish regular SPST at all Dane County Libraries
Violence Prevention/Literacy Mentors	Plan literacy curriculum/interactions for key Dream Bus stops	<i>Engage parents/families at key stops to build engagement & trust</i>	<i>Hire 2 literacy mentors to implement curriculum over a year</i>
PIC GRANT APP/Library Access	Coordinate DC libraries in efforts to remove barriers to library service	Apply for PIC grant to implement initiatives	<i>Implement county-wide messaging</i>
Collaboration			
Spanish Story Time model	Offer seasonal SPST to county libraries via bilingual Lib Asst	Offer SPST series to libraries via SPST cohort participants	Establish regular SPST at all Dane County Libraries
Violence Prevention/Literacy Mentors	Work with literacy consultant from MMSD on curriculum; build connections with other grantees	Work with VP staff to plan for site visits; work with sites, MadCol, & other grantees to share literacy mentor positions	Report regularly to VP committee on project & look for way to collaborate
PIC GRANT APP/Library Access	Coordinate DC libraries in efforts to remove barriers to library service	Apply for PIC grant to implement initiatives	<i>Implement county-wide messaging</i>

Resource Mobilization - Budget			
Dream Bus funding	Streamline service for effective, efficient use of staff	Maintain service; utilize staff in other service areas, such as BKM, Jr & Outreach	Draw down dependency on outside revenue sources for DB to become self-sufficient
Spanish Story Time as Service	DC libraries are billed for service	Explore Beyond the Page funding for SPST	Establish SPST as service with consistent revenue
Brand and Visibility			
On-site visibility	Bookmobile, Jr & Dream Bus display wraps that are attractive & inviting	Explore ways to promote equity messaging at each stop	
Website & social media	Maintain welcoming, easy-to-use website; maintain Instagram & FB presence	<i>Update website for ADA accessibility by April 2027</i>	Explore website renovation for easier accessibility