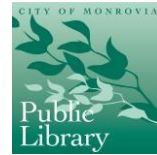




**CITY OF MONROVIA
LIBRARY BOARD
AGENDA REPORT**



DEPARTMENT: Community Services
Library Division

MEETING DATE: January 22, 2026

PREPARED BY: Carey Vance, Library Manager

AGENDA LOCATION: AR-1

TITLE: Library Strategic Plan Q1 2026 Progress Report

OBJECTIVE: To provide the Library Board with a progress report on the Strategic Plan as of Q1 2026

UPDATE: The Monrovia Public Library Strategic Plan 2017-2022 was officially recommended by the Library Board on July 27, 2017 and was approved by City Council on August 1, 2017. Quarterly updates to the Library Board on the progress of the goals and activities of the plan are just one way staff are ensuring that this plan is a dynamic and living document that shapes the Library's future far beyond its initial five year timeframe.

The plan originally had a total of 22 SMART Goals and 63 supporting Goal Activities. At the February 2021 Library Board meeting, staff presented information on strategic plan expansion items that highlight the changes that have come about over the past few years. These items will help continue the work outlined in the original strategic plan and its role as a "living document" that grows and changes with the needs of the community.

Five focus areas were discussed, including: 1. Equity, Diversity, and Inclusion; 2. Virtual Services and Programming; 3. Redesign of the Physical Space; 4. Meaningful Access; 5. Job Skills and Career Resources. As of April 2021, these elements have been incorporated into the strategic plan under the appropriate strategic goal areas with language or goal activities modified as needed. The ongoing status of these expansion items were included with the quarterly updates, starting with the Q3 2021 progress report in July 2021.

Here is a brief snapshot of what has been accomplished as of January 2026:

Enhance Experiences

Staff continues to make progress in programming, space planning, and supporting 21st century skills for youth as well as "Active Mind, Active Life" programming for adults, including:

- Over the course of the holiday season, the library hosted a number of programs for all ages, including a special storytime with Santa and Ms. Claus, a holiday version of Family Feud, holiday party for teens, and Thanksgiving Break activities, for a total of 5,884 program participants (October-December 2025).
- The library's Adult Services staff have expanded programming in response to feedback from attendees. Monthly events like Game Show Extravaganza, Game Night, Dungeons & Dragons, and

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craft programs are attracting adults to the library, many of whom are bringing friends and family to subsequent programs. This gives staff an opportunity to share the many resources available for adults and older teens at the library. In 2025, a total of 3,242 adults attended programs throughout the year (including veterans and adult literacy programming).

- In September, staff held a Hispanic Heritage Month Fiesta with folklorico dancers, bilingual storytime, and art activities for 163 kids and families.

Enhance Access

Staff are always working on ways to ensure all members of the community have access to library services, including:

- The library brought materials and services to students and community members in 2025 via the Monrovia Reads Van, which served a total of 9,272 people who borrowed 1,857 books and created 198 new library cards (January-December 2025).
- In 2025, the library hosted 12 sensory-friendly programs for 142 children with Autistic Spectrum Disorders (ASD) and their families as well as 22 Barks & Books programs for 226 children who are struggling with reading and thrive in a supportive, calm environment. Both programs provide services in a way that ensures all members of the community have equitable access to the library.
- Staff visit local senior facilities, Brookdale and Heritage Park, to provide programs and one-on-one tech help each month as well as regular outreach to the senior groups that meet at the Community Center. In 2025, staff engaged in 478 interactions with seniors at outreach visits across the community, a 144% increase over the previous year (196 interactions in 2024).

Enhance Partnerships

All goals for this Strategic Direction were completed as of October 2022. Given the nature of meaningful partnerships, the goal activities will be ongoing and staff continues to expand existing partnerships to enhance services to the community, including:

- The library continues to partner with Starbucks, Look Cinemas, Makers & Clay, and other local organizations to host events for local veterans and their families. In 2025, a total of 815 attended 23 programs for veterans, their families, and friends.
- The library partners each year with In-n-Out to host their reading program for children. This year a total of 321 children participated, reading 2,523 books and logging over 96,000 minutes. With 88% of the participants completing all levels, it successfully encouraged a love reading among Monrovia's youth while continuing a long-standing partnership between the library and a local business.
- As part of the library's Veterans Resource Center, a County Veterans Service Officer (CVSO) provides on-site support with office hours on Wednesdays, Thursdays, and Fridays while a representative from the Veteran Peer Access Network (VPAN) offers on-site service on Tuesdays, supporting veterans as they work with the VA and other governmental agencies. In 2025, the CVSO held 732 appointments with veterans, VPAN held an additional 345, while staff had 1,255 interactions for a total of 2,332 interactions with veterans and their families supported through the program (January-December 2025).

Enhance Technology

All goals for this Strategic Direction were completed as of April 2019. Completion of this strategic direction illustrates the importance the library places on providing all community members with access to the most up-

to-date technology and devices. This is not only meant to meet their evolving needs as technology changes but also ensure universal access for all, reducing the digital divide within Monrovia for community members of all ages and backgrounds.

The need for technology and online resources has become even more important throughout the years of the pandemic, resulting in the following:

- The Legacy Project's online historical collection had 17,931 searches in the first six months of FY25/26 (July-December 2025). This special collection provides important historical research resources for students, historians, and community members.
- PressReader, the library's online resource for digital newspapers and magazines, provided access to 928 issues (magazines or newspapers) in a variety of languages and formats to meet greater accessibility needs for community members (July-December 2025).
- The online streaming platform, Kanopy, had 1,499 visits in 2025. The service offers access to films and documentaries that highlight diverse voices and creators from around the world.

Enhance Image

Staff continues to work on marketing and promotion of library services and programs as well as engaging with community stakeholders:

- The Marketing Team has been collaborating with staff on ways to promote the library's services, displays, and the new Friends of the Library reusable bags in fun, innovative ways. Recent popular posts include one highlighting the library partnership with the high school's Math and Science Academy (MASA) students leading STEAM programs for kids and one promoting a Dodgers book display during the World Series.
- As of December 2025, the library's Facebook account had 1,800 followers and the Instagram account had 4,874 followers, while the library's YouTube channel had a total of 380 subscribers.

Enhance Staff Development

All goal activities for the Staff Development Strategic Direction have been completed. Continuous growth and lifelong learning are integral elements of Library and City culture and though the goal activities have been completed, progress continues on to this day. Learning Hours remain an integral part of all staff members' schedules.

Annual evaluation goals continue to align with strategic plan elements and ensure professional development remains an important focus for every staff member. The staff development program, Collab Lab, launched in early 2020, was modified due to the closures with virtual meetings among the staff teams. One team, collaborating on grant research, was able to successfully secure a Library Services & Technology Act Grant (LSTA grant) for the remote locker in Recreation Park as a way to expand access to library services for more members of the community. Several staff members also participated in a "Career Building & Advice" breakout session at the 2022 Staff Summit, as collaboration and mentorship continues among those farther along in their careers supporting and advising those who are new to the library field.

Virtual and in-person training opportunities have helped staff expand their skills on a variety of topics, including homelessness, mental health, customer service, leadership, and marketing. They also participated in the annual Staff Summit, which took place in September 2025. An all-day event, staff took the time to share, collaborate, and learn during a variety of activities including a tour of the Monrovia Historical Museum,

group activities, and a team competition of minute-to-win-it games. Staff recognize the importance of continual improvement and see it as one of the key ways to continue to provide premier levels of service to the community.

Conclusion

Overall, much has been accomplished since the plan was introduced in 2017. Several major projects and new services were launched, including: the Monrovia Reads Van, the CENIC Broadband Network, the Marketing Team, the annual Staff Learning Summit, and the book locker at Recreation Park. With the introduction of virtual programming, remote work, and curbside services, staff was able to keep following the roadmap of the Strategic Plan during the closures and re-opening process in 2020 and 2021 so progress would continue. In the years since the library reopened, staff have continued to ensure library services and programs grow and change with the needs of the community. Staff looks forward to building upon their successes while moving forward and providing their very best for Monrovia.

FISCAL IMPACT: There is no fiscal impact associated with this report.

RECOMMENDATION: Staff recommends the Library Board move to receive and file **AR-1 Library Strategic Plan Q1 2026 Progress Report**.

LIBRARY BOARD ACTION REQUIRED: If the Library Board concurs the appropriate action would be a motion to: ***Receive and file AR-1 Library Strategic Plan Q1 2026 Progress Report.***

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