

Phases of Framing the Future with deliverables and desired outcomes listed

Phase 1: Equity, Diversity, and Inclusion Training (November 2020 – January 2021)

- Each participating state will offer EDI training for librarians and board members.
- Library Strategies staff will attend these trainings when possible to connect them to the next phase of the project.
- Desired outcomes:
 - Attendees at these trainings recognize their own implicit bias.
 - Attendees understand why we are talking about this issue.
 - Attendees want to better serve underserved members in their community.

Phase 2: Importance of Strategic Planning Training (March 2021 – May 2021)

- Library Strategies develops a core virtual session that covers the importance of strategic planning.
- Library Strategies creates a custom live Q&A session for each participating state that addresses the needs, goals, and landscape of that state.
- Library Strategies and State Library staff identify what needs to be covered in intensive training institutes and what support facilitators might need to assist with strategic planning.
- Desired outcomes:
 - Attendees understand why strategic planning is important.
 - Attendees recognize how the strategic planning process can be a tool for providing better services for underserved community members.
 - Attendees want to go through a strategic planning process.
 - At least a few of the attendees want to take the next step to be facilitators for small, rural libraries.

Phase 3: Intensive F2F Strategic Planning Institutes for Facilitators (June – September 2021)

- Library Strategies delivers 2 intensive training institutes that train attendees on how to facilitate strategic plans for the small, rural libraries in their state.
- State libraries identify 2-4 libraries who would like a strategic plan. State library staff assign these libraries to facilitators attending the event.
- State library staff and/or facilitators create a community snapshot of the libraries that need strategic plans.

- Library Strategies develops the content and an insert in the training handbook that includes information about the landscape of the state for facilitators to use.
- Desired outcomes:
 - Attendees learn about Rapid Results Planning.
 - Attendees gain confidence in their ability to lead a strategic planning process for another library.
 - Attendees identify ways to help small, rural libraries include underserved members of their community in the strategic planning process.

Phase 4: Facilitation and support of strategic plans (October 2021 – July 2022)

- Facilitators from the training institutes assist approximately 30 libraries with developing a strategic plan.
- Library Strategies provides support to facilitators during their planning processes. Library Strategies offers virtual check-ins with facilitators in late October, late January, and late April.
- State library staff provide logistical support for the facilitators in their states.
- Facilitators, state library staff, and Library Strategies work together to identify what support facilitators need to assist other libraries with a strategic plan.
- Desired outcomes:
 - Library directors, library boards, and library staff in small, rural libraries have a strategic plan that helps them identify how to best serve their community and use their resources wisely.
 - Library directors and library staff work towards a goal of providing better service and reducing barriers for at least one group of underserved community members.