



**Northeast Ohio Regional Library System**  
**Strategic Plan**  
**2025-2028**

**Approved by the Board of Trustees**  
**June 17, 2025**

## Mission

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NEO-RLS provides excellent, accessible development opportunities for staff and organizations and dynamic collaborative possibilities to the diverse Northeast Ohio library community.

## Vision

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NEO-RLS is the catalyst for maximizing library potential.

## Values

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### Member-Driven

We are dedicated to creating a strong, connected community of library staff across the region. With integrity, open communication, and responsible stewardship, we prioritize building meaningful relationships that enhance the library profession and deliver value to all our members.

### Inclusive

We strive to build a welcoming, equitable, and fair community that embraces diversity and ensures access to resources and opportunities for all. We are committed to providing spaces where everyone feels respected, valued, and supported.

### Relevant

We champion continuous growth and knowledge-sharing by providing innovative, timely, and sustainable learning opportunities. We aim to enable library staff and institutions to excel in their roles, adapt to change, and remain at the forefront of the profession.

### Agile

We anticipate and respond to the evolving needs of our members with foresight and agility. Through thoughtful planning, we ensure that our services and programs remain forward-thinking, relevant, and impactful.

### Inspiring

We are committed to being a reliable partner for our members, offering guidance, motivation, and actionable solutions. By fostering an environment of creativity, empowerment, and growth, we enable individuals and organizations to achieve their goals and inspire excellence in the library profession.

## Goal 1

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### Boost visibility and increase awareness

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#### Objectives and Action Items:

1. Increase NEO-RLS presence in the library community
2. Elevate member communication
3. Ensure efficiency and allocate resources

## Goal 2

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### Emphasize staff value and champion success

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#### Objectives and Action Items:

1. Foster an environment of continuous feedback
2. Cultivate a supportive culture
3. Prioritize retention and recruitment

## Goal 3

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### Strengthen collaboration within the region and across the state

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#### Objectives and Action Items:

1. Establish intentional partnerships
2. Dedicate time and resources
3. Leverage collaborations to enhance member benefits

