

SOUTH KINGSTOWN PUBLIC LIBRARY

Strategic & Action Plan

July 1, 2024 – June 30, 2027

MISSION STATEMENT

The South Kingstown Public Library provides free, convenient, and equal access to print and non-print materials, services and technologies that support our community's informational, educational, cultural, and recreational needs.

PRINCIPAL VALUES

To treat all library users fairly and equally and serve as a forum for all points of view.

To provide high demand/high interest materials in a variety of formats for persons of all ages.

To serve as a center for free, timely and accurate information for all residents in their pursuit of job-related, educational, and personal interests.

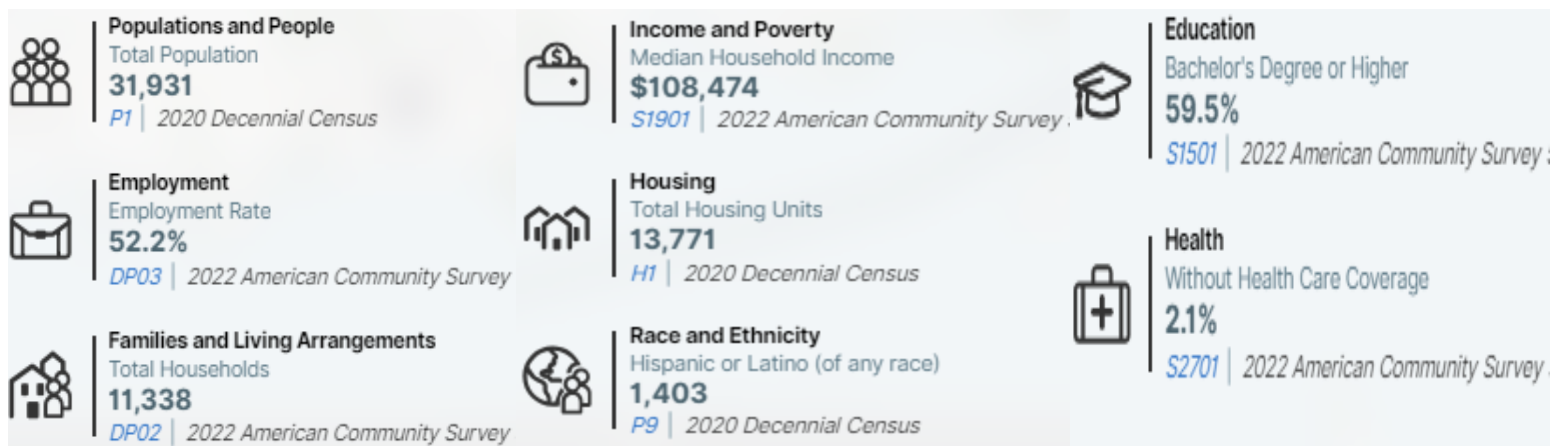
To assist residents of all ages in the pursuit of life-long learning by offering a variety of programs and other enrichment opportunities.

To strive to provide a welcoming library environment and maintain buildings that are clean, comfortable, safe, and accessible to the community.

South Kingstown is a community with a strong tradition of library usage. This three-year action plan will help to guide the continuation of this tradition with the goal of improving the quality of life and increasing opportunities for success for every South Kingstown resident.

Community Profile

South Kingstown, Washington County's largest community with a geographic area of 56.8 square miles, comprises several villages. These include Wakefield, Peace Dale, Kingston, West Kingston, Green Hill, Matunuck, and Perryville. Formerly a rural area, South Kingstown is today primarily residential in nature. The Wakefield/Peace Dale area is the commercial center of the community.



POPULATION AND DIVERSITY

Total:	31,931
✓ Population of one race:	30,359
White alone	27,380
Black or African American alone	708
American Indian and Alaska Native alone	350
Asian alone	1,016
Native Hawaiian and Other Pacific Islander alone	7
Some Other Race alone	898

EMPLOYMENT

Label	Total	Labor Force ...	Employment/Population Ratio	Unemployment rate
	Estimate	Estimate	Estimate	Estimate
▼ Population 16 years and over	27,912	57.1%	52.2%	7.9%
▼ AGE				
16 to 19 years	4,887	29.4%	25.3%	13.9%
20 to 24 years	2,907	64.2%	62.1%	3.2%
25 to 29 years	1,418	88.7%	72.3%	17.3%
30 to 34 years	1,765	81.4%	70.5%	13.4%
35 to 44 years	2,919	87.2%	81.1%	3.8%
45 to 54 years	2,686	86.1%	81.2%	5.3%
55 to 59 years	2,316	77.2%	67.7%	12.3%
60 to 64 years	1,940	69.7%	64.9%	6.9%
65 to 74 years	3,954	41.3%	40.0%	3.1%
75 years and over	3,120	10.3%	9.9%	3.4%

EDUCATION

Label	Total	Percent	Male	Percent Male	Female	Percent Female
	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
▼ AGE BY EDUCATIONAL ATTAINMENT						
▼ Population 18 to 24 years	7,149	(x)	3,018	(x)	4,131	(x)
Less than high school graduate	438	6.1%	246	8.2%	192	4.6%
High school graduate (includes equivalency)	1,834	25.7%	764	25.3%	1,070	25.9%
Some college or associate's degree	4,195	58.7%	1,666	55.2%	2,529	61.2%
Bachelor's degree or higher	682	9.5%	342	11.3%	340	8.2%
▼ Population 25 years and over	20,118	(x)	9,644	(x)	10,474	(x)
Less than 9th grade	159	0.8%	95	1.0%	64	0.6%
9th to 12th grade, no diploma	779	3.9%	505	5.2%	274	2.6%
High school graduate (includes equivalency)	3,009	15.0%	1,469	15.2%	1,540	14.7%
Some college, no degree	2,784	13.8%	1,208	12.5%	1,576	15.0%
Associate's degree	1,424	7.1%	576	6.0%	848	8.1%
Bachelor's degree	6,181	30.7%	3,075	31.9%	3,106	29.7%
Graduate or professional degree	5,782	28.7%	2,716	28.2%	3,066	29.3%
High school graduate or higher	19,180	95.3%	9,044	93.8%	10,136	96.8%
Bachelor's degree or higher	11,963	59.5%	5,791	60.0%	6,172	58.9%

EDUCATION (CONT.)

Population 25 to 34 years	3,183	(X)	1,731	(X)	1,452	(X)
High school graduate or higher	3,130	98.3%	1,687	97.5%	1,443	99.4%
Bachelor's degree or higher	1,812	56.9%	1,023	59.1%	789	54.3%
Population 35 to 44 years	2,919	(X)	1,419	(X)	1,500	(X)
High school graduate or higher	2,710	92.8%	1,286	90.6%	1,424	94.9%
Bachelor's degree or higher	1,802	61.7%	760	53.6%	1,042	69.5%
Population 45 to 64 years	6,942	(X)	3,378	(X)	3,564	(X)
High school graduate or higher	6,509	93.8%	3,108	92.0%	3,401	95.4%
Bachelor's degree or higher	4,193	60.4%	2,010	59.5%	2,183	61.3%
Population 65 years and over	7,074	(X)	3,116	(X)	3,958	(X)
High school graduate or higher	6,831	96.6%	2,963	95.1%	3,868	97.7%
Bachelor's degree or higher	4,156	58.8%	1,998	64.1%	2,158	54.5%

POVERTY LEVEL

Label	Total	Below poverty level	Percent below poverty level
	Estimate	Estimate	Estimate
Population for whom poverty status is determined	26,684	1,607	6.0%
AGE			
Under 18 years	4,622	281	6.1%
Under 5 years	1,161	113	9.7%
5 to 17 years	3,461	168	4.9%
Related children of householder under 18 years	4,612	271	5.9%
18 to 64 years	15,174	1,084	7.1%
18 to 34 years	5,332	652	12.2%
35 to 64 years	9,842	432	4.4%
60 years and over	8,820	336	3.8%
65 years and over	6,888	242	3.5%
SEX			
Male	13,046	608	4.7%
Female	13,638	999	7.3%

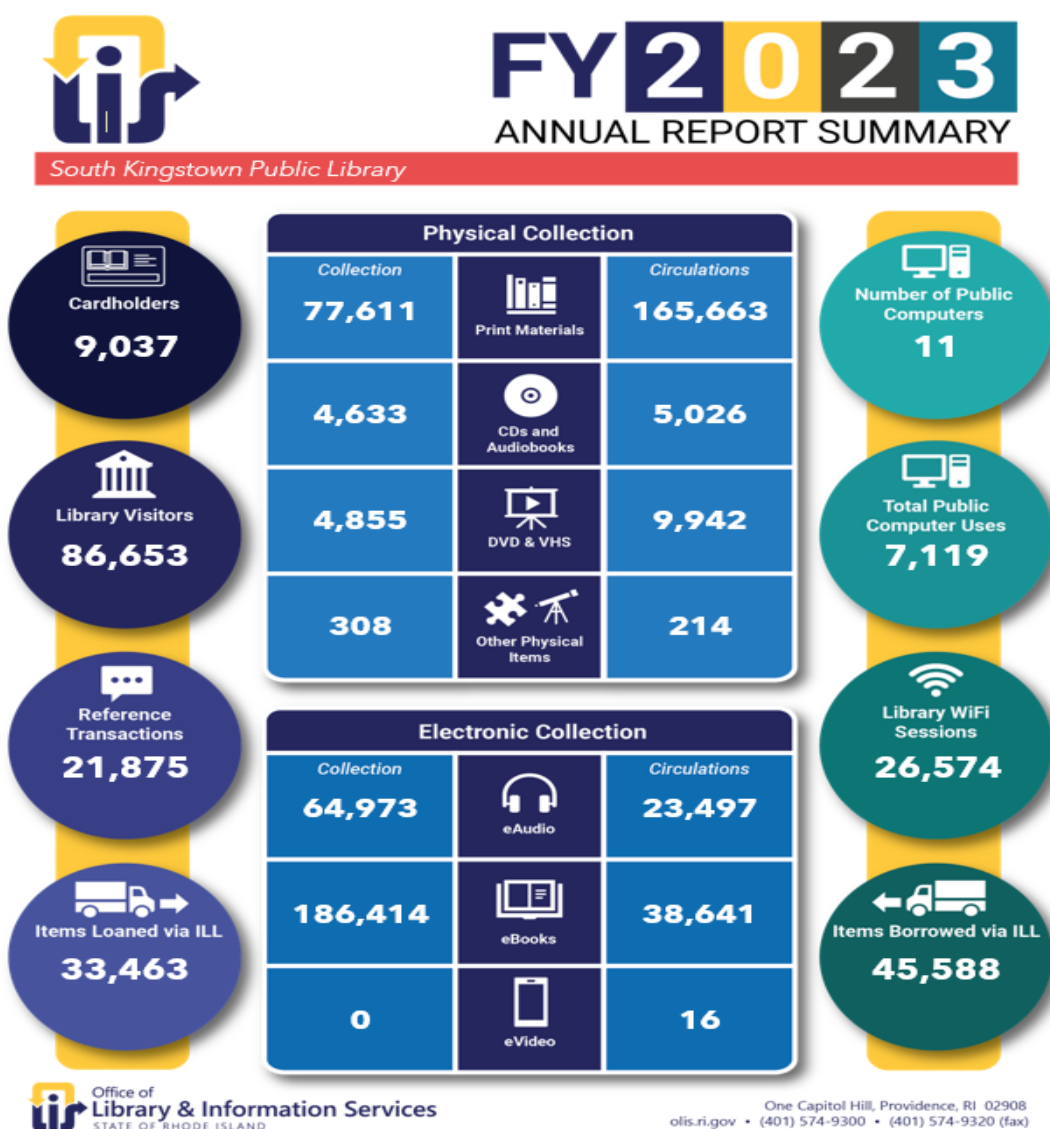
For more detailed information on South Kingstown's demographics please visit

https://data.census.gov/profile/South_Kingstown_town,_Washington_County,_Rhode_Island?g=060XX00US4400967460

Library Profile

A 1975 town ordinance established the South Kingstown Public Library, uniting three independent libraries. A free public library, the South Kingstown Public Library is comprised of a central library (Peace Dale) and two branch libraries (Robert Beverly Hale and Kingston Free). A seven-member Board of Trustees appointed by the Town Council governs the Library. Annual operating revenues are derived from the local property tax appropriation, private endowments, and the state grant-in-aid, appropriated under R.I.G.L. 29-6-9.

The South Kingstown Public Library operates with a Library Director under the direction of the Board of Trustees. The library staff consists of 11 full-time and 13 part-time employees including 10 full-time professional librarians. The Library is open 130 concurrent hours and 60 unique hours per week.



Core community needs for library service in South Kingstown are:

- A central library with strong reference services, fiction, and non-fiction collections to serve the needs of adults, young adults, and children.
- Branch libraries providing neighborhood access to services.
- Adult, young adult and children's collections accessible in formats (print, non-print, electronic) that are relevant to the patrons' needs and interests.
- High quality reference/readers' advisory service in-house, by telephone, and via e-mail.
- Programs for seniors, adults, families, school-aged children, and preschoolers.
- Collections that support the curricula of students in grades K–12.
- Access to materials through interlibrary loan.
- Access to quality Internet connection through public access computers and Wi-Fi provided inside and outside the branches.
- Access to electronic resources through subscription databases and those available on the Internet.
- Hours of service that meet community needs.
- Adequate and safe parking.
- Library service in the community through outreach programs.
- Meeting space for community groups and organizations.

GOALS AND ACTIONS

GOAL I: To provide materials in a variety of formats both physical and virtual for persons of all ages that are relevant to the community's evolving needs and interests through professional collection development and maintenance.

Actions

1. Continue with ongoing evaluation of all collections, identifying strengths and weaknesses, with particular attention to **equity, diversity, and inclusion**
2. Review circulation statistics to determine high demand/interest areas
3. Purchase materials that will support curricula and needs of grade K-12 community
4. Explore 1 (one) new electronic resource per year for purchase

GOAL II: To serve as a center for free, timely and accurate information for all residents in their pursuit of job-related, educational, and personal enrichment opportunities, providing programming and technology that supports all.

Actions

1. Conduct a minimum 12 (twelve) informational, cultural, or adult educational programs per year
2. Hold at least 6 (six) drop-in technology help days per year
3. Hold a least 6 (six) technology classes (i.e. Word, Excel, etc.) per year

4. Explore emerging technologies that can be used to enhance library resources
5. Continue good working relationships and communication with Town's IT Department

GOAL III: To assist residents of all ages in the pursuit of life-long learning by offering a variety of free and equitable programs, services, and technologies provided and administered by friendly, knowledgeable staff.

Actions

1. Provide full time staff with appropriate professional development opportunities
2. Provide all staff with ILS and customer service training
3. Hold adult and children's programming meetings for staff on regular basis
4. Review job descriptions to ensure they reflect appropriate job duties and relevance
5. Develop and enhance community partnerships to leverage for programming
6. Develop schedule for reviewing and updating all library policies and procedures

GOAL IV: To provide a welcoming library environment and maintain buildings which are clean, comfortable, safe, inclusive and accessible to all members of the community.

Actions

1. Maintain building and grounds consistently, looking for opportunities for enhancement of safety and accessibility
2. Annually submit needed Capital Improvement Projects to Town
3. Request capital building maintenance items to Champlin Foundation as needed
4. Continue conversations for resolutions and improvements regarding Peace Dale and Kingston Free Parking
5. Continue to investigate solutions to environmental deficiencies and opportunities at all three locations
6. Continue to update Disaster Plan
7. Investigate security training for staff
8. Develop strategy for better serving people with disabilities

GOAL V: Through grant and capital funding create a Community Learning Center (CLC) at the Peace Dale Branch – with program focus on workforce assistance, health monitoring and education support.

Actions

1. Execution of space renovation and other and other improvements as funded in the Capital Project Fund (CPF) grant
2. Onboarding of Community Learning Center Coordinator
3. Work with SK EMS Department to integrate the existing Town's Community Paramedic Program (CPP) as part of required programming
4. Identify and solidify community partnerships
5. Develop policies and procedures for using space in the CLC
6. Roll out programming Fall 2026 and monitoring plan

7. Assess community needs on an ongoing basis with an emphasis on underserved populations within the community
8. Explore opportunities for innovation while still maintaining sustainability
9. Incorporate community engagement and marketing into regular library strategies

GOAL VI: To raise community awareness and usage of library materials, programs, and services through consistent marketing, outreach and advocacy.

Actions

1. Identify strengths and weaknesses in current practices
2. Review current marketing partners and identify new partners
3. Continue to produce monthly program calendar
4. Send standalone email blasts for special events
5. Use pictures and video that highlight past and current events on social media
6. Participate in at least 6 (six) community events per year
7. Identify opportunities to set up “library information tables” at businesses, outside agencies and events throughout the year
8. Participate in Library Week (April) and Library Card Sign-Up Month (September) annually
9. Identify outside agencies to offer outreach sessions to learn how to use library services
10. Hold a minimum of 1 (one) speaking engagement to outside group for awareness of library services
11. Actively seek exposure for services and programming from local media outlets and figures
12. Encourage staff, Trustees, and patrons to be word of mouth advocates for library services and events

PLAN EVALUATION

The plan will be reassessed annually to evaluate progress and modify objectives.

COMPLETE PLAN REVIEW

Spring 2025

Approved Board of Trustees July 2009, July 2012, June 2018, September 2022, September 2024