**STEP 3 - SYNTHESIZE & SUMMARIZE ALL DATA**  
~ May 2021 ~

**ASSessment Activities**
1. Community Visioning Exercise (10)
2. 2 SOAR Exercises
   - Staff (5)
   - Trustees & Friends of the Library Boards (11)
   - Total Participants = 16
3. 3 Focus Groups
   - Focus Group #1 - Teens (6)
   - Focus Group #2 - Facility & Technology (5)
   - Focus Group #3 - Programs (5)
   - Total Participants = 16
4. Surveys
   - Community Survey (322)
   - Youth Surveys (31)
   - Total Respondents = 353

**WHAT IS A SOAR EXERCISE?**
A SOAR exercise is used to analyze current and future conditions that affect the Library and its ability to provide services it deems necessary. It identifies key Strengths, Opportunities, Aspirations, and Results.

**STRATEGIC PLAN COMPONENTS**
1. Vision Statement
2. Mission Statement
3. Assessment of User Needs
4. Multi-Year Strategic Goals
5. Multi-Year Supporting Objectives
6. Brief Description of the Planning Methodology Used
7. Governing Board Approval (Trustees)
8. Tactics (Annual Action Plan)

**STEP 4 - PROJECT RE-LAUNCH**  
~ November - December 2021 ~

**STEP 5 - DEVELOP KEY PLAN COMPONENTS**  
~ January - March 2022 ~
1. Vision Statement
2. Mission Statement
3. Goals
4. Objectives