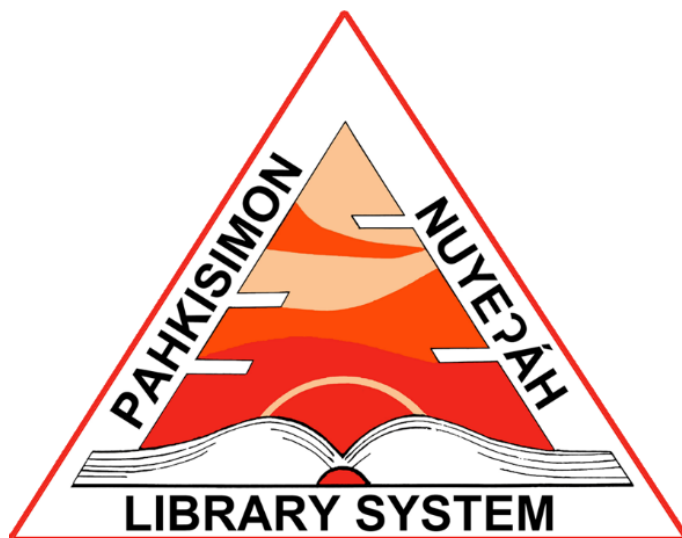


Pahkisimon Nuye?áh Library System

# **THE THREAD THAT TIES THE NORTH TOGETHER**

2024–2027 Strategic Plan





# PREAMBLE

The groundwork for the previous PNLs strategic plan was laid by an in-person strategic planning session at PNLs Headquarters in November of 2015, facilitated by the Saskatchewan Provincial Library and Literacy Office (PLLO), with PNLs board members, member library board members and PNLs Headquarters staff as participants. The discussions and ideas from that session were synthesized and brought forward into the formal *PNLS Strategic Plan 2016–2019* document, which was ratified by the full PNLs Board of Trustees at the 2016 Annual General Meeting (AGM).

In conjunction with the input of the PNLs board subcommittees, the PNLs Executive Committee identified four of the eleven strategic plan goals as starting priorities: “Strengthen Partnerships” was selected as the initial starting point for 2016, with “Celebrate Language Diversity”, “Library Space is Welcoming and Inviting” and “Engage With Elders” as the secondary targets for development. The Executive for each successive year then went through the strategic plan at the meeting following each AGM and selected items or goals to target for the coming year. The goals section of the 2016–2019 Strategic Plan is excerpted below, on the next page of this document.

## HIGHLIGHTS AND ACCOMPLISHMENTS ON STRATEGIC PLAN GOALS, 2016–2019:

- Building and strengthening new and existing partnerships (including but not limited to the Saskatchewan Library Association, NORTEP-NORPAC, Saskatchewan Literacy Network, Saskatchewan Council for Archives and Archivists, Multitype Library Board, Saskatchewan Committee on Indigenous Library Services, Library Services for Saskatchewan Aboriginal Peoples, Northern Lights School Division #113, Athabasca Denesuline Education Authority, TD Summer Reading Club, and SaskPower)
  - Hosting 2017 Saskatchewan Libraries Conference, Elk Ridge Resort, Waskesiu
  - 2017 donation of full NORTEP-NORPAC library collection to PNLs Headquarters
  - 2018 SCILS Memorandum of Understanding (MOU) signed with Office of the Treaty Commissioner for library treaty kit access
  - 2018 Northern Library Conference professional development session on Elder protocol and engagement, incorporating Earl Cook NORTEP-NORPAC Elders’ Manual
  - Hosting 2019 TD Summer Reading Club National Indigenous Launch Event, Montreal Lake Public Library / Senator Allan Bird Memorial School, Montreal Lake
  - Digitization projects (Our Legacy, University of Saskatchewan Islandora, Headquarters VHS-to-DVD conversion) and targeted fundraising for continued operations of Northern Saskatchewan Archives
  - Expansion of Cree- and Dene-language material collections for both educational and general access (Michif-language material still in very limited supply)



*PNLS Strategic Plan 2016–2019, goals section, p.5*

Meanwhile, on the broader scale of the province of Saskatchewan as a whole, a provincial library funding crisis in early 2017 caused a destabilizing effect on the library sector and became the eventual impetus for discussions around long-term strategic goalsetting at the provincial level. This led to the creation of a provincial library engagement panel struck to gather feedback and determine next steps, and after consultation with library stakeholders—including a meeting with the PNLs Executive Committee in November of 2018—that provincial working group would ultimately produce *The Provincial Public Library Sector Plan, 2022–2027*.

That provincial Sector Plan identified five main shared provincial priorities for this stretch of time:

- System Sustainability (“*Build and maintain library systems that support the current level of services and promote growth.*”);
  - Technology (“*Plan for technological changes that will augment library services and provide additional resources for residents.*”);
  - Reconciliation and Library Services (“*Build and develop library services and programs with Indigenous peoples in the spirit of reconciliation.*”);
  - Literacy (“*Support the literacy development of all of Saskatchewan's citizens.*”);
- and,
- Infrastructure (“*Provide accessible and welcoming community spaces through infrastructure development.*”).

These categories and priorities were taken into consideration during the discussion and development of what you now hold in your hands as the 2024–2027 PNLS strategic plan.

With the previous 2016–2019 strategic plan winding down at the end of 2019, our organization had intended to hold a strategic planning session in the year 2020, which would soon prove impossible due to the arrival of the COVID-19 novel coronavirus; there was, of course, no way to know at the time that this would also pre-empt any in-person strategic planning sessions intended for 2021 or 2022. As such, the next round of strategic planning took place in October of 2023, with PNLS board members and staff gathering at the Coronet Hotel in Prince Albert following the conclusion of the 2023 PNLS Northern Library Conference in the same venue.

The strategic planning session on October 13, 2023 was again facilitated by the Saskatchewan Provincial Library and Literacy Office (PLLO), and we here at PNLS extend our thanks to them for their assistance in leading the conversation and in capturing the ideas and discussions that took place. We also want to thank outgoing PNLS Board Chairperson Delilah Aubichon of Buffalo Narrows for her suggestion at that meeting, “The Thread That Ties The North Together”, which became the theme for this 2024–2027 Strategic Plan document.

With the considerable societal changes brought on by the COVID-19 pandemic and the evolving economic conditions of the past number of years, we plan today for a very different world now than we did in 2015, which will mean both different challenges and different opportunities for us to consider in the years to come. I look forward to our continued growth together as a shared organization for northerners and for northern literacy, culture and community.



James Hope Howard, Director, PNLS

# STRATEGIC PLAN 2024–2027

Pahkisimon Nuye?áh Library System

## The Thread That Ties The North Together

Overarching Themes:

**CULTURE**

**COMMUNITY**

**PARTNERSHIPS**

**PROGRESS**

*Ideas and goals for development under each theme can include, but are not limited to:*

### **CULTURE**

Expansion of the Northern Saskatchewan Archives, both physically and digitally

Creation of and assistance for more northern cultural material (including NRP writing contests and SWG/WRWG partnerships)

Publication and distribution of northern cultural material (including Elder stories compilations, Elder's Manuals, Cree/Dene/Michif language materials, local histories, etc.)

Collection and promotion of land-based education resources and materials

### **COMMUNITY**

Programming uniting public library audiences, school library audiences and the general public (such as Northern Reading Program and Summer Reading Program offerings)

Strengthened communications platforms and networks for greater community information and outreach (examples include social media groups, the PNLs Pages monthly newsletter, cross-publication to external newspapers / apps / websites, etc.)

Publication and distribution of resources that assist the library community (e.g. Northern Library Planner, northern education and training materials, policy guidebooks, etc.)

Lifelong support for residents and learners (e.g. early years and family literacy for 0-5 & parents/families, class sets / curricular materials / learning resources for K-12 & teachers, starting guides / resource lists / materials access for postsecondary students & teachers, outreach programming and knowledge recording for Elders & seniors)



## PARTNERSHIPS

Continued and increased interagency collaboration where possible (e.g. new partnership with Ministry of Education on La Ronge & Area Family Literacy Hub)

New and nontraditional partnerships and collaborations to broaden access (previous examples include library access to and distribution of COVID tests, park passes, and sport & recreation equipment)

Expansion of information-sharing networks for partners and affiliates

## PROGRESS

Service expansion and continued organizational growth

Improved supports for disabilities and access-for-all inclusivity (e.g. DAISY & Vox reader access, devoted disability programming and materials, etc.)

Improved supports for representation, diversity and inclusion (e.g. more training options and recruitment efforts for Indigenous and newcomer candidates to become library workers or to pursue library careers)



*PNLS strategic planning session group, October 13, 2023*

## Belief Statement

Because the north is unique in lifestyle, geography and culture, it is important to express togetherness through a library organization directed by northerners which promotes cultural awareness and education through a strong **united** voice.

## Mission Statement

The mission of the Pahkisimon Nuye?áh Library System is to provide library services and educational and cultural resources to the people in northern Saskatchewan in cooperation with the existing library and educational structures and to communicate the uniqueness of the north to other regions of the world.

## Vision Statement

The Pahkisimon Nuye?áh Library System will lead the North to information.

