

# **A New Five-Year Strategic Plan for the Pahrump Library District and Pahrump Community Library 2026 through 2030**

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**Pahrump Library District Board of Trustees  
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# Development of a New Five-Year Strategic Plan for the Pahrump Library District and Pahrump Community Library

## Process:

- Effort began in mid/late 2025
- Comprehensive Community Needs Assessment Survey, opened August 11, 2025, closed October 10, 2025
- Two Organizational Strategic Planning Workshops (September 7, 2025 and December 4, 2025); Multiple One-on-One Follow-Ups with Library District Representatives
- UCED Technical Report 2025/26-17, ***A Five-Year Strategic Plan for the Pahrump Library District and the Pahrump Community Library, 2026 through 2030***
- Post-Adoption: Implementation and Four Annual Evaluations and Updates (***no additional charge***).



# Key Elements of the New Five-Year Strategic Plan

## Core Values of the Pahrump Library District:

- Patron Focus
- Respect for People
- Equitable Service
- Patron Privacy



# Key Elements of the New Five-Year Strategic Plan

## Strategic Mission Statement:

The Pahrump Library District provides broad access to information, programs, resources, and services to the community that we serve. Through the promotion of the Pahrump Community Library and the District's collection of in-person and online and electronic programs, resources, and services, the Pahrump Library District actively aids individuals in developing their intellectual and creative potential by being a welcoming place for individuals to gather and use.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Vision Statement:

Over the next five years, the Pahrump Library District is committed to self-empowering individual patrons by actively improving their own literacy. The Pahrump Library District is committed to supporting all types of literacy in our community, including foundational and traditional literacy, modern and technical literacy, subject-specific literacy, and cognitive and social literacy.



# Key Elements of the New Five-Year Strategic Plan

Strategic Goals Divided into Six Areas:

- *Public Service (PS)*, Five Goals
- *Collections (COL)*, Four Goals
- *Community Outreach and Engagement (COE)*, Three Goals
- *Patron Services (PAT)*, Two Goals
- *Staff (STAFF)*, Four Goals
- *Facilities (FAC)*, Four Goals



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goals – Public Service (PS)

**Public Service (PS) Goal No. 1:** Pahrump Library District representatives and staff will continue to actively develop collaborative programs with other agencies and organizations.

**Public Service (PS) Goal No. 2:** The Pahrump Library District will develop additional community interest programs as part of its broader community engagement and outreach efforts.

**Public Service (PS) Goal No. 3:** For youth and teens especially, the Pahrump Library District will continue to develop more varieties of activities, programs, resources, and services.

**Public Service (PS) Goal No. 4:** Both internally and in partnership with other agencies and organizations, the Pahrump Library District will seek to develop additional collaborative programs, resources, and services focused on improving overall levels of community literacy, ranging from foundational and traditional literacy to modern and technical literacy to subject-specific literacy and to cognitive and social literacy.

**Public Service (PS) Goal No. 5:** Continue and develop additional Reference Services with a focus on enhancing the employment skills and opportunities of individual patrons. Specific efforts may include the development and provision of a beginners computer class, newsletters, and the posting of community resources for job seekers.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goals – Collections (COL)

**Collections (COL) Goal No. 1:** The Pahrump Library District will actively expand its e-material collection, including, but not limited to, increased access to additional databases and subscription services.

**Collections (COL) Goal No. 2:** As part of the Pahrump Library District’s ongoing efforts to actively improve its existing collection of various programs, resources, and services, the District will provide appropriate funding in support of the existing Acquisitions Budget.

**Collections (COL) Goal No. 3:** To further enhance and improve community-wide levels of literacy, the Pahrump Library District will further develop reader advisory services, including, but not limited to, blogs, newsletters (online, including reference materials, programs and services, and senior services), online book clubs, and web links to various authors. This effort may also include increased use of special guest topic experts, professionals, and advocates in key topic areas.

**Collections (COL) Goal No. 4:** Pahrump Library District staff will continue to analyze the Library’s entire collection to determine subject and genre weaknesses, determine collection funding priorities, and determine collection loss rates.

**Collections (COL) Goal No. 4a:** The Pahrump Library District is committed to the continuous maintenance of the Library’s entire collection over the next five years, completing timely ‘weeding’, and ensuring that the collection is updated in a timely fashion.

**Collections (COL) Goal No. 4b:** The Pahrump Library District is committed to a continuous evaluation of the Library’s entire collection.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goal – Community Outreach and Engagement (COE)

***Community Outreach and Engagement (COE) Goal No. 1:*** The Pahrump Library District will continue its production and distribution of monthly brochures, listing various Library activities and special events.

***Community Outreach and Engagement (COE) Goal No. 2:*** The Pahrump Library District will continue to develop and publicize the Library’s newsletter, including hard copies and electronic versions, with patrons and the community over the next five years.

***Community Outreach and Engagement (COE) Goal No. 3:*** Within the next five years, the Pahrump Library District will develop and execute a comprehensive Public Awareness Campaign to promote Library programs, resources, and services throughout the community.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goal – Patron Services (PAT)

***Patron Services (PAT) Goal No. 1:*** Over the next five years, the Pahrump Library District will continue to identify opportunities for professional development and training specifically in customer service and other relevant topic areas via staff meetings and workshops.

***Patron Services (PAT) Goal No. 2:*** The Pahrump Library District will continue to offer ‘extra services’ to patrons at minimal costs, including access to photocopy services, fax, notary, Internet computer access, and other in-demand services.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goal – Staff (STAFF)

**Staff (STAFF) Goal No. 1:** Over the next five years, the Pahrump Library District will continue to offer District representatives and staff will ongoing and continual opportunities for professional development and training.

**Staff (STAFF) Goal No. 2:** The Pahrump Library District is committed to meeting and exceeding the minimum public library standards set out in applicable Nevada state law and administered by the Nevada State Library, Archives, and Public Records Division of the Nevada Department of Administration.

**Staff (STAFF) Goal No. 3:** To maintain existing staffing levels and expertise and to support Library operations, the Pahrump Library District will develop and implement a comprehensive staff recruitment and retention strategy. These efforts may include the development of merit raises for exceptional annual reviews of District employees.

**Staff (STAFF) Goal No. 4:** The Pahrump Library District will work to establish a comprehensive set of job descriptions and an accompanying salary schedule for all District positions.



# Key Elements of the New Five-Year Strategic Plan

## Strategic Goal – Facilities (FAC)

**Facilities (FAC) Goal No. 1:** The Pahrump Library District will continue to maintain a safe library environment by identifying and pursuing investments in the overall security of the Library and the District’s physical assets and spaces.

**Facilities (FAC) Goal No. 2:** Each year over the next five years, the Pahrump Library District will perform and complete a periodic evaluation of the building’s various conditions, equipment, and needed accessory upgrades.

**Facilities (FAC) Goal No. 3:** The Pahrump Library District will develop and begin implementation of a comprehensive Capital Project Plan for the Pahrump Community Library and its various physical assets and spaces. The District will actively address both internal and external rehabilitation and refurbishment needs as they arise, including the continuation of HVAC contracted services.

**Facilities (FAC) Goal No. 4:** As part of the comprehensive Capital Project Plan, the Pahrump Library District will identify opportunities to further develop and improve utilization of additional land not currently developed but owned by the District. This effort may include the possible development of outdoor musical festival and performance spaces, additional outdoor storage, improved grounds maintenance, and the identification of funding options.



# Key Elements of the New Five-Year Strategic Plan

## Priority and Primary Issues for the Next Five Years

Priority and Primary Issue No. 1: *Improved Community Engagement and Outreach*

Priority and Primary Issue No. 2: *Expanded Programming and Activities for Targeted Groups (Children, Adults, Families)*

Priority and Primary Issue No. 3: *Increased Investment in Targeted Technology Areas*

Priority and Primary Issue No. 4: *Organizational Improvements*

Priority and Primary Issue No. 5: *Targeted Improvements and Enhancements of the Pahrump Community Library's Collection*



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***Thank You.***

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