
Learning Organization Model #4 – Silver Falls Library District, Silverton, OR

<http://www.silverfalls.plinkit.org/>

The **Silver Falls Library District** was established as a district in 1994. The library district covers 186 square miles and serves about 19,000 people living in this region. Currently, the library collection contains over 76,000 volumes, with additional access to over a million items from 17 other member libraries in the [Chemeketa Cooperative Regional Library Service \(CCRLS\)](#).



Mission: The Silver Falls Library exists for the use, education, and enjoyment of all citizens of the Library District. The Library...

- provides access to diverse theories, ideas, and opinions in a variety of formats
- supports developing readers and lifelong learners
- offers information, courteous services, and quality programs

... in a welcoming environment.

Tools used to foster a learning environment:

Just-In-Time Learning: training is provided to an employee precisely when it is needed to accomplish a job task.

Job Rotation Program/Team Building: provide opportunities for staff members to spend time together in both work and social settings to get to know one another.

Benefits: enhance respect, build work teams, improve understanding of the organization, ease scheduling conflicts, improve customer service

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