

**2017 GIBSONS & DISTRICT PUBLIC LIBRARY BOARD STRATEGIC GOALS AND OBJECTIVES**

2017	
Goal	Objectives
<p><b>Focus on our Patrons</b></p> <p><i>Enhance the position of the Library as the premier Community Learning Place</i></p>	<p><b>Awareness &amp; Outreach:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Conduct a quarterly review of key statistics with the LD indicating use and trends in Library services and programs                             <ul style="list-style-type: none"> <li><input type="checkbox"/> LD to present statistics package at the April, September and January meetings</li> </ul> </li> </ul>
<p><b>Focus on our People</b></p> <p><i>Foster the growth, development and morale of all library team members including staff, volunteers &amp; Board members</i></p>	<p><b>Staff &amp; Volunteers:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Complete the annual performance review cycle for the LD:                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Before the AGM, complete an annual performance review and up-to-date personal development plan for the LD</li> <li><input type="checkbox"/> Schedule monthly meetings between the LD and the Board Chair (or other designated Board representative) to maintain ongoing communication</li> </ul> </li> <li><input type="checkbox"/> Ensure the LD completes the annual performance review cycle for all staff                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Before the AGM, ensure the LD completes annual performance reviews and up-to-date personal development plans for all staff members</li> <li><input type="checkbox"/> Before the AGM, review the LDs plans to provides training or other development opportunities for Library volunteers</li> </ul> </li> </ul> <p><b>Board Members (Board Development Committee):</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintain policies to:                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Ensure all new Board members to take TOP training within the first 3 months of joining the Board</li> <li><input type="checkbox"/> Identify training opportunities for Board members in areas of Financial Oversight, Strategic Planning and Leadership</li> <li><input type="checkbox"/> Support Board members, should they desire, in attending 1-2 conferences, online courses or other development opportunities to monitor trends in library services and programs</li> </ul> </li> </ul> <p><b>Mentorship (All Members):</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintain policies to:                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Conduct an on-boarding orientation for new Board members</li> <li><input type="checkbox"/> Ensure all new Board members are partnered with more experienced members as mentors</li> <li><input type="checkbox"/> Review mentoring partnerships each quarter</li> </ul> </li> </ul>
<p><b>Focus on Efficiency and Oversight</b></p> <p><i>Drive optimal the efficiency of the existing GDPL facility and infrastructure</i></p>	<p><b>Governance Oversight (All Board Members &amp; Financial Committee):</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Maintain high standards for financial and operational oversight of Library operations:                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Work with the LD to complete the annual operating budget, ensuring an ongoing view to cost efficiency wherever possible</li> <li><input type="checkbox"/> Complete the SCR D budget review cycle and ensure approval of the annual operational funding for the Library is secured</li> <li><input type="checkbox"/> Conduct a monthly review of Library financials with the LD to ensure revenue and costs fall within the approved budget</li> <li><input type="checkbox"/> Monitor Library operations reports from the LD</li> </ul> </li> </ul>

		<p><b>Operational Oversight:</b>  <b>Reconfiguration Plan: (Reconfiguration Committee)</b>  <input type="checkbox"/> Complete renovation of Children’s Area of the Library.</p>
<p><b>Focus on the Future</b></p>	<p><b>Maintain a vision for the library services to reflect the interests of the community, based on ongoing evaluation</b></p>	<p><b>Understand community interests and needs:</b>  <input type="checkbox"/> Conduct a survey to understand community interest, needs and expectations of library services</p> <p><b>Strategic Planning</b>  <input type="checkbox"/> Develop a forward-looking strategic plan to address community needs and expectations, based on the results of the survey  <input type="checkbox"/> Develop specific goals and objectives to implement the new strategic plan</p> <p><b>Continuous Board Improvement</b>  <input type="checkbox"/> Maintain the model of continuous improvement for the Board:  <input type="checkbox"/> Implement and maintain all governance and operational policies  <input type="checkbox"/> Continue to conduct an Annual Board Self-Assessment in January/February each year.  <input type="checkbox"/> Improve Board record keeping  <input type="checkbox"/> Consider a transition to digitizing all records and it’s implications</p> <p><input type="checkbox"/> Ensure distribution of information bulletins and other publications to all Board members to help monitor trends in library services and programs</p> <p><input type="checkbox"/> Support Board members, should they desire, in attending 1-2 conferences, online courses, or other development opportunities per year relating to library governance, trends in library services and programs, information management, community programming, etc.</p>