

Director's Goals 2017

2017 promises to be another challenging year. But a year of challenges that most would welcome. Below are the goals that the Library Director and the senior leadership team proposes for adoption.

Planning and Preparation: MCPL will start to work toward execution of the promises made during the Proposition L campaign.

- Community Meetings -- By June 30, 2017, MCPL will hold community meetings in each library branch to discuss the proposals made during the campaign, to gather input on enhanced access, and feedback on other proposals within the plans. These meetings will be lead by a member of the senior leadership lean and will be recorded by a member of the internal communications team.
- Needs Assessment Update -- By June 30, 2017, MCPL senior leadership will revisit the community needs assessments to verify and validate that the current strategic direction is still warranted.
 - MCPL will follow the Needs Assessments tactics as outlined the "The Purpose Based Library."
 - Results from those findings will be shared with the Library Board along with any suggestions for amending the current strategic plan and key performance indicators.
- Staff will aid the Building Committee in executing the RFQ for Architectural Services by March 2017.
- Staff will aid and in amending the construction schedule if so determined.
- Staff will aid with the Finance Committee in determining options for accelerating the construction schedule if warranted.

Organizational Health and Organizational Development : MCPL will work to update organizational structure to allow for better service to our community.

- Working wit the Personnel committee, MCPL staff will finish the salary survey and put together a plan to execute the findings to correlate with the 2017-2018 budget..
- By December 2017, MCPL staff will reorganize the library's job descriptions and expectations to focus on specialization over generalization. We believe that doing so will have several positive outcomes for the library and for the library staff
- By August 2017 adopt a new Library Board Policy manual.
- Through 2017 continue to have staff take affirmative defense online training including environmental safety and security training.
- Senior Leadership Team will continue to work on improving organizational health throughout 2017
 - A commitment to build stronger teams through trust
 - Clarify our organizational purpose throughout the library
 - Create organizational clarity through over-communication
 - Reinforce our organizational values and purpose through an effective use of our employee systems

New Opportunities: MCPL work on taking advantage of new opportunities

- By August 2017 execute cooperation agreements with the Wonderscope Childrens Museum, The National Storytelling Network, and The Writers Place.
- By December 2017 consider options for continued collaboration through he Storytelling Festival and through issuing C.E.U.s through cooperative agreements with Metropolitan Community Colleges.
- By December 2017, test culinary literacy programming at MCPL