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9 November 2018

**TO: RAILS Board of Directors**

**FROM: Deirdre Brennan**

**SUBJECT: Executive Director Goals FY 2019**

In looking over some previous board meeting documents, I realized that I had not included all of the goals suggested during my performance review last May and June. In the packet, I have provided a goals document that includes goals I suggested as well as those from the board.

I ask that the board discuss and approve these goals, or amend, as you wish. The board did approve a set of goals at the August meeting, (also included in the packet) but this list is more inclusive.

I think it is very interesting that some goals reflect topics that we have been discussing at board meetings.

I apologize for the oversight.



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1. Rollout standards for data collection
2. Implement new annual grant funding formula for LLSAPs and other eligible consortia
3. Prepare for facilities changes
4. Implement LASA study recommendations
5. Negotiate changes to ILDS contract
6. Complete RAILS branding
7. Finalize new strategic plan
8. Implement board orientation changes

**Executive Director goals FY 2019 revised**

1. Talk to member libraries to determine their most pressing needs and do what you can to help them fulfill those.
2. Work to better clarify both the upsides and the downsides of the Find More Illinois project. Open discussions are needed.
3. Continue consolidation of buildings and delivery hubs, striving for maximum efficiency and cost savings.
4. Improve upon the orientation process for new Board members.
5. Bring equity and inclusion to the LLSAP funding model. Make the details clear sooner rather than later.
6. Implement the new standards.
7. Continue to visit local libraries. The format of the strategic planning sessions “what keeps you up at night” was very well received.
8. Deliver continuing education sessions addressing issues suggested by RAILS libraries.
9. Implement new annual grant funding for LLSAPs and other eligible consortia.
10. Work on greater diversity of RAILS board. Perhaps we need to take a different action to ensure equity of representation, if the traditional elections are not accomplishing it.
11. Continue increased emphasis on serving libraries of all types. This could include more collaboration with CARLI and other groups that serve all types of libraries.
12. Implement LASA study recommendations and negotiate changes to ILDS contract.
13. Complete RAILS branding
14. Finalize new strategic plan.