

21 June 2019

TO: RAILS Board of Directors

FROM: Deirdre Brennan

SUBJECT: Draft Executive Director Goals for FY 2020

Board members, thank you very much for your input and suggestions on my performance evaluation this year. Your comments were exceedingly helpful.

Below, is the list of goals that I suggested, along with notations on votes/agreement by board members, and goals suggested by board members.

Goals suggested by DB in the performance review document:

1. Implement system membership standards (4 votes). This goal is modified, based on recent developments, as follows:

Work with ISL and ILA to implement system membership standards and to streamline data collection for the standards and other requirements.

2. Integrate new data position into RAILS projects by establishing a data culture and implementation of measurement of RAILS services. (3 votes)

Revised based on board comments: Integrate new data position in to RAILS projects and culture; use data to evaluate RAILS services and change them as needed; collect data from RAILS members to help tell the library story and to assist libraries in evaluating their services.

3. Support campaign to tell the library story. (6 votes)
4. Plan for implementing changes to delivery and hubs. (7 votes)
5. Work on adoption of Simply E and Simply E for consortia in member libraries and member library consortia. (1 vote).

6. Make progress on universal service plan through possible law changes and practical projects to expand library service. (4 votes)
7. Continue board engagement activities. (3 votes)
8. Support and expand Explore More Illinois. (2 votes)
9. Work with ISL and IHLS to plan for possible funding increases in FY 2021. (3 votes).

Suggestions from the board:

10. Help libraries plan for increases in the minimum wage.
11. Implement the goals and objectives of the strategic plan.
12. Ensure RAILS financial sustainability and continue to find efficiencies.
13. Continue to expand resource sharing; offer more online resources for resource sharing.
14. Expand participation in Find More Illinois.
15. Study the issues of equity, diversity and inclusion and find ways that RAILS can help libraries deal with the issues.

And, an error I made in my review narrative: LLSAP formula may change in 2021 not 2020. We have a year to prepare.

I look forward to discussing these goals at the board meeting.