

23 July 2021

TO: RAILS Board of Directors

FROM: Deirdre Brennan

SUBJECT: Executive Director goals for FY 22 – DRAFT

I have extrapolated the following list of goal areas from your performance review document. I look forward to discussing these and any other suggestions at the board meeting.

1. Work with board, staff and members to develop a new strategic plan for RAILS that will be flexible, aspirational, practical and will guide and help RAILS member libraries to provide innovative and essential services for their users.
2. Continue advocacy work for statewide database funding.
3. Ensure that RAILS is financially stable; investigate revenue streams, increases to the APC grant, restructuring and other ways of being more efficient and economical while still providing needed services to members.
4. Continue to work on the EDI initiative; improve RAILS internal culture, work with board EDI committee to meet the needs of members; establish a cohort of libraries to receive training; infuse EDI into all aspects of the strategic plan and the process to create the plan.
5. Continue advocacy efforts for all types of libraries, and for multitype collaboration. Expand advocacy committee to include members and work closely with ILA, IHLS and AISLE.
6. Identify data needs of member libraries and provide services to meet them as appropriate.
7. Continue to grow cooperative purchasing program and investigate revenue opportunities.
8. Focus on the needs of school libraries; add specific questions to certification; work with AISLE, ISL and IHLS to gather complete and accurate data about school libraries in Illinois.
9. Continue efforts to identify technology and other methods that will modernize delivery services and bring financial efficiency.
10. Develop closer relationships with IHLS and CPL.
11. Restructure the Finance and HR departments, as appropriate to provide excellent financial stewardship and appropriate leadership of the finance and HR work at RAILS.