

20 August 2021

TO: RAILS Board of Directors

FROM: Monica Harris

SUBJECT: Strategic planning process

Board Discussion

Constructive Disruption consultant Cindy Fesemyer will join us virtually for the board meeting and will conduct a board discussion around the strategic plan for approximately 30 minutes. There is a brief description of the discussion prompts for the meeting in your packet.

Steering Committee Update

The Steering Committee is a working group approximately 15 individuals that will be deeply engaged in the work of developing the strategic plan and communicating with colleagues and member libraries.

RAILS is in the process of developing this Steering Committee, with confirmed membership from RAILS Board President Tom Stagg and RAILS Board Member Scott Pointon. RAILS Staff members confirmed for the Steering Committee include Stacy Palmisano, Anne Slaughter, and Mary Witt. A call for member interest in the Steering Committee will go out in the Wednesday, August 25th E-News.

Upcoming Strategic Planning Discussions for the RAILS Board

The Strategic Planning consultant process is requesting significant time at upcoming board meetings in August, September, October, November and January.

- August 27- Cindy presents virtual brainstorming session for the Board (30 minutes)
- September 24- Continuation of virtual brainstorming session for the Board (30 minutes)
- October 22 – Board overview of Strategic Plan/Discussion (90 minutes)
- November 19 – Board check-in (up to 1 hour)
- January 28 – Board Presentation of Strategic Plan (up to 1 hour)

We have a few options:

1. Plan on extending time of board meetings
2. Hold Strategic plan meeting as a special meeting on the board meeting dates, starting at 11:30 am for September, 10:30 am for October and 11:00 am for November and January.
3. Hold separate meetings for strategic planning for the October, November and January meetings
4. Streamline board meetings until February taking out Service of the Month and/or Board Development Topic when needed.

Board will discuss at the August meeting.

Other Strategic Planning Events

RAILS has a staff-focused strategic planning kickoff meeting scheduled on Tuesday, August 24 at 2pm. All RAILS staff are encouraged to attend.

In addition to the Steering Committee and Board discussions, member town halls and staff town halls are currently being scheduled in October and November. More on those dates in next month's update.



Breakout Group Instructions

RAILS Strategic Plan Board Introductory Session

Begin by quickly having each member of the group introduce themselves.

In this session, we want to capture what is working well for us. In small groups you will discuss the following question: **what have we done in the past, or are we currently doing that most helps our member libraries?**

When we come back into the big group, each member will individually have the opportunity to answer the following questions via anonymous polling (so keep your phone, tablet, or laptop handy):

1. What's one thing you like about the current plan?
2. What have we done in the past, or are currently doing, that most helps our member libraries?
3. What is a hope you have for the new plan?
4. What is something a colleague shared in the discussion that really hit home?

We will have up to 30 minutes for this process.