

July 19, 2024

**TO: RAILS Board of Directors**

**FROM: Monica Harris**

**SUBJECT: Executive Director Goals for FY25 - DRAFT**

I have drafted a list of potential goals for the Executive Director for FY25, based on feedback received from my FY2024 evaluation by the RAILS Board. This list of goals is intended only as a draft, and the RAILS Board of Directors will discuss this list at the July meeting and adjust the goals as they see fit. The Board can approve the finalized list of Executive Director Goals at the July meeting or may request to revisit them with changes in August.

**Draft Executive Director Goals for FY25:**

1. Continue to implement and report on the progress of the RAILS Strategic Plan (2022-2025) that was approved by the RAILS Board in January 28, 2022.
2. Work with the RAILS Executive Committee to develop a detailed Succession Plan for RAILS, ensuring smooth organizational transitions.
3. Ensure RAILS financial stability, identifying potential areas for increased efficiency while providing valuable services to RAILS members.
4. Continue to regularly review and bring amended draft RAILS policies to the RAILS Policy Committee and RAILS Board, including a full review of the RAILS Personnel Handbook.
5. Develop growth in partnership with Chicago Public Library and the Illinois Heartland Library System, and other statewide library partners.
6. Continue work on RAILS' Equity, Diversity, Accessibility, and Inclusion initiatives; improve RAILS internal culture, work with the Board EDI Committee to meet the needs of members; Continue new opportunities for EDI focused continuing education, networking, and best practice development.
7. Continue to support broadband and digital equity progress for libraries in Illinois.
8. Model best practice in work life-balance for all RAILS staff.
9. Continue advocacy efforts for all types of libraries, and for multitype collaboration.
10. Continue to modernize delivery, identifying technology, staff training, and potential financial efficiencies that will ensure exemplary service for RAILS members.
11. Continue to grow the cooperative purchasing program, ensuring the use of economies of scale to create added value for RAILS members.
12. Continue the organizational journey towards data driven decision making, including the identification of data needs for member libraries and improved systems for evaluation of existing programs.