
Friday, July 18, 2025

TO: RAILS Board of Directors

FROM: Monica Harris

SUBJECT: Executive Director Goals for FY2026 - Draft

I have drafted a list of potential goals for the Executive Director for FY2026 based on feedback received from my FY2025 evaluation by the RAILS Board. This list of goals is intended only as a draft, and the RAILS Board of Directors will discuss it 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 revisiting them with changes in August.

Draft Executive Director Goals for FY26:

1. Continue advocacy efforts for all types of libraries and for library funding at the local, state, and federal level.
2. Continue to implement and report on the progress of the RAILS Strategic Plan (2022-2025) that was approved by the RAILS Board in January 2022. Begin work on the next strategic plan.
3. Ensure RAILS financial stability, identifying potential areas for increased efficiency while providing valuable services for RAILS.
4. Develop growth in partnership with our statewide partners, including AISLE, CARLI, CPL, IHLS, ILA, ISL, and others, encouraging multitype collaboration.
5. Work with the Policy Committee and RAILS Board to complete the full review of the RAILS Personnel Handbook.