

DATE: June 12, 2026
TO: RAILS Board of Directors
FROM: Monica Harris, Executive Director
SUBJECT: Executive Director FY2027 Goals - Draft

I have drafted a list of potential goals for the Executive Director for FY2027 based on feedback received from my FY2026 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 June meeting and adjust the goals as they see fit.

The Board can approve the finalized list of Executive Director Goals at the June meeting, or may request revisiting them with changes in July.

Draft Executive Director Goals for FY27:

1. Continue advocacy efforts for all types of libraries and for library funding at the local, state, and federal level.
2. Complete all preparatory work on the new strategic plan and seamlessly pivot to system-wide implementation, execution, and progress tracking.
3. Ensure RAILS financial stability, identifying potential areas for increased efficiency while providing valuable services for RAILS members.
4. Amplify the mission of RAILS through expanded, high-impact collaborations with core statewide partners and innovative member engagement.
5. Finalize and fully operationalize the revised RAILS Personnel Handbook.