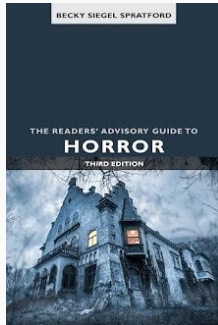
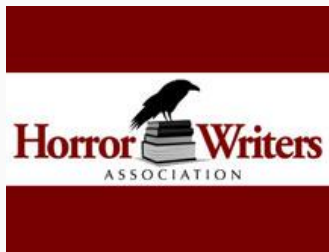


South Central Library System: Board Development

Presented by: Becky Spratford
July 27, 2023



Let me introduce myself



Who Are We?

- Who are you?
- Why are you here?
- One thing people here do NOT know about you?

...I'll go first

Why Are We Here?

In general:

- Big picture oversight
- Efficient and Effective
- Flexibility to “refresh and rethink”
 - A building project is a great time to do this
- Support Director to lead staff with shared vision

What Do We Do?

Responsibility Reminders:

- Fiduciary
- Hiring and Evaluating the Director
- Setting Policy
- Caretaking of Physical Spaces

Focus for today:

- **Communicating with each other**
- **Advocacy**

Fiduciary: Reminders

- Largest space where we focus on minutia
- Fiduciary Responsibility and Oversight
 - Execution is role of Director
- Balance staff requests with fiscal and service responsibility
- Setting salary scales for entire organization and keeping them updated for inflation
 - Retention of (good) staff saves money

Personnel Reminders

- You are the Director's boss
 - Actually you are only a fraction of the boss.
- Hiring-- get outside help, include staff input
- Evaluating-- goals of Director, direct reports opinion, strategic planning
- **Board oversees ONE staff member – the Director.**

Policy Reminders

- Management and board work together
 - Never set a policy without staff AND board input
- Borrow policy language that works
- Review **every** policy on a schedule
- Your responsibility ends with setting expectations
- Procedures are how the staff will enforce policies
 - Enforcement is why staff need policy input

Physical Spaces Reminders

- Systems biggest asset
 - Owned by the citizens
- Upkeep of building and how it is or isn't working:
 - Regular appraisals
 - Capital Plan
 - Master Building Plan
- Even when new, you still need to plan for future
- Goal to never have building “surprise” emergencies

Where Are As We Board Members?

In our meetings: **communicating with each other**

- Rethink, discussion, and exercise
- [Click here for current guidelines](#)
- [Click here for another pov](#)

In the community: **advocating**

- Rethink, discussion, and exercise
- [Click here](#)

How Do We Lead? [1 of 2]

Good news! You have a road map. And it is a good one.

Your Strategic Plan

South Central Library System Strategic Plan

2022 – 2024



OUR MISSION

The mission of the South Central Library System is to help our member libraries provide the best possible service to the public.

OUR VISION

SCLS embraces challenges and opportunities to provide innovative solutions that empower our member libraries.

HOW WE SERVE

Our quality standards of service are based on: **relationships, helpfulness, efficiency, and creativity.** These standards are at the core of our service to members, collaborations with one another, and connections with community partners.

CORE VALUES

- We:
- stay focused on our mission and measure all of our work, plans, programs, activities and behaviors against it.
 - strive to do excellent work that exceeds member expectations.
 - are responsible for achieving and maintaining good working relationships with every member library and with every co-worker. We make it a high priority to treat people well. We are always courteous to members and to each other.
 - are a strong team with diverse talents and serve a community of people who are different from each other in many ways. We respect the contributions and viewpoints of members and of each other. We freely share information and communicate our plans, activities and concerns to the other members of our team and give credit where credit is due.
 - work toward solutions for problems and connect our members to the resources they need. Innovation is an integral component of our daily work life.
 - keep our commitments, meet our deadlines, and take responsibility for getting the training and resources we need to do our work.
 - are sensitive to members' perceptions and strive with each interaction to make them more positive than before. We hold ourselves accountable. When we make mistakes, we acknowledge them, apologize, learn, and move forward.
 - are mindful of the long term costs and impacts of our work in order to remain efficient and sustainable.

Our work is important to us and we take it very seriously. We approach it with a sense of fun and include as many laughs as we possibly can.

SERVICE PRIORITIES

Our service is centered on **relationships**, which is the connection we have with our member libraries and each other. Our service priorities for our 2022 – 2024 Strategic Plan are: **Equity, Communication, and Innovation.**

FRAMEWORK TO MEASURE THE IMPACT OF STRATEGIC PLAN

EQUITY

The South Central Library System will continue to provide equitable service to member libraries. The strength of our system comes from the diversity of the communities served by SCLS member libraries, and we will focus on solutions that serve libraries of various regions, sizes, and needs.

- We are aware of the unique communities that our member libraries serve and will provide equitable system services that fit the needs of libraries of diverse sizes, regions, demographics, resources, and needs.
- We are aware of the unique experiences, knowledge, and skills of member library staff and we will offer a variety of services that address the diverse needs of the individuals we serve.

COMMUNICATION

The South Central Library System will continue to utilize effective methods of communication with member library staff. Communication methods will be consistent and based on the SCLS mission. We recognize that listening is a crucial component of effective communication, and we will diligently gather input from our colleagues in the libraries we serve.

- We will integrate opportunities for staff members from libraries of all sizes and regions to meet, gather, learn, and grow with one another.
- We will continually provide channels through which staff from all libraries can provide input about projects, resources, and services that affect them and the communities they serve.

INNOVATION

The South Central Library System will continue to be leaders in public library system service and we will employ creative and efficient methods of service delivery to support new ideas, member library needs, and constantly changing communities.

- We support ideas and seek methods that allow member libraries to provide innovative programs and services to their communities.
- We are trailblazers and will work cooperatively with member library staff, library colleagues from across the state and nation, and community partners to identify and implement innovative public library services and programs

How Do We Lead? [2 of 2]

- Keep our eyes on the Big Picture
 - Minutia only when necessary such as financials, building project, etc...
- Discussion guidelines on every agenda
 - [ILA example](#)
- Make your Strategic Plan a living document
 - Rearrange reporting: [RAILS Example](#), [LGPL Example](#)
- Add advocacy topics to every meeting
 - Commit to bringing the topics to your networks

When Do We Start?

- You have taken the first steps today
- Commit to try and tweak and discuss
 - Figure out what works for you, together
 - Remember your personal Who? and Why?
 - Use your discussion guidelines
 - Tap your networks
- Center it on the “roots” of your plan
- Remember: Big Picture
- Target January 2024 as the starting line

Let's Brainstorm Your To-Do List

Questions?: Now or Later

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