

Thomas Memorial Library Strategic Planning 2024-2025

Agenda for Meeting #7 – 6:30 – 8:30 PM, 4/10/25

Strategic Plan:

1. Discuss 2nd Draft and agree on any further changes
2. Test for consensus and closure on the core plan
3. Agree on a vision for completing the rest of the plan:
 - a. Introduction
 - b. Situation 2025
 - c. Measures of Success
 - d. Other?

If Time Allows:

4. Discuss turning the corner from plan development to implementation
5. Planning Process Review - Did you get all you hoped for from the process?

What we hope to get out of Strategic Planning Process (9/26/24 Mtg)

Road map to contain all possibilities
Contribute to something big and sustainable
Create something I enjoy
Guidance for our team to deliver on needs
Community perception of the library
Deeper understanding of public libraries
Understand my roles clearly
Discover programming growth opportunities
Better understand uses and what people value
Continue providing value to the community
Provide information and feed love of reading
Clear staff view – today & future
How best to position the library
Support library & each other
Ensure library as an institution – Freedom of information
Sustainable fiscal health

Adjourn

Meeting Norms (for all meetings):

- Start and end on time
- Actively participate
- Allow others to finish their thoughts
- Hold facilitator accountable
- Be candid and respectful—assume good intentions

Draft Plan and Flip Charts from Meeting #6

See separate documents: Draft Plan and Flipcharts from All Meetings

Strategic Planning Team

Staff

Rachel Davis, Library Director & Strategic Planning Leader
Sasha Kohan, Community Engagement Librarian
Allyson Frick, Family Engagement Librarian
Sarah Gabrielson, Family Engagement Assistant

Advisory Committee

Tim Blackstone, Chair
Reed Dyer
Liz Elliott
Patience Maloney

TML Foundation

Megan Bagdasarian
Bradley Russell

Facilitator

Will Plumley

Meeting Schedule

All meetings begin at 6:30 PM in the Library Conference Room

September 26, 2024

October 17, 2024

November 14, 2024

December 12, 2024

January 9, 2025

~~February 6, 2025~~

February 21, 2025 (Staff Meeting)

March 6, 2025

April 10, 2025

Facilitator's Elements of a Strategic Plan:

Mission of the library: Raison d'être

Values of the library: Character of the library, what we value and expect in ourselves and our partners, how we do business, what is most important to us.

Vision: Where you aspire to be in 5 years

Objectives/Goals: 4 – 6 objectives that will deliver the Vision

Strategies: An initial set of strategies for each objective that can achieve the Objective (these are changeable throughout the 5-year time horizon of the plan as new and better ideas arise and/or there are external changes of consequence)

Measures of Success: What we agree to measure over the 5-year period and what level of achievement constitutes success in reaching our vision. Best practice: 5-year target for each measure, then, once plan is adopted, set Annual success goals for each measure and manage to those Annual Goals.