

BML Strategic Planning Minutes, January 3, 2023

Convened at 4:51 in the Quiet Reading Room

Present: Ann Varilly, Leo Schiff, Kate O'Connor, Howard Burrows, Starr LaTronica, Beth Johnson, Jeanne Walsh

- Agenda changes: none
- Public comments: none
- Minutes of November 30 approved as submitted

CONTINUING BUSINESS: Planning Progress

Input from consultants

Ann and Starr met with planning consultants engaged by the VT Department of Libraries. The consultants made a couple of recommendations that have been incorporated into Draft #6:

- treat continuous review of progress as part of the process, not a separate plan item
- re-word some items, including some of the themes

Committee review of Draft #6

We like the action verbs in the current draft of the plan.

Some of the themes are very long—is that good? The consultants like that language. We value pithiness, but the language carries meaning that we want to keep, especially noting our commitment to historically marginalized people. Sally Nix, HR Director, also approved this version.

We discussed the complexities and limitations of language, how specific phrases evoke different feelings in different people, and how our commitment to serving “all members of the community” might be expressed differently at different times in our history.

After reaching consensus on keeping the current version of the themes, we discussed the details of the Services theme. It includes a phrase about diversity, equity, and inclusion, but we might also want an objective that will point toward specific action on that.

Decision: in the theme, we’ll change the phrase “resources and programs” to “opportunities,” and we’ll include an objective about collection development and programming. An activity under that objective can be to actively invite input from the community. Starr & Jeanne will work on that wording.

There’s a lot of clarity in this document. We have worked a long time to get here. **Yay!**

Next steps for the plan

After the minor revisions noted above, we’ll include it in the packet for discussion at the next BOT meeting. The board might want to weigh in on action items.

We’ll then present the plan to staff at a meeting before or after library hours, probably on a Thursday. Starr will poll the staff to find the best day and time. We’ll send them the plan ahead of time so they can bring their questions and ideas. It will be part of our invitation to staff to develop action items to further the objectives.

Value Statement, Mission, and Vision

We have Mission and Vision statements that we might want to revise, but that can happen after the plan is in place.

We do not have a Value Statement, but it was suggested by the consultants. Starr spoke to the committee about its importance: our values guide our actions, be they spoken or unspoken. Values can include things like privacy, access, collaboration, curiosity, and fun.

We'll seek staff input on a value statement when we convene the staff meeting. There can be voting, with stickers, so it's participatory.

Sharing the plan when it's done

We would love to see nice graphics, maybe four quadrants on a page with the four themes. This could then be made into bookmarks, posters, website copy, social media posts, etc. Maybe Seth Thomas, the Town Communications Coordinator, can help? Starr will inquire.

Next Meeting: Feb. 7th, 4:45

Adjourned at 5:51.