GOAL 1 - Library Lands Master Plan: Adopt a master plan that will guide the Library in planning for best outdoor use of Library lands in accordance with the Library’s vision and mission.

b. Research dog station cost/maintenance cost through the Friends of the Library and implement stations in Summer 2009.
c. Work with Sculpture Park Board and Zak Zakovi on establishment of 501(c)(3) status and plans for sculpture exhibit in Summer 2010 along with fund-raising ideas and requested agreement with the Library Board.
d. Continue collaboration with Gallatin Art Crossing/Tate Chamberlin on exhibiting sculpture in front of the Library on Main Street annually.
e. Ensure watering does not flood the Plaza area so that it can be used for outdoor programs; research best way to enhance that area visually.
f. Work with Lindley Perk Coffee Shop on buying outdoor bistro tables and chairs.
g. Purchase outdoor trash cans and check with City Facilities and Lands and/or Recreation and Parks Department on placement and on-going maintenance.
h. Work with Foundation and interested donors in bird habitat area on east side.

GOAL 2 - Stack Lighting: Provide adequate lighting for public and staff through the purchase of stack lighting that will be adhered to each unit of shelving.

a. Determine liability of architect/subcontractor for current dimness of lighting.
b. Review stack lighting options and choose an appropriate light that will be illuminating as well as attractive. Get costs for lights for all shelving in the building.
c. Request that stack lighting costs be phased into the City’s Capital Improvements Plan over a period of years.
d. Request assistance from the Foundation on a capital campaign to secure funding for the purchase and installation of stack lighting throughout the building.

GOAL 3 - Library Levy: Provide adequate funding for the Library by preparing to place a Library operating levy on the ballot when economic conditions improve and are conducive to such a levy.

a. Research other successful Montana libraries (Lewis and Clark Library in Helena and Missoula Public Library) to learn about their campaigns and ballot language/requests.
b. Research the state and city laws and discuss with appropriate government officials to determine requirements for such a levy and how feasible it is to meet them.
c. Discuss with appropriate City officials and Commissioners to determine appropriateness of timing and amount and their support for such a levy.
d. Work with Foundation and Friends Board members on their support and willingness to help with the levy and funding needs for the levy and assorted preparation needs.

e. Do a survey through a library consultant--funded by either the Foundation or Friends--to determine staffing, library hours, technology, and maintenance needs for the future. Make sure that the survey is adopted by the City Commission.

f. Form a Campaign Committee to formulate a plan and timetable for the levy.
g. Educate the populace to ensure that the levy is passed.

GOAL 4 - Succession Planning: In order to keep the organization functioning smoothly and efficiently, develop Replacement and Succession Plans for the eventual retirement or loss of key Library personnel

a. Research succession planning and recognize the difference between it and replacement planning.
b. Do replacement planning or identification of staff who would be best-equipped to serve as backups for current employees as a good place to start the succession plan.
c. Identify a talent pool of people who are willing to be considered for promotion and work to be developed for succession planning.
d. Focus on internally developing employees by devoting more time and attention to planned training, on-the-job development, and other experiences designed to build competencies. Utilize City’s leadership training for potential management staff.
e. Develop a succession plan program utilizing the following steps: (1) get commitment; (2) analyze the work and people now; (3) evaluate performance; (4) analyze the work and people needed in the future; (5) evaluate potential; (6) develop people; and (7) evaluate program results (Rothwell, et al. Career planning and succession management: Developing your organization’s talent–for today and tomorrow. Greenwood Press, 2005).
f. Develop recruitment plan with Library Board of Trustees for replacement of Library Director through advertising, interviewing, and selection.

GOAL 5 - Technology Issues: Enhance Library service through the utilization of appropriate technology.

a. Explore options for replacing 26 public computers such as leasing or moving to a thin client solution.
b. Research whether the Gates Foundation or another comparable granting organization would be able to help with replacement costs of computers and/or software.
c. Ask for financial help from both the Foundation and Friends organizations and the County.
d. Explore the feasibility of a Library Information Technology Department.
e. Develop technology programs to meet the needs of all Library patrons beginning with the teen area.
f. Continue technology staff training for staff so that they can communicate with and
teach patrons and also utilize technology to improve their work performance.
g. Use current social networking sites to promote the Library and to communicate with
our patrons.
h. Develop a Technology Plan.

GOAL 6 - RFID (Radio Frequency Identification Technology or Materials Flow
Management System): Increase staff efficiency and provide patron privacy through the
purchase and implementation of a materials flow management system in Fall 2009.

a. Continue to meet to investigate RFID vendors and customer satisfaction with vendors.
b. Decide whether to use SirsiDynix RFID representative.
c. Prepare a RFP (Request for Proposal) for the RFID vendors.
d. Weed the collection in preparation for transition.
e. Ensure that staffing is sufficient to help with the processing of materials.
f. Keep public informed of RFID and celebrate the transition.