



APPLETON PUBLIC LIBRARY
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TO: Members of the Appleton Public Library Board of Trustees Planning Committee

FROM: Colleen Rortvedt, Library Director

DATE: February 9, 2019

RE: Recommended updates to the library strategic plan

Ben Fauske from RISE Leadership facilitated a retreat on January 25 to update the library's strategic plan.

Library staff used the facilitators notes and cards collected from the retreat activities to draft updates to the current plan. Our recommendations for updates to the library strategic plan are attached to this action item.

In some cases, we modified strategic pillar phrasing when we found that elements were incorporated elsewhere in the values or pillars. We also edited phrases for consistency among the pillar headings and intend to incorporate anything that we removed into the more detailed descriptions that will accompany each pillar.

We are requesting a discussion around the "Children and Teens" pillar. There was significant discussion throughout the retreat about this in some of the groups. In the end the group wanted to ensure that the library is for all so that pillar was expanded. However, we believe that sentiment is captured in the final pillar "Services and programs for all" so we felt it was repetitive and recommend bringing back the "Children and Teens" pillar or removing that pillar entirely.

Finally, we shortened Engaged and Connected for two reasons. First, we wanted to mirror phrasing of the other pillars. More importantly, we felt the additional language left out an important internal/operational aspect of this pillar. In addition to being engaged and connected to our community, we are an engaged and connected organization in that we invest in recruiting, retaining and developing excellent and dedicated staff.

Attached are the recommended updates to the plan for the committee to consider, discuss and modify should you choose to do so. One document includes descriptive notes and the other is a clean copy of the Values and Pillars.