



Director's Goals
2010—2011

Annual Report of Progress August, 2011

- 1. To maintain regular and open communications with all governing bodies, boards, librarians and the general public regarding the operations of the AMY Regional Library System and its individual libraries.**
 - a. Attend Avery, Mitchell and Yancey Commissioner Board meetings at least quarterly. *Accomplished with reports on progress and activities for all three.*
 - b. Attend town meetings in Burnsville, Spruce Pine, Newland and Bakersville quarterly. *Accomplished for Burnsville, SP and Bakersville.*
 - c. Submit at least one article, piece of information, etc. per month to each of the county's newspapers and the Blue Ridge Christian News. *Accomplished at about a 90% level.*
 - d. Appear bi-monthly on WKYK/WTOE Murphy in the Morning. Increase the use of the WKYK website for library related information. *Accomplished at about a 50% level. Will expand this for next year.*
 - e. Maintain regular correspondence with Regional Board Members and copy to Local Board Chairs. *Accomplished.*
- 2. To review and assess the Current Long-Range and Technology Plans and create two new ones for 2012--2017. This goal has been tabled until the new NC Public Library Guidelines are implemented in 2012. We have permission to use the existing plans with an annual review to meet the requirements of the State Library for Funding and any grant activity. (I serve on the Committee that is reworking the Standards.)**
- 3. To provide professional development for and solicit management input by all librarians and staff on a regular basis throughout the year.**
 - a. Meet bi-monthly with Management Team. *The Teams have met twice this year to go over goals and objectives f2f. Otherwise, with no collective business to take care of, we have met on an individual basis and used email to communicate with eachother.*
 - b. Conduct bi-monthly workshops on topics of interest and concern to Staff. *With the exception of 2 workshops in Asheville which we all attended, we have opted to participate in continuing education thru webinars with each staff member choosing the ones that they felt best met their needs. We have used several from NCLive. So far, these have worked well and the staff have learned a great deal without having to take time for travel.*
 - c. Conduct Staff Performance Assessments in the fall with follow up individual interviews in the spring. *With the obvious positive performance of all staff and no*

hope for merit pay increases, we have put this off until 2011-2012 to include the new hires from this year.

4. **To make the libraries essential elements in the preservation of our cultural heritage.**
 - a. Work with Historical Societies and Cataloging Specialist to catalog document holdings into the AMY OPAC. Yancey accomplished and Mitchell begun with Mr. Byrd's help. *Accomplished and will continue to work with them. We have also worked with Yancey to provide much needed computer services as a part of our extended "branch" network.*
 - b. Implement the LSTA grant to upgrade microform readers with computer enabled service and implement program for genealogists/local historians and high school students. *Weather and logistical problems with the vendor kept us from accomplishing this goal. The hardware and software are in place and being used, but the workshops for local history and genealogy groups have been put on hold as well as work with the high school history teachers.*
5. **To increase circulation of all materials and attendance by all segments of the population with an emphasis on children, teens, and families through advocacy and marketing.**
 - a. Work with 3 high schools on reading and information literacy projects with the Media Coordinators, teachers, and ASU student as appropriate. Include Carolina Mountains Literary Festival as a service and activity. *Accomplished for the Carolina Literacy Festival with the addition of Cane River Middle School. Weather and logistical problems prevented workshops for teachers and students in the use of the new microform readers and computers.*
 - b. Provide NCLive Workshops/Demonstrations to as many education and community groups as possible. *Accomplished with presentations at County Commission meetings, Rotary of SP, MainPro Workshops, all boards on which I serve, and Parent Nights for HeadStart programs in Mitchell.*
6. **To work with specific groups in the community that have been identified as having special needs or requiring special attention such as Child Care Providers, Home Schoolers, Ethnic Communities, Historical Societies, Small Business Persons.**
 - a. Work with Yancey, Mitchell, and Avery 4-H after school programs with an emphasis on reading and information literacy. *Accomplished with Yancey 4-H afterschool (including the bookmobile stop) and summer. Not accomplished in Mitchell and Avery, but will work toward that next year.*
 - b. Meet with Historical Societies in Avery and Mitchell County and hold positions with the Yancey Heritage Council, Cultural Resources Commission, and the Traditional Voices Group. *Accomplished except for the YHC which does not meet. Currently the Chair of the CRC and active in the RiddleFest efforts of the TVG.*
 - c. Continue work with Centro Latino to upgrade the "branch" of the Spruce Pine library in their new facility. *In progress, with little to report.*
 - d. Work with Centro Enlace to continue to upgrade the computers and collections in their Yancey County "branch." *In progress. We worked with CE during the Literary Festival to provide special programming related to reading and currently working toward getting more computers in the "branch."*
7. **To work toward libraries being seen and treated as important resources for economic development by governing bodies and the general public.**

- a. Continue to work with the Certified Entrepreneurial Community Committee for Mitchell County and expand that to Yancey and Avery. *Accomplished with Mitchell and currently on the CEC Yancey group. The emphasis is on what the library and its systems have to offer small business people and how we can integrate that into the CEC efforts and goals.*
 - b. Share information on libraries and economic development with each set of County Commissioners and Town Boards of Spruce Pine and Burnsville. *Accomplished as indicated above.*
 - c. Work with Economic Security Commissions in all three counties to determine ways that the library can provide more services for job seekers and those out of work. *Currently, we have a representative from each library that serves on the Management Team of the local ESC. I have worked with the Mitchell CEC to provide survey data for their operation. All librarians have had JobLink training and we are considered JobLink sites. We have had several success stories related to people finding and getting jobs as a result of using our systems and the expertise of the library staff.*
 - d. Conduct workshops especially for teachers, students, and individual artists on seeking funding and provide individual consultation related to the Foundation Center Online. *Accomplished to a large extent at MainPro workshops and with individuals working on grants. We continue to collaborate with Mayland Community College to provide the FCO.*
 - e. Continue to work with the Mitchell County Historic Courthouse Foundation to implement the BTOP digital information and economic development efforts in collaboration with the Mitchell County Public Library. *In progress, but accomplished according to the time frame of the grant. Much of what we have learned from this project is helping to inform the efforts at the new Yancey Library. This project makes possible a backup for the thin client technology in the Yancey Library and with new thin client technology to be installed in Mitchell. We have a proposal in for Avery for 2011-2012 and are in the process of seeking grant funds for Spruce Pine. All to take advantage of the 97% deployment for Mitchell and Yancey Counties with efforts to open Avery in 2012-2013.*
- 8. To collaborate with related organizations that will expand service and funding for the Regional Library such as Mayland Community College, the Avery and Mitchell and Yancey Partnerships for Children, NC Agricultural Extension Service, TRAC, and the school systems with the school library media specialists.**
- a. Serve on the following related boards and groups
 - i. Avery Smart Start Board
 - ii. Mitchell Yancey Partnership for Children, Childfest Committee
 - iii. Yancey 4-H Board and work with the 4-H Directors in the other counties in their after school and summer programs. *Have not been involved as much with Avery and Mitchell.*
 - b. Continue to work with Mayland on the Foundation Center Cooperative Collection and GED Program in Mitchell.
 - c. Maintain membership on the Toe River Watch
- 9. To complete renovations that have been started in Avery, Mitchell, and Spruce Pine and participate in the Yancey Expansion Project in any way that I can.**

- a. Work with Mitchell Count Friends to complete Reading Room and Circulation Desk renovations. *We installed a new Circ Desk with the Reading Room on hold until 2011-2012.*
- b. Complete Avery renovations
 - i. Complete Teen Space. *In progress*
- c. *Have accepted more responsibility for the Yancey Library and helped celebrate its opening.*

10. To implement as many “green” procedures and modifications to facilities and operations as possible.

- a. Develop green guidelines for Regional Libraries *Accomplished, but needs to be put in writing.*
 - i. All renovations and updates using LEED certification guidelines
 - ii. Will use only compostable or reusable serving supplies for library related events and for all staff.
 - iii. Purchase only green cleaning and maintenance supplies

11. To create and/or nurture Friends of the Library groups and Teen Advisory Boards for each library. *Very little progress this year with the exception of Yancey at which Amber Briggs has taken a leadership role in forming both a Teen Advisory Board and Tech Learning group.*

12. To be active in the professional organizations, especially at the regional and state levels.

- a. Appointed to the North Carolina Library Commission (four-year term beginning 2009)
 - i. Chair of the Youth Services Committee
 - ii. *Member, NC Public Library Standards Revision Committee*
- b. Member North Carolina Public Library Director’s Association
 - i. Chair, NC Green Public Libraries Task Force
 - ii. *Chair, Broadband Task Force*
 - iii. Participate in Library Legislative Day 2011 *Accomplished*
- c. Member of the North Carolina Library Association
- d. Member of the UNC-Chapel Hill Digital History Advisory Committee
- e. Serve on the Appalachian State University Library Science Advisory Board
- f. Member of the Together We Read Board of Western North Carolina *We disbanded this group this year with understanding that each Director would work toward a community reading program of some sort. We have begun that with encouraging public reading of authors related to the Carolina Mountains Literary Festival.*
- g. *Asked to serve as grant reviewer for the NC Arts Council*

13. To be an active member in each community served by the AMY Regional Library System.

- a. Mitchell
 - i. Member of the Bakersville Improvement Group
 - ii. Chair of the Mitchell County Historic Courthouse Foundation
 - iii. Member of the Mitchell County Historical Society
 - iv. Member of the Orchard at Altapass Board *No longer serving on this Board.*

- v. Mitchell County Certified Entrepreneurial Community Project
- vi. Education and Government Channel Planning and Implementation Committee
- vii. Member, Broadband Planning Group
- b. Avery
 - i. Member of the Avery Historical Society
 - ii. Smart Start Board Member
 - 1. Raising a Reader Team
 - iii. Avery Local Interagency Coordinating Council
- c. Yancey
 - i. Steering Committee for Carolina Mountains Literary Festival and Chair of the Libraries and Schools Liaison Committee
 - ii. Member Graham Children's Center Board
 - iii. Financial Secretary of the Yancey County Literacy Council Board
Currently the Chair
 - iv. Member of the Quilt Trails of Western North Carolina Management Team
Advisory only and not on the Board
 - v. Member of the Yancey Cultural Resources Council *Currently Chair*
 - vi. Member of the Traditional Voices Group
 - 1. Riddlefest Committee
 - vii. Mayland Community College Yancey Campus Advisory Board
 - viii. Member of the Yancey 4-H Board
 - ix. Member of the Yancey Certified Entrepreneurial Community and NC Step Committees
 - x. Member Broadband Planning Group
- d. Joint County Groups
 - i. Mitchell Yancey Partnership for Children
 - 1. Childfest Committee
 - ii. Member of the Mitchell Yancey School Based Telemedicine Network Board of the Center for Rural Health Innovation
 - iii. Past Chair of the Toe River Arts Council Board *Term ends 2012*
 - iv. Avery, Mitchell, Yancey, Business Resource Alliance and affiliate of the Appalachian Regional Development Institute at ASU *No longer functioning*
 - v. Mitchell-Yancey Local Interagency Coordinating Council

14. Grant Efforts:

- a. Pursue grants for the following:
 - i. LSTA Collection Development Grant for Hispanic/Latino Resources *not accomplished*
 - ii. Continue to work with nonprofits in the area related to grant writing.
Accomplished with MainPro Workshops.
 - iii. Continue to assist in Telemedicine Proposal by Dr. Steve North to support the project in Mitchell and Yancey counties.
 - iv. LSTA Grant for Bookmobile. *Accomplished with \$50,000 grant*
 - v. Goldenleaf Grant for Bookmobile *Turned down*

- vi. Humanities Commission for Riddlefest *Accomplished with \$1,500 grant and promise of second for 2012.*
- vii. Arts Council Grant for Carolina Mountains Literary Festival *Accomplished with \$6,000 grant*

15. Other Meetings, Professional Development and Contributions

- a. Attend Fall, Spring and Summer NCPLDA meetings using personal funds.
- b. Meet with Arts Matters Group on a regular basis
- c. Asked to conduct a class for the UNC-CH School of Information and Library Science