



Director's Goals
2011—2012

- 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 to share information regarding the importance of libraries, expanded services and progress in meeting the annual goals.
 - b. Attend town meetings in Burnsville, Spruce Pine, Newland and Bakersville quarterly.
 - c. Make sure that at least one article, piece of information, etc. per month is included in each of the county's newspapers and the Blue Ridge Christian News.
 - d. Appear bi-monthly on WKYK/WTOE Community CloseUp. Increase the use of the WKYK website for library related information.
 - e. Maintain regular correspondence (minutes of meetings, reports, items of news/interest) with Regional Board Members and copy to Local Board Chairs.
- 2. To undertake regional-wide review and assessment of the Current Long-Range and Technology Plans and develop a time frame to create two new ones for 2013--2018.**
 - a. Complete a statistical profile of the three counties
 - b. Share final drafts of the Revised NC Public Library Standards with all board members.
 - c. Conduct a survey of user needs/preferences spring 2012 and compare to previous surveys
 - d. Conduct a survey of selected community service group members, teachers, government leaders, to gather input for library and information needs/preferences (others may be added)
 - e. Conduct item by item review of current plans with each board. Spring 2012.
- 3. To provide professional development for and solicit management input by all librarians and staff on a regular basis throughout the year.**
 - a. Meet quarterly in f2f meetings with Management Team
 - b. Conduct quarterly workshops on topics of interest and concern to Staff and encourage staff to participate in continuing education events such as webinars and online workshops.
 - c. Conduct Staff Performance Assessments in the fall 2011 with follow up individual interviews in the spring 2012.
- 4. To review collection development options that include e-books in audio and visual image formats.**

5. **To review options for the catalog and circulation system currently used with an option being becoming a member of NC Cardinal. NCC is an open source system that has gone through its first phase of implementation and has proven to be cost and service effective for 9 pilot libraries.**
6. **Implement the LSTA Grant to purchase a new bookmobile for the Region.**
7. **Explore options for thin client deployment in Avery and Spruce Pine libraries.**
8. **To make the libraries essential elements in the preservation of our cultural heritage.**
 - a. Continue to work with Historical Societies and Cataloging Specialist to catalog document holdings into the AMY OPAC. Yancey accomplished and Mitchell by 2012 and begin Avery Spring 2013.
 - b. Follow up implementation of the LSTA grant to upgrade microform readers with computer enabled service and implement program for genealogists/local historians and high school students.
9. **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. Expand efforts to work with 3 high schools on reading and information literacy projects with the Media Coordinators and teachers. Emphasis on the use of NCLive, microfilm/computer stations in history, and the Carolina Mountains Literary Festival for history and Literature. Continue to work with the middle schools to expand the CMLF audience.
 - b. Provide NCLive Workshops/Demonstrations to as many education and community groups as possible.
 - c. Work with specific reading groups such as the South Toe Reading Club at the Yancey Library and the newly formed early childhood reading club at the Mitchell Library. (Hopefully these will be expanded to the other two libraries similarly with volunteers but collaboratively with the library staffs and Miss Karen.)
 - d. Explore service options for the Early College Program at Mayland Community College.
 - e. Expand Parenting Services/Collections in each library.
10. **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 and summer programs with an emphasis on reading and information literacy.
 - b. Meet with Historical Societies in Avery and Mitchell County and actively participate in the work of the Cultural Resources Commission and the Traditional Voices Group.
 - c. Continue work with Centro Latino and Centro Enlace to upgrade the “branches” with appropriate services.
11. **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 assist in getting that designation for Yancey.

- b. Work toward helping to get broadband access in Avery County and making the best use of the 97% availability in Mitchell and Yancey counties.
- c. Continue to 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.
- d. Conduct workshops especially for teachers, students, and individual artists on seeking funding and provide individual consultation related to the Foundation Center Online.
- 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.
- f. Expand Business Information Services/Collections in each library.

12. 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 and Information Resources Committees
 - iii. Yancey 4-H Board and work with the 4-H Directors in the other counties in their after school and summer programs
- 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

13. To complete renovations which are underway Avery, Mitchell and Yancey Libraries.

- a. Work with Mitchell Count Friends to complete Reading Room.
- b. Complete Avery renovations
 - i. Complete Teen Space
 - ii. Back Wall
 - iii. Crack in chimney
- c. Expand efforts to improve landscaping at the Yancey Library

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

- a. Develop written green guidelines for Regional Libraries
 - 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

15. To create and/or nurture Friends of the Library groups and Teen Advisory Boards for each library.

16. 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)
 - 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
 - c. Member of the North Carolina Library Association
 - d. Serve on the Appalachian State University Library Science Advisory Board
- 17. 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
 - v. Mitchell County Certified Entrepreneurial Community Project
 - vi. Education and Government Channel Planning and Implementation Committee
 - 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
 - 1. Chair of the Libraries and Schools Liaison Group
 - ii. Member Graham Children's Center Board
 - iii. Financial Secretary of the Yancey County Literacy Council Board
 - iv. Member Children's Advocacy Center of Yancey County
 - v. Member of the Quilt Trails of Western North Carolina Management Team
 - vi. Member of the Yancey Cultural Resources Council
 - vii. Member of the Traditional Voices Group
 - 1. Riddlefest Committee
 - viii. Mayland Community College Yancey Campus Advisory Board
 - ix. Member of the Yancey 4-H Board
 - x. Member of the Yancey Certified Entrepreneurial Community and NC Step Committees
 - d. Joint County Groups
 - i. Mitchell Yancey Partnership for Children
 - 1. Childfest Committee
 - ii. Member of the Mitchell Yancey School Based Telemedicine Network
 - iii. Past Chair of the Toe River Arts Council Board
 - iv. Avery, Mitchell, Yancey, Business Resource Alliance and affiliate of the Appalachian Regional Development Institute at ASU
 - v. Mitchell-Yancey Local Interagency Coordinating Council

18. Grant Efforts:

- a. Pursue grants for the following:
 - i. Continue to work with nonprofits in the area related to grant writing.
 - ii. Continue to assist in Telemedicine Proposal by Dr. Steve North to support the project in Mitchell and Yancey counties.
 - iii. Deploying thin client technology in Spruce Pine Library
 - iv. Humanities Commission for Carolina Mountains Literary Festival
 - v. Arts Council Grant for Riddlefest
- 19. Other Meetings, Professional Development and Contributions**
- a. Attend Spring, Summer and Fall NCPLDA meetings using personal funds.
 - b. Meet with Arts Matters Group on a regular basis