

Director Evaluation/Review 2017

By Robin Minniear, Ted Ramsey, and Steve Tabor

The evaluation was based primarily on the goals and objectives that Sarah outlined in the initial review that was done in April, two months after taking the director's role.

The first goal, gaining an administrative familiarity with SirsiDyix ILS system and the move towards BlueCloud was supported by four objectives. Sarah did not complete all the objectives, but provided good explanations as to why an objective that seemed to have good value when proposed was not of value as other objectives were obtained.

The second goal, gaining an understanding of the current and future needs of department heads and staff was supported by three objectives. Sarah did complete all the objectives under this goal and feels things are going well. Although not specifically related to this goal, Sarah did note that as director she missed the front line interaction with patrons. She is considering scheduling some of her time so that she will have more direct interaction with staff and patrons. That is of particular interest for her with the Ossian branch.

The third goal, gaining familiarity with the library and information needs of the community through the strategic planning process was supported by two objectives. Sarah completed the objectives supporting this goal. Bluffton NOW decided not to have the library as the non-profit representative in that organization, but Sarah plans to approach them again about being part of the organization.

The fourth goal, gaining a working understanding of building needs for Bluffton and Ossian. Sarah completed the objectives supporting this goal was supported by three objectives. Sarah did note that at Nate's suggestion they are preparing to implement a preventative maintenance plan at both facilities.

Sarah was also asked how she felt the administration of the library was going and her response was to the effect that things were going well and that she was continuing to learn, particularly through the budgeting process. She was also asked if there were or had been personnel issues and her response was nothing out of the ordinary and nothing substantial.

As a result of the review process it became evident that the board should revisit and make certain that as a board we are comfortable with the cost of living increases proposed in the budget.