



Duties
of the 21st Century
Library Board




Wisconsin Trustee Training Week
www.wistrusteetraining.com
Monday, August 22, 2016
with Pat Wagner - sieralearn.com



Wisconsin Trustee Training Week was
developed in 2014 by Jamie Matczak
at the *Nicolet Federated Library System*,
with the goal of providing high-quality
webinars for public library board members,
Friends, and trustees in Wisconsin.

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Meet Pat Wagner



- Consulting for libraries since 1978
- Frequent visitor to Wisconsin libraries
- Board training including ethics, board roles,
community assessment, strategic planning,
practical politics, outreach, advocacy
- Proud graduate of Tremper H.S., Kenosha

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Agenda



- Introduction: The 21st Century Board
- Relationships With Director and Staff
- Strategic Plan, Budgets, and Policies
- Relationships With Friends And Foundations
- Relationships With the Greater Community

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Outcomes



- Devote more time to the future of your library and the community.
- Improve your library's capacity to serve.
- Support the effectiveness of your library director.
- Build better relationships with library allies- both individuals and institutions.

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Key Idea



Anticipate Challenges
and Changes.


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Section One



Introduction:
The 21st Century Board


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Books and libraries
parallel the history
of humans, their tools,
and their societies.

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The 21st Century Library



- 21st Century Mindset
- Community-centered
- New Library Principles
- How We Learn: Books Are Not Enough
- New Skill Sets Required of Staff
- New Customer Expectations

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21st Century Mindset

Victorian Era	21 st Century
Formality	Collegiality
One book, one place	Key words, e-versions
Nothing changes	Everything changes
One top-down authority	Collaboration
Taxonomies	Folksonomies
Single purpose	Multiple purpose

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New Library Principles

- Libraries partnering with other professionals:
Social workers, artists, nurses, police officers
- Eliminating the "load-bearing" walls:
Rapidly changing rooms and purposes
- Libraries can do anything:
Passports, visas, what the community needs
- Not warehouses for books: People come first.


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Books are Not Enough

- **Loaning:** Puppets, bicycles, braille writers, frisbees
Skeletons, automotive tools, fishing rods, drum pads,
adaptive and assistive devices, "hot spots"
dogs, toys, art, binoculars, crafting tools, GPS devices
phonographs and other 20th century artifacts
- **Hands-on classes in everything:**
From home repair and cooking to computer
programming and business start-ups

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New Skill Sets



- Cross-training
- Technology
- Learning is continuous and on-going.
- Comfortable with constant change
- Like new people who are different from us
- Support director in new expectations for employees

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The 21st Century Board



- Big picture: A different scope
- Focused on the future: a different time frame
- Higher level of community collaboration
- Visible advocates for the library
- Skilled at transparent and timely decision-making
- Diverse: Represents entire community

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What's Different?



Not just once a month
Not just signing checks
Not just reacting to crises

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Section Two



Relationships
With Director and Staff

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Director Relations



- Partner with director in leadership.
- Support directors' decisions and actions.
- Oversight: Meet goals within constraints.
- Personal growth and career advancement
- Evaluation: What works; what can improve.

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Staff Relations



- Fire Wall: Your director runs the library.
- Grievance policies to protect everyone
- Fair treatment of staff: legal and ethical
- Fight for their money and benefits
- Not undermining director's authority by allowing staff to bypass chain of command

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Section Three



Strategic Plan, Budgets, Policies:
Input/Decisions/Creation
Execution/ Oversight/Evaluation
Course Correction

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Roles: Who Does What




Strategic Planning: Mission Vision Principles Values
Library Budget and Library Policies

ROLES	Board	Director	Staff	Community	Experts
Input	<i>Everyone Has Input</i>				
Decisions	XXX	XXX	XXX		
Creation		XXX	XXX		
Execution		XXX	XXX		
Oversight	XXX	XXX	XXX		
Evaluation	<i>Everyone Has Input</i>				
Correction	XXX	XXX	XXX		

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Section Four



Relationships
With Friends And Foundations

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Friends



- Written agreements prevent misunderstandings.
- Independent organization: 501(c)(3)
- Fundraising and advocacy
- Recruit volunteers as appropriate.
- And, Friends ultimately don't decide how money is to be spent on the library, but they can and should negotiate.

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Foundations



- Written agreements prevent misunderstandings.
- Independent organization: 501(c) ???
- Legacies, corporate gifts, larger donations
- Invest and create endowments.
- And, Foundations ultimately don't decide how money is to be spent on the library, but they can and should negotiate.

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Section Five



Relationships
With the Greater Community

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Community



- Presence in the community
- Spokesperson for board decisions
- Speak at other people's meetings.
- Attend other people's meetings and events.
- Champion the library.
- Wear the button and the t-shirt.

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Evolution



To become a 21st century library:

- Update by-laws.
- Actively recruit new candidates.
- Create strategic plan for the board.
- Educate board and community about the new future of Wisconsin libraries

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Resources



- Your system
- Your state library and library association
- ALA:
 - www.ala.org/united/trustees
 - www.ala.org/transforminglibraries/future
- www.wiley.com/WileyCDA/Section/id-350161.html

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Next steps

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