

2012-2014 Strategic Plan		ASSIGNED	2012 Q1	2012 Q2	2012 Q3	2012 Q4	2013	2014
<b>Points of Service</b>								
Install online payment system (from 2011)	Finance Director	x						
Complete Farr remodel	HR and Facilities Director	x	x	x	x			
Enhance services in Grover	Outreach Manager	x	x	x	x			
Place up to two more self service solutions in our service areas	Outreach Manager	x	x	x	x			
Create a plan to reduce energy consumption the District	HR and Facilities Director	x	x	x	x			
Commission all buildings	HR and Facilities Director	x	x	x	x			
Identify a solution for the downtown presence	Executive Director	x	x	x	x		x	
Decide if Carbon Valley electronic signage should be implemented	Public Information Officer	x	x	x	x			
Revisit the facilities master plan to determine any needed service point changes	Executive Director	x	x	x	x			
<b>Funding</b>								
Develop the Foundation	Foundation Director	x	x	x	x			
Increase used book sales by 25%	Foundation Director	x	x	x	x			
Increase donors by 15%	Foundation Director	x	x	x	x			
Reduce staff handling of donated books	Foundation Director	x	x	x	x			
Evaluate gift shop model	Foundation Director	x	x	x	x			
Establish and ongoing grant process	Foundation Director	x	x	x	x			
Oliver Land - transfer ownership (from 2011)	Executive Director	x	x	x	x			
Enable ability to accept donations on the self checks	Foundation Director	x	x	x	x			
Develop a philosophy around corporate sponsorships	Foundation Director		x	x	x			
Complete an analysis of the collection (from 2011)	Collection Resources Manager	x	x	x	x			
<b>Staffing</b>								
Streamline information management (IMC from 2011)	CVR Branch Manager	x	x	x	x		x	
Develop a Supervisor Learning Plan (staff training from 2011)	HR and Facilities Director	x	x	x	x			
Update the staffing and facilities master plans along with staffing models	HR and Facilities Director	x	x	x	x			
Define employer of choice concept	HR and Facilities Director	x	x	x	x			
Respond to staff survey	HR and Facilities Director	x	x	x	x			
Realign DSS with public services	Executive Director	x	x	x	x			
Revisit and update operating principles	Executive Director	x	x	x	x			
Further establish consistent practices , procedures and services	Associate Director	x	x	x	x			

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<b>Services</b>							
Evaluate and update the collection to best meet the patron demand	Collection Resources Manager	x	x	x	x		
Complete shelf inventory	Collection Resources Manager	x	x	x	x		
Implement Collection HQ	Collection Resources Manager	x	x	x	x		
Establish the framework for data based analysis of the collection	Collection Resources Manager	x	x	x	x		
Complete a full inventory of all HPLD items (from 2011)	Collection Resources Manager						
Mature HPLD in the organization maturity model	Associate Director	x	x	x	x	x	x
Implement standard project management basic practices	Associate Director	x	x	x	x	x	
Standards for maintaining privacy	Associate Director	x	x	x	x		
Develop measures outcomes to support data driven decisions	Associate Director	x	x	x	x	x	x
Test target marketing to gap groups identified by Buxton	Public Information Officer	x	x	x	x		
Develop plan for 2013 literacy activities	Executive Director	x	x	x	x		
Create sustainable citizenship classes	Outreach Manager	x	x	x	x		
Revamp story times to incorporate brain development research	Literacy Coordinator	x	x	x	x		
Develop a strategy around econtent	Eservices committee lead	x	x	x	x		
Determine what content will need to be stored and how it will be used	Eservices committee lead	x	x	x	x		
Determine the technology needed to support the scope	Eservices committee lead	x	x	x	x		
Determine how to manage access devices	Eservices committee lead	x	x	x	x		
Implement Strategy	Eservices committee lead				x	x	
Implement Illiad	Collection Resources Manager	x	x				
Increase household penetration of library cards	Public Information Officer	x	x	x	x		
Develop plan for rich content development by staff and public	Eservices committee lead	x	x	x	x		
Text notices to patrons	Public Services Supervisor		x	x	x		
Retest (reenable) virtual reference with video	Virtual Library Manager	x	x				
Test online meeting room service for the public	Virtual Library Manager			x	x	x	
Enable dial in telecirc	Public Services Supervisor					x	
Infrastructure	IT Manager						
Upgrade District network	IT Manager	x	x	x			
Complete Windows 7 upgrade	IT Manager	x	x	x	x		
Initiate ILS review in prep for 2014 replacement	IT Manager		x	x	x	x	x
Replace all printing multifunction units and align services	IT Manager	x	x				
Replace the phone system	IT Manager			x	x		

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<b>Memberships and Partnerships</b>							
Develop a strategic plan with the member libraries	Executive Director						
Inventory and catalog local content (reference develop a strategy around econtent in the services section)	Collection Resources Manager						
Improve communication with governing boards	Executive Director	x	x	x	x		
Support Weld Project Connect	Executive Director			x	x		
Support Weld County Health Initiatives	Executive Director	x	x	x	x		
Support Mother and Teach Reads and Colorado Humanities	Executive Director	x	x	x	x		
Assess Kindergarten readiness	Program Coordinator	x	x	x	x		
Ft Lupton Managed Technical Services Implementation (new March 2012)	IT Manager	x	x	x	x		
<b>Not added to the plan at this time.....</b>							
Alternate patron IDs - this would require a policy change							
Public Wi-Fi overhaul including wireless printing - revisit for 2013							
Gaming system circulation - question if this fits the organization's mission							
Skype for public - Virtual library and remote onsite patron support was given priority							