

| 2025 Annual Plan | | |
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| Strategic Focus | Objective | Leader |
| | Organizational Culture | |
| | Set organizational culture enhancement as a focused goal of the library across all departments and branches. Foster a positive internal culture through team-building initiatives, promoting constructive workplace behavior, and supporting staff well-being. This work is led by library leaders and the culture committee. | |
| Culture & Diversity | Develop a concise and compelling vision for culture statement (includes branding the culture initiative). | Executive Leaders |
| Culture & Diversity | Develop a change management framework to support implementation, adoption, and buy-in of key change initiatives. | Culture Committee Leaders |
| Culture & Diversity | Develop clear employee expectations related to customer service and integration of IDEA in operating practices. | Executive Director |
| Culture & Diversity | Establish formal communication protocols that encourage productive multidirectional communication. | Executive Director |
| Culture & Diversity | Embrace a culture of feedback and accountability to cultivate trust, respect, and collaboration through internal or external training in the areas of conflict management, communication, IDEA, emotional intelligence. | Director of Human Resources |
| Culture & Diversity | Continue to focus on emergency preparedness to include finalizing the planning and protocols document, implementing consistent staff training, and keeping safety as a priority regarding interactions of staff with the public. Includes gathering data on safety needs and utilizing it to build a robust safety program. | Associate Director of Public Services & Security Manager |
| Culture & Diversity | Develop and reiterate clear, consistent employee expectations through continuing review of job description and outlining competency frameworks for each position. | Director of Human Resources |
| Culture & Diversity | Lead the development and implementation of a new employee recognition program that replaces the current program. | Director of Human Resources |
| Culture & Diversity | Enhance performance review consistency and relevance to ensure all roles in the organization are effectively evaluated using standardized performance review forms with role-specific criteria by the end of the performance cycle. | Director of Human Resources |
| | Facilities and Infrastructure | |
| Access to Services | Complete the renovation of Lucero Library within the budget and on schedule for the project. | Executive Director |
| Internal Capacity | Ensure successful outcomes for enhancing and improving library facilities including the Rawlings Library stormwater drainage, Rawlings Library elevator modernization, Pueblo West Library roof improvements. | Executive Director |
| Internal Capacity | Provide successful project management of facility improvement projects to ensure that activities remain within the budget and achieve completion including the Rawlings Library elevator modernization, Lucero Library expansion and renovation, Rawlings library stormwater features, Pueblo West Library roof upgrades, the installation of a culvert at the Giodone Library and upgrades to building access system and fire and security monitoring systems. | Facilities Superintendent |