

# ISS Section Strategic Plan 2019-2024

## MISSION AND VISION

The Independent School Section adopted a new mission in 2018 in an effort to clarify our role in AASL and how we serve our membership. Our new mission states:

*The Independent School Section serves school librarians outside of the public school system by sharing the priorities and concerns of these constituents to the larger library world, by serving as a conduit for best practices across all ALA divisions, and by delivering content and resources that meet the needs of this group.*

We envision our section as a vibrant, thriving section with a growing and diverse membership, with a healthy pool of capable leaders, and which offers a variety of resources tailored to its membership. All of these elements add up to a section which furthers the goals of AASL by advocating for independent school librarians to organizations outside the library world to demonstrate our work and its positive impact on student learning. **This strategic plan is the section's expression of the AASL Strategic Plan, demonstrating our goal alignment with the core values and goals detailed in that document.**

## STRATEGIC AREAS OF FOCUS

### AASL Core Value Expression: Learning and Innovation

**Purpose.** Our adopted mission statement clearly states the purpose of our association and we need to focus on translating that new mission into tangible goals. These goals will promote our work to non-public school librarians while consistently and constantly proving our relevance to decision makers who impact non-public school libraries.

**Goals.** Our section goals fulfill our unique role to members by exposing them to a variety of professional ideas from ALA divisions which apply to the work of non-public school libraries, as well as to promote the work of our members to a larger audience.

1. Offer in-person sessions, webinars, and virtual discussions to our membership;
2. Publicize the valuable work of independent school librarians and their impact on student learning in venues outside the traditional library professional sphere;
3. Identify the unique needs of new members for connection and guidance.

**Measurements.** The ISS leadership will assign deadlines to whichever key initiatives stated here or proposed in meetings and consider appointing interested members to data gathering ad hoc committees (which can be done at the discretion of the chair). Similarly, the ISS leadership will report to the section an accounting of online discussions or webinars, with numbers attending, to get a sense of how well the section is meeting its mission.



## **AASL Core Value Expression: Equity, Diversity, and Inclusion**

**Purpose.** The purpose of the ISS section is to serve its members, yet in the past we have had a limited understanding of our member needs as a finite and undiverse number of voices have been represented at conferences and in our leadership.

**Goals.** We need to have a better understanding of who we serve and to offer multiple in person and virtual opportunities to hear their voices.

1. To be an inclusive organization, offering a variety of services to all its members
2. To encourage diversity in ISS leadership and in our membership conference attendance
3. To find income sources for our section that will provide the necessary funds to support the goals of this strategic plan

**Measurements.** A member of the committee will be tasked with tracking our membership growth while others will be asked to lead in areas of virtual opportunities for members and as well as areas of financial leadership.

## **AASL Goals and Objectives: Leadership Activation**

**Purpose.** Accurate job descriptions are a necessity for recruitment and for the current leadership to know their roles. In order not to overburden ISS officers, our section leadership has the power to appoint any people into non-elected roles, like a communications person for social media outreach, a mini-task group with a defined mission (i.e., the membership survey or infographic creation), or a programming committee. These people would not be subject to the physical presence requirements of elected officers and the roles discussed would be a great way to get newer ISS members involved and ease them into leadership positions.

**Goals.** Without strong and reliable governance, the work of the ISS Section will founder and our membership and organization will suffer.

1. Have a virtual meeting reviewing the job descriptions of all ISS leadership, ensuring a fair distribution of work, and making sure job descriptions are clearly tied to roles and not to personalities
2. Work to have a healthy and diverse pool of potential leaders with each election

**Measurements.** The past-chair has the role of recruiting candidates to run for election and should report each year on how many candidates they have been able to recruit for each position, as well as identify individuals for ad hoc committees and/or task forces.

## **FUTURE PLANNING**

The ISS Section can choose to revise or recreate its strategic plan at any time, but this document must be revisited and revised in 2024 to continue to offer its leadership and membership a clear idea of the direction and work of the ISS Section.