

Public Libraries SA

Action Plan 2012-2013

Our Vision

A vibrant and sustainable network of South Australian Public Libraries

Our Mission

To provide leadership and direction for the South Australian Public Library Network.

Our Values

Leadership, engagement, innovation, service excellence and celebration of success.

Focus Areas

Communication

Workforce development

Marketing and advocacy

Measuring performance

Communication

| Actions | Tasks | Responsibility | Timeframe | KPI |
|--|---|---|--------------------|--|
| Develop communication strategy | <ul style="list-style-type: none"> Survey the network to determine preferred communication mechanisms Utilise feedback from communications survey | Helen Kwaka/ Liz Byrne | End December 2012 | Communication strategy developed |
| Implement communications strategy | <ul style="list-style-type: none"> Undertake tasks identified in Communication strategy | As identified in Communication strategy | Post December 2012 | Network reports enhanced communication both to and from the Executive and within the Association |
| Evaluate communication strategy | <ul style="list-style-type: none"> Measure success via survey of the network | Helen Kwaka/ Liz Byrne | End December 2013 | Communication strategy refreshed in line with feedback received. |

Workforce Development – Professional Development

| Actions | Tasks | Responsibility | Time | KPI |
|--|---|----------------|---------------|---|
| Develop staged plan for workforce development | <ul style="list-style-type: none"> Establish a working party of key stakeholders including network members and the LGA | Hanlie Erasmus | December 2012 | Working party established |
| | <ul style="list-style-type: none"> Identify core competencies for library staff | Working party | June 2013 | Competencies identified |
| | <ul style="list-style-type: none"> Skills and gap analysis | Working party | June 2013 | Skills and gap analysis completed |
| Implement workforce development plan | <ul style="list-style-type: none"> Identify training and development opportunities and providers | Working party | December 2013 | Training and development opportunities and providers identified |
| Evaluate progress of workforce development plan | <ul style="list-style-type: none"> Revisit skills and gap analysis | Working party | December 2013 | Review completed |
| | <ul style="list-style-type: none"> Evaluation of effectiveness of training delivered | Working party | December 2013 | Training's effectiveness evaluated |

Marketing and Advocacy

| Actions | Tasks | Responsibility | Time | KPI |
|--|--|---------------------------------|---------------|---|
| Enhance advocacy and lobbying skills of Executive and Association | <ul style="list-style-type: none"> Offer training for library network members | Meralyn Stevens/Janice Nitschke | End 2012 | Training provided and well attended |
| | <ul style="list-style-type: none"> Identify champions from within the network to act as key spokespersons/mentors | Executive | End 2012 | Champions identified |
| Identify and foster marketing opportunities | <ul style="list-style-type: none"> Work with PLSA Marketing Committee | Kelly Morris/Liz Byrne | December 2013 | Network accesses shared marketing resources |

Performance measures

| Actions | Tasks | Responsibility | Time | KPI |
|---|---|--|---|--|
| <p>Facilitate the development of qualitative performance measurement for public libraries in South Australia</p> | <ul style="list-style-type: none"> • Identify qualitative measures (based on PLAC project) • Investigate integration of qualitative measures into existing benchmarking projects • Ensure input into the Library Reform Group as outlined in MOA | <p>Judi Cameron/Janice Nitschke</p> <p>Executive</p> | <p>December 2013</p> <p>December 2013</p> | <p>Suite of qualitative performance measures developed relevant to SA Public Library Network</p> <p>Active PLSA representation on Library Reform Group</p> |