THE PROPER CARE AND FEEDING OF YOUR LIBRARY DIRECTOR

CASSIE GUTHRIE
Library Director
"I find your chosen title to be rather offensive"

"The whole problem with boards......"

"Shame on you"
“care and feeding” (noun)
The providing of what is needed for sustenance, well-being or efficient operation

“tongue and cheek” (adverb)
Characterized by insincerity, irony, or whimsical exaggeration; not meant to be taken seriously
The Library Director's BILL OF RIGHTS
LIBRARY DIRECTOR'S RIGHT #1

A FAIR WAGE
LIBRARY DIRECTOR’S RIGHT #2

FEEDBACK
LIBRARY DIRECTOR’S RIGHT #3
A UNIFIED AND LOYAL BOARD
LIBRARY DIRECTOR'S RIGHT #4

FREEDOM FROM MEDDLING
Library Director's Right #5

A Free Hand in Personnel Management
The Library Trustee's DECLARATION OF EXPECTATIONS
A HARD DAY'S WORK
EFFECTIVE PERSONNEL MANAGEMENT
OPTIONS, NOT ULTIMATUMS
THE LIBRARY DIRECTOR'S
BILL OF RIGHTS
A Fair Wage
Feedback
A Unified and Loyal Board
Freedom from Meddling
A Free Hand in Personnel Management

THE LIBRARY TRUSTEE'S
DECLARATION OF EXPECTATIONS
A Hard Day's Work
Effective Personnel Management
Options, Not Ultimatums
Loyalty
The Pyramid of Public Library Transformation

- Traits of Trustees Who Transform
  - Curiosity
  - Courage
  - Aspirational
  - Politically Aware

- Good & Honest Communication

- Trustees & Director Understand Roles

Cassie Guthrie
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The Board Governs
The Director Manages

Trustees & Director
Understand Roles
Care, Loyalty and Obedience

TRUSTEES & DIRECTOR
UNDERSTAND ROLES
Library Director is the CEO

TRUSTEES & DIRECTOR
UNDERSTAND ROLES
Trustees & Director Understand Roles
Good & honest communication
How Should the Board's Directions and Intentions Be Communicated to the Director?

#1 Through Official Actions at Board Meetings
#2 Through Board President (if #1 is not possible or practical)
How Should the Director Communicate the Library’s Progress to the Library Board?

#1 Through Director’s Report at Board Meetings
#2 Through Board President (if #1 is not possible or practical)
Honest

Good & honest communication
Good & honest communication
I've had ENOUGH!

Vote NO for the Library
FAIR AND CONSISTENT
April 10, 2008

VIA FACSIMILE AND FIRST-CLASS MAIL

[Redacted] Library Director
[Redacted] Library Board of Trustees
[Redacted] Library

[Redacted] Phone: (585)[Redacted]
Fax: (585)[Redacted]

Re: [Redacted] Library’s unlawful denial of equal access to community board by Christian dance studio
Traits of Trustees Who Transform Good & Honest Communication

- Curiosity
- Courage
- Aspirational
- Politically Aware

The Pyramid of Public Library Transformation

Trustees & Director Understand Roles

Good & Honest Communication

Traits of Trustees Who Transform

The Pyramid of Public Library Transformation
WE CANNOT TRANSFORM WITHOUT LEAVING OUR COMFORT ZONE

- BARON BAPTISTE
ASPIRATIONAL

TRAITS OF TRUSTEES WHO TRANSFORM
POLITICALLY AWARE

TRAITS OF TRUSTEES WHO TRANSFORM
The next step