

# NMRT Strategic Planning

Adopted by Executive Board on January 9, 2016, Midwinter Meeting, Boston

In 2016 NMRT adopted a new Strategic Plan and a new strategic direction for the next three to five years. Building on the ALA Council-adopted Key Action Areas, one strategic direction has been identified as a priority area of intense focus for the Round Table. This strategic initiative is:

- Professional & Leadership Development.

## Mission

The mission of the New Members Round Table is to “help those who have been association members less than ten years become actively involved in the association and the profession.”

## Core Organizational Values

The Round Table is committed to:

- Library students, new and emerging information professionals in all types of libraries
- An open, inclusive, and collaborative environment
- Ethics, professionalism and integrity
- Excellence and innovation

## Key Action Areas

The key action areas are programmatic priorities approved on an annual basis

### **Diversity**

In the library workforce, programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within the Round Table efforts to include diversity in outreach, programs, activities, services, and continuing education must be ongoing and encouraged.

### **Education and Lifelong Learning**

NMRT provides opportunities for the professional development and education of all library staff members.

### **Organizational Excellence**

The association is inclusive, effective and responsive to the needs of ALA members

### **Transforming Libraries**

NMRT provides leadership in the transformation of libraries and library services in a dynamic and increasingly global digital environment.

## Strategic Direction

The directions, goals and strategies represent areas of intense focus for the next 3-5 years

### **Professional and Leadership Development**

Recognizing that the professional and leadership development of all who work in libraries is essential to high-quality professional practice and the future of libraries and information services, NMRT will:

- Provide professional development opportunities to all levels of experience and expertise, in multiple formats/venues with diverse presenters and educators;
- Increase diversity and inclusion within the field;
- Provide leadership development opportunities both within the Association and for the field;
- Increase the number, and expand the type, of continuing education opportunities available to early career librarians;
- Provide clear pathways that help members set and meet professional and leadership development goals.

### **Goals**

- There is a commitment to ongoing professional development and continuing education.
- It is easy for members to get involved in ALA.
- Mentoring engages emerging leaders and supports diversity. Paths to leadership with the Association are clear, and people at all levels want and are helped to be library leaders. Leadership is recognized as formal and informal, managerial and non-managerial.
- Peer-to-peer learning/interaction facilitated by ALA helps members reach their goals.
- LIS students recognize NMRT as the first step to engagement and involvement within ALA.

### **Strategies**

- Develop a series of learning initiatives focused on influence without power (how to effect change when you're not in management/leadership position).
- Articulate the role of engagement within the Association in professional and leadership development.
- Facilitate and increase opportunities for informal, collaborative, and peer-to-peer, member-to-member learning/activity at face-to-face events and in online spaces.
- Work with graduate programs in LIS to develop association wide/peer-to-peer network to engage students prior to graduation, and support emerging leaders.
- Enhance recruitment/retention for diversity across the profession.
- Maintain and updated website, handbook, and ALA Connect space.

- Create an online portal free of jargon that consolidates information about different ALA groups to fully serve our motto (“your path to ALA”).