

## Amie Pleasant - Professional Growth Plan

**5 year goal statement:** In order to become an branch manager, I will become involved in various professional organizations and continue to take professional development courses. In the next 5 years I plan to transition into a branch manager position. I plan to find mentors and get hands on experience that will enhance my effectiveness as I acquire and move into the branch manager position.

I based my actions in the plan on the standards stated below, which are based on the recent branch manager job posting of a nearby library system, in order to become an effective branch manager.

### Branch Manage Standards:

1. Demonstrate leadership.
2. Demonstrate knowledge of emerging trends, technologies, and best practices in library services.
3. Demonstrate knowledge of collection development
4. Ability to implement programs.
5. Ability to forge ties with the community through outreach and engagement.

Goals for 2018	Actions	Expected Outcomes / Evidence of Completion	Resources Required	Timeline
Demonstrate leadership	Find a mentor in a leadership position	Start meeting on a regular basis with the mentor to gain leadership knowledge and insight.	Mentor	Find by June 2018
	Lead the social media task force in current position	Successfully lead the task force and help the library system implement social media standards.	Co-workers	January 2018-December 2018
Demonstrate knowledge of emerging trends, technologies, and best practices in library services	Read each issues of <i>American Libraries</i> as soon as it comes out and regular check the website & other related sites	Keep up to date on the emerging trends and technologies related to library service.	Access to the American Libraries & other industry websites	Ongoing, starting January 2018
	Attend the ALA conference	Attend seminars to gain additional knowledge in trends, technology, or best practices in library services.	Seminar instructors	June 2018
Demonstrate knowledge of collection development	Complete a continuing education course on collection development	Keep up knowledge and skills in collection development.	Course instructor Course texts	July 2018
Ability to implement programs	Help implement a county wide library event in current position	Successful completion of the event, gaining skills to implement programs	Co-workers	December 2018
Ability to forge ties with the community through outreach and engagement	Work with one of the community groups already partners with current library system	Learn the groups needs and find new ways the library can partner with the community group	Community Group	November 2018

Goals for 2019	Actions	Expected Outcomes / Evidence of Completion	Resources Required	Timeline
Demonstrate leadership	Continue to meet with mentor	Meet with mentor to gain help and advice on leadership skills.	Mentor	January 2019 – December 2019
	Attend the county's leadership development program	Forge ties with leadership throughout the county by engagement them through this program.	Program instructors Program attendees Course texts	January 2019 – May 2019
Demonstrate knowledge of emerging trends, technologies, and best practices in library services	Read each issues of <i>American Libraries</i> as soon as it comes out and regular check the website & other related sites	Keep up to date on the emerging trends and technologies related to library service.	Access to the American Libraries & other industry websites	Ongoing, starting January 2018
	Attend the ALA conference & join a round table	Attend seminars to gain additional knowledge in trends, technology, or best practices in library services.	Seminar instructors Round Table members	June 2019; January 2019 – December 2020
Demonstrate knowledge of collection development	Shadow the collection development manager at work	Keep up knowledge and skills in collection development.	Co-worker	September 2019
Ability to implement programs	Lead the implementation of a county wide library event	Successful completion of the event, gaining skills to implement programs	Co-workers	December 2019
Ability to forge ties with the community through outreach and engagement	Attend the county's leadership development program	Forge ties with leadership throughout the county by engagement them through this program.	Program instructors Program attendees Course texts	January 2019 – May 2019

Goals for 2020	Actions	Expected Outcomes / Evidence of Completion	Resources Required	Timeline
Demonstrate leadership	Lead the implementation of a county wide library event	Successful completion of the event, gaining skills to implement programs	Co-workers	March 2020 - October 2020
	Attend the Virginia Library Leadership Academy	Forge ties with leadership with other librarians by engagement them through this program.	Program instructors Program attendees Course texts	January 2020 – May 2020
Demonstrate knowledge of emerging trends, technologies, and best practices in library services	Take a GIS course	Gain knowledge on the current GIS technologies.	Course Instructor Course Text	June 2020
	Attend PLA conference	Attend seminars to gain additional knowledge in trends, technology, or best practices in library services.	Seminar instructors Seminar texts	March 2020;
Demonstrate knowledge of collection development	Help with the research for the e-resource selections	Keep up knowledge and skills in collection development.	Co-workers	November 2020
Ability to implement programs	Be on the task force for summer reading, helping plan and implement the summer programs	Successful completion of the events, gaining skills to implement programs	Co-workers	January 2020 – July 2020
Ability to forge ties with the community through outreach and engagement	Reach out to organizations that serve the underserved	Forge ties with groups and help create services to help the underserved utilize library services	Organization leaders Underserved	January 2020 – December 2020

Goals for 2021	Actions	Expected Outcomes / Evidence of Completion	Resources Required	Timeline
Demonstrate leadership	Shadow a Branch Manager	Shadow to gain help and advice on leadership skills.	Branch Manager	January 2021 - December 2021
	Attend the ALA Leadership Institute	Forge ties with leadership with other librarians by engagement them through this program.	Program instructors Course texts	August 2021
Demonstrate knowledge of emerging trends, technologies, and best practices in library services	Read each issues of <i>American Libraries</i> as soon as it comes out and regular check the website & other related sites	Keep up to date on the emerging trends and technologies related to library service.	Access to the American Libraries & other industry websites	Ongoing, starting January 2018
	Complete two continuing education courses in social media and libraries	Complete courses to gain additional knowledge in trends, technology, or best practices in library services.	Course instructor Course texts	January 2021 - December 2021
Demonstrate knowledge of collection development	Help with selection and collection development for the system while other staff are out on leave	Keep up knowledge and skills in collection development.	Co-workers	January 2021 - December 2021
Ability to implement programs	Collaborate with the organizations the serve the underserved to implement programs useful to them	Successful completion of the event, gaining skills to implement programs, and increasing forged ties with the community	Presenters Organization Leaders Underserved	February 2021 - November 2021
Ability to forge ties with the community through outreach and engagement	Collaborate with the organizations the serve the underserved to implement programs useful to them	Successful completion of the event, gaining skills to implement programs, and increasing forged ties with the community	Presenters Organization Leaders Underserved	February 2021 - November 2021

Goals for 2022	Actions	Expected Outcomes / Evidence of Completion	Resources Required	Timeline
Demonstrate leadership	Get a position as a branch manager	Utilize leadership skills to be a successful branch manager	Library	December 2022
	Attend the PLA Leadership Academy	Forge ties with leadership with other librarians by engagement them through this program.	Program instructors Course texts	December 2022
Demonstrate knowledge of emerging trends, technologies, and best practices in library services	Read each issues of <i>American Libraries</i> as soon as it comes out and regular check the website & other related sites	Keep up to date on the emerging trends and technologies related to library service.	Access to the American Libraries & other industry websites	Ongoing, starting January 2018
	Attend the PLA conference & present at a seminar	Attend seminars to gain additional knowledge in trends, technology, or best practices in library services.	Seminar instructors Attendees	March 2022; October 2021 – March 2020
Demonstrate knowledge of collection development	Actively participate in collection development as a branch manager	Keep up knowledge and skills in collection development.	Library Collection	January 2022 - December 2022
Ability to implement programs	Oversee the implement of programs at branch, as a branch manager	Successful completion of the programs	Presenters Staff	January 2022 - December 2022
Ability to forge ties with the community through outreach and engagement	Reach out to local community groups of the branch and engage them to find ways the library can collaborate	Successful collaborations with the local community groups, increasing forged ties with the community and helping the local community	Organization Leaders	January 2022 - December 2022