



**AGENDA
PARKS & RECREATION ADVISORY BOARD
MEETING
CITY OF LEANDER, TEXAS**



Development Services - San Gabriel Conference Room
201 North Brushy Street - Leander, Texas
Tuesday, December 9, 2025
Regular Meeting at 5:30 PM

<p>Clint Blaylock Joshua Mogford Cheryl McLaurin Stephen Cook Marcia Back</p>	<p>Juan Alanis, Jr. Scott Gustafson Council Liaison - Michael Herrera Staff Liaison - Ashlea Boyle, Director of Parks and Recreation</p>
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REGULAR MEETING

1. Open Meeting.
2. Roll Call.
3. Public comments on items not listed in the agenda.

Public comments on items listed in the agenda will be heard at the time each item is discussed.

[All comments are limited to no more than 3 minutes per individual.]

4. Introductions of new Board Member Scott Gustafson and new Library Director Amy Miller.
5. Staff Report.
 - Parks Safety: Update on parks safety initiatives and Leander Police Department call report.
 - Department Activities and Operations: Update on department activities including programs, special events, and operations.
 - Projects: Update on the Senior Activity Center, Mason Homestead, Benbrook Park projects, and the Robin Bledsoe Park Sports Field Lights.

CONSENT AGENDA: ACTION

6. Approval of the minutes for meeting held on August 12, 2025.

REGULAR AGENDA

7. Discuss and consider action on the Leander Public Library Strategic Plan.
8. Discuss and consider action on establishing subcommittees on areas the board desires to focus.
9. Future Agenda Items.
10. Closing Statements.

11. Adjournment

CERTIFICATION

The City of Leander is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. Please call the City Secretary at (512) 528-2743 for information. Hearing impaired or speech disabled persons equipped with telecommunication devices for the deaf may call (512) 528-2800. I certify that the above agenda for this meeting of the Parks and Recreation Advisory Board of the City of Leander, Texas, was posted on the bulletin board at City Hall in Leander, Texas, on the 3rd day of December 2025 by 5:00 p.m. pursuant to Chapter 551 of the Texas Government Code.



Ashlea Boyle, Director of Parks and Recreation



EXECUTIVE SUMMARY
12/9/2025

AGENDA SUBJECT:

Approval of the minutes for meeting held on August 12, 2025.

BACKGROUND:

Attached are the minutes for the meeting held on August 12, 2025.

HISTORY/TIMELINE:

APPLICANT/AGENT:

RECOMMENDATION:

PRESENTER:

Fiscal Impact

Attachments:

1. August Meeting Minutes PRAB



**MINUTES
PARKS & RECREATION ADVISORY BOARD
MEETING
CITY OF LEANDER, TEXAS**



Development Services - San Gabriel Conference Room
201 North Brushy Street - Leander, Texas
Tuesday, August 12, 2025
Regular Meeting at 5:30 PM

**Clint Blaylock
Joshua Mogford
Cheryl McLaurin
Stephen Cook
Marcia Back**

**Juan Alanis, Jr.
Scott Gustafson
Council Liaison - Michael Hererra
Staff Liaison - Ashlea Boyle, Director of
Parks and Recreation**

REGULAR MEETING

1. Open Meeting.

The meeting was called to order at 5:30 p.m.

2. Roll Call.

All board members were present except Board Member Mogford and Board Member Gustafson.

3. Public comments on items not listed in the agenda.

Public comments on items listed in the agenda will be heard at the time each item is discussed.

[All comments are limited to no more than 3 minutes per individual.]

Kathy Bonardi, 1412 Volente Ln. — commented on the upcoming Senior Center layout and asked about the department providing petty cash for the Christmas float in the Old Town Christmas Parade.

Jayne Serna, 1715 Parkwood Dr. — commented on the Robin Bledsoe park safety and the general state of the citizens that visit the park.

4. Introductions of new board member Scott Gustafson and new City Council Liaison - Michael Herrera.

Michael Herrera was introduced to the board. He is excited to be the Council Liaison for the board. Board Member Gustafson was absent from the meeting.

5. Staff Report.

- Department Operations Update
- July 2025 Flood Park Impacts Update
- FY26 Budget Update
- Senior Activity Center Update
- Public Art Update

- The Department Operations Update included an overview of progress of parks operations, recreation programs, special events, golf division, library programs, and park safety measures.
- July 2025 Flood Park Impacts Update included impacts to the parks system and status of repairs.
- FY26 Budget Update included the proposed FY26 budget and supplements.
- Senior Activity Center Update included photos and progression.
- Public Art Update included progress of the installation of the new frog sculpture at Devine Lake Park.

CONSENT AGENDA: ACTION

Motion: Approve consent agenda items 6 and 7.

By: Board Member Back

Seconded: Board Member McLaurin

Vote: 5 - 0

6. Approval of the minutes for meeting held on April 8, 2025.
7. Approval of the minutes for meeting held on June 10, 2025.

REGULAR AGENDA

8. Discuss adult programming by the department.
No action was taken, following a discussion.
9. Discuss and provide input on potential strategies to improve safety across the parks system.
No action was taken, following a discussion.
10. Future Agenda Items.
Park safety update
Mowers general update
Subcommittee assignments
11. Closing Statements.

Board Member Blaylock wanted to highlight the amazing job the maintenance staff did to repair all the flood damage to the city parks.
12. Adjournment

Meeting adjourned at 6:58 p.m.

APPROVED

CHAIR

ATTEST:

STAFF LIAISON



EXECUTIVE SUMMARY
12/9/2025

AGENDA SUBJECT:

Discuss and consider action on the Leander Public Library Strategic Plan.

BACKGROUND:

A strategic plan approved by the board is a key requirement for Leander Public Library to maintain accreditation with the Texas State Library and Archives Commission (TSLAC). In 2024, the City contracted with Partners Library Action Network (PLAN) to develop the Library's Strategic Plan for 2025–2030. This process included a comprehensive evaluation of the library's facility, staffing, programming, and budget, benchmarked against peer libraries in similarly fast-growing communities. More than 250 residents participated through surveys and community meetings, providing valuable input. Recommendations in the initial plan were informed by standards from the Texas Library Association (TLA), the American Library Association (ALA), and statewide data from TSLAC.

Later that year, the library worked with PLAN and the previous library director to host additional community engagement sessions, conduct a facility review, and assess current services. In December 2024, the strategic plan was presented to City Council. Council requested further consideration of improvements that could be made using existing resources, facilities, and staff. The Council asked the plan to be brought back for a future workshop once the improvements and revisions have been completed.

In response, library staff revised the plan in 2025 and developed an addendum that focuses on realistic, actionable initiatives. While the revised plan retains much of the original vision developed with PLAN, it also outlines practical steps the library can take now to enhance services without requiring new construction or significant staffing increases.

As a division of the Parks and Recreation Department, the library seeks input from the Parks and Recreation Advisory Board to ensure their ideas and recommendations are thoughtfully incorporated into the revised plan. Staff recommends discussion of the draft strategic plan as presented.

HISTORY/TIMELINE:

- 2024: PLAN works with the previous library director to conduct community meetings, complete a facility review and assess current services.
- December 2024: The library's strategic plan is presented to City Council, but it was not adopted. They requested more ideas on what improvements could be made using the library's current resources, facilities and staff.
- 2025: Library staff developed an addendum and revised the plan, focusing on realistic initiatives that could be achieved without new construction or significant staffing increases. The revised plan retains much of the original vision of the one developed with PLAN while recommending some steps the library can take now to improve services.

APPLICANT/AGENT:

RECOMMENDATION:

PRESENTER:

Fiscal Impact

Attachments:

1. Leander Public Library Strategic Plan 2025-2030
2. Leander Public Library Strategic Plan Changes

STRATEGIC PLAN 2030

**PREPARED BY:
DAYNA WILLIAMS,
ASSISTANT EXECUTIVE
DIRECTOR, PLAN**





FROM THE LIBRARY DIRECTOR

The Leander Public Library is committed to building a dynamic and welcoming space for the empowerment and enrichment of our diverse community. To support this mission, I have engaged with community members and city and library staff to develop a strategic plan for the coming years. Community input has been essential in shaping our goals to meet the needs of our rapidly growing city. We are excited about the future and the role the library will play in enhancing life and education in our community. Special thanks to Dayna Williams, Assistant Director of Partners Library Action Network, for her invaluable assistance in crafting this strategic plan.

A handwritten signature of Peggy Parrish in black ink, written on a light beige rectangular background.

PEGGY PARRISH
DIRECTOR



EXECUTIVE SUMMARY

The Leander Public Library Strategic Plan was created in cooperation with the City of Leander, Leander community members and leaders, and the Leander library staff. Dayna Williams, Assistant Executive Director of Partners Library Action Network (PLAN) led this plan's development and creation. It aims to assess community needs and assist the library director and the city of Leander in developing library goals through 2030. The major areas of focus include an assessment of the facility and how it can best serve a fast-growing community, a comparison of budget and staffing to peer libraries in other fast-growing communities, and a review of current library programs and community suggestions for future programs that will continue to maintain and improve the library as a community connector, family place, meeting, and work location, and third space (place to interact with others outside of home or work) for a diverse and growing community.

The Leander City Council's mission as listed on the City of Leander's website is to increase the quality of life for all residents and their key vision elements include:

- A city that has a small-town feel: neighborly, connected, friendly, feel they belong, and is family-friendly.
- People are invested in the community.
- People advocate for the community.
- Has a robust economy, balanced and diversified base.
- Everything is in Leander that we need: jobs, food, entertainment, etc.
- A safe community is of high priority.
- A charming quality of life.
- A vibrant city: alive, growing, thriving and active.
- The community purposely embraces diversity: all have a sense of belonging, with a variety of events, variety of housing choices, promoting a sense of inclusion.

EXECUTIVE SUMMARY CONTINUED

The key mission elements listed by the City Council of Leander that the library specifically supports and works toward include:

- Be forward-thinking.
- Think forward proactively.
- Engage and connect at all levels in the community.
- Be consistent in outreach to the community: encourage volunteerism and inclusiveness, educate, advocate, and communicate.
- Be timely and responsive to customers and stakeholders.
- Provide opportunities for improving the quality of life in the community with beautiful open spaces, parks, and playgrounds; sponsoring events that bring people together; providing outreach through libraries and the arts.

City of Leander website: <https://www.leandertx.gov/527/City-Council>

All of these elements were considered during the planning process and some of these vision and mission statements were repeated in community meetings and the community-wide survey. Over 250 citizens provided feedback about the library through community meetings and an online and in-house survey. Library standards from the Texas Library Association (TLA), American Library Association (ALA), and statewide library statistics from the Texas State Library and Archives (TSLAC) were used to further support and clarify the recommendations listed in this plan. The 2021 Comprehensive Building Plan developed by Brown Reynolds Watford + Architects Inc. was reviewed and considered for future building additions and enhancement recommendations.

“I LOVE MY LOCAL LIBRARY. AS THE COMMUNITY EXPANDS SO RAPIDLY IT CAN BE PART OF BRINGING NEWCOMERS AND OLDER COMMUNITY MEMBERS TOGETHER IN A WAY FEW OTHER INSTITUTIONS CAN. THE LIBRARY NEEDS TO GROW TO KEEP PACE WITH THE COMMUNITY IT SERVES!” -LPL SURVEY RESPONSE

OVERVIEW AND BENCHMARKS:

In 2023 the U.S. Census Bureau listed Leander as one of the fastest-growing cities in Texas. Due to this growth, the legal service area for Leander Public Library will continue to change rapidly over the next 5 years. Population projections are key to determining future facility size, staffing needs, collections sizes, and budget. The recommendations included in this report use population projections provided by the Development Services Department of the City of Leander. Other sources used in this report are a set of peer libraries in Texas with similar demographics, population size, and rapid growth.

A major concern for Leander in addressing the library's facility, staffing, and programming needs is the financial support and management for this service. Compared to peer libraries, the library budget is in last place for total operating revenue per capita and has not kept pace with population growth over many years. This has created a situation where there is an imminent need for catch-up and pressure from the community for more library services that cannot be added without additional funds.

The library is also currently under the Parks and Recreation Department instead of standing as its own city department which is the standard for cities of its size. When the library falls under the recreation department potential problems can arise such as budget competition, a lack of adequate staffing for the library, and a disconnect between the library's mission and the recreation department's goals. A strong partnership between these two departments is recommended with both joining together from an even playing field as city departments and executive leaders.

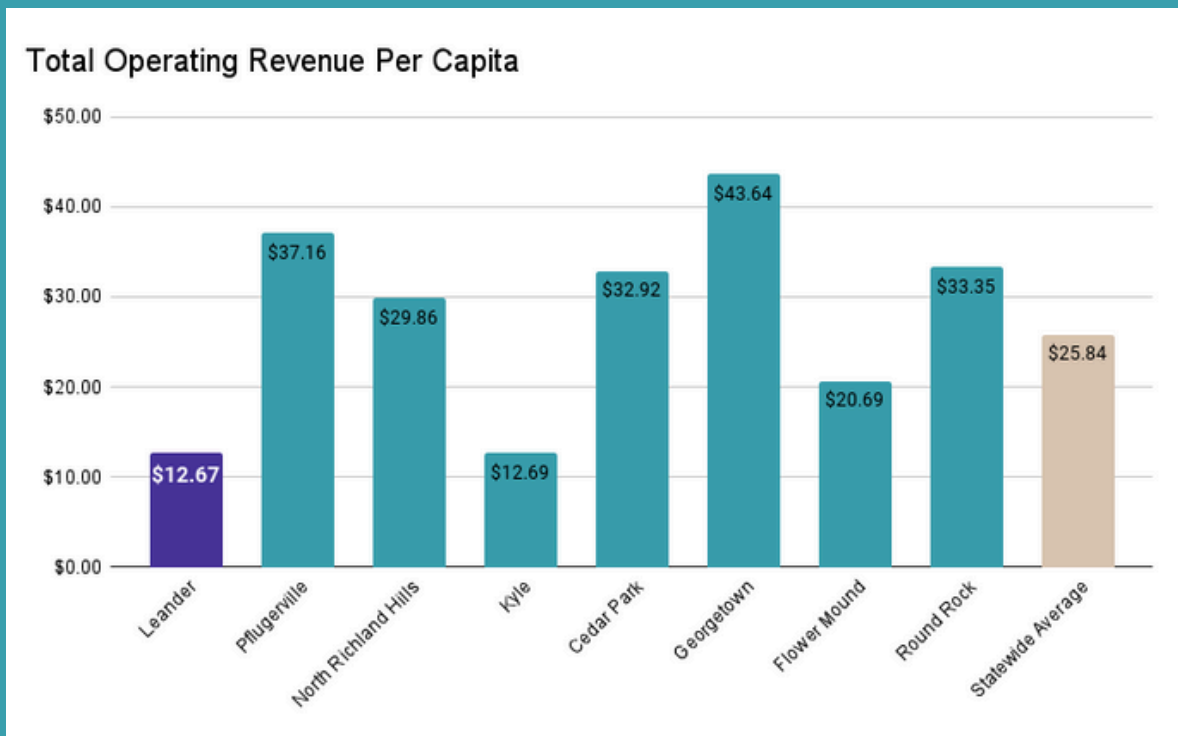


The following were used as peer libraries:

- Pflugerville Public Library
- North Richland Hills Public Library
- Kyle Public Library
- Cedar Park Public Library
- Georgetown Public Library
- Flower Mound Public Library
- Round Rock Public Library System

Library	Legal Service Area (Population)	Annual Library Visits per capita
Pflugerville Public Library	65,556	2.44
North Richland Hills Public Library	70,663	3.41
Leander Public Library	74,375	1.65
Kyle Public Library	76,059	0.94
Cedar Park Public Library	77,912	3.53
Georgetown Public Library	86,507	3.83
Flower Mound Public Library	107,708	2.38
Round Rock Public Library System	126,697	3.55

An important comparison in benchmarking these libraries is the per capita use, or how frequently the population uses services. Per capita use allows cities to compare their services without considering the population of the communities because it is based on services per person and not the size or budget of the library. Some of the libraries in this set do serve larger populations or have larger budgets, but the per capita numbers and statewide averages, when available, give a general picture of how Leander Public Library aligns with its peers.



“I THINK THE LEANDER LIBRARY WILL BE COMPARED TO THE OTHER LIBRARIES, ESPECIALLY WITH ROUND ROCK AND LIBERTY HILL HAVING NEW LIBRARIES AND CEDAR PARK SOON TO OPEN THEIRS AND AS A RESULT, I THINK LEANDER IS BASICALLY FORCED TO HAVE A NEW LIBRARY TOO OR FALL BEHIND. THE CURRENT CEDAR PARK LIBRARY HAS MORE TOYS AND THINGS FOR KIDS TO DO, SUCH AS A PLAY KITCHEN, BINS WITH DIFFERENT TOYS, TABLE FOR DRAWING, BESIDES COMPUTERS FOR GAMES. I ASSUME THEIR NEW LIBRARY WILL HAVE EVEN MORE THAN THAT.” LPL SURVEY RESPONSE

“WE LOVE THE LIBRARY AND THE LIBRARIANS, THEY ARE ALWAYS HELPFUL. AS OUR CITY GROWS WE DESERVE A BIGGER PLACE FOR OUR LOCALS TO GO. WE’VE ADDED MORE SCHOOLS, HOUSES, AND PARKS WHICH MEANS WE NEED A BIGGER RESOURCE CENTER FOR OUR COMMUNITY. WE REALLY NEED A BIGGER LIBRARY.” -LPL SURVEY RESPONSE

“I AM SURE THE CURRENT LIBRARY WAS PLANNED WHEN LEANDER WAS A VERY SMALL TOWN SO I HOPE THE LIBRARY CAN GET THE FUNDING IT NEEDS TO EXPAND AND BECOME THE TYPE OF LIBRARY FITTING OF THE SIZE OF CITY LEANDER IS AND WILL BE. IT IS GREAT TO SEE THERE IS INTEREST IN IMPROVING THE LIBRARY. THANKS!” -LPL SURVEY RESPONSE



PERSONNEL/STAFF

Libraries are community connection centers that improve the quality of resident's lives. Adequate staff is necessary in a public library to lead programs, maintain library collections, and provide customer service. The Leander Public Library staff were interviewed at the beginning of this process and asked a series of questions about the library and the community. The major staffing issues brought forth included not having enough middle management to appropriately staff evening and weekend hours and not having enough staff when large library programs are held or when there is a greater need from the public for technology assistance.

The community-wide survey responses and community conversations included a desire for larger spaces, more open hours for the library including Sundays and increased programs and services such as a maker space, retaining all current programs and adding additional library events. These requests require increased staffing to provide more services and adequately maintain the library. When comparing Leander Public Library's employee count with comparable libraries they are falling behind.

Leander Public Library (LPL) has 11.13 FTE staff including 5.45 master's degree accredited librarians. According to the Texas Library Standards developed by the Texas Library Association (TLA), it is recommended that a library serving a population between 50,000 and 99,999 have:

- One FTE employee per 3,600 population to be considered an Enhanced Level Library or
- One FTE employee per 2,750 population to be an Exemplary Level Library

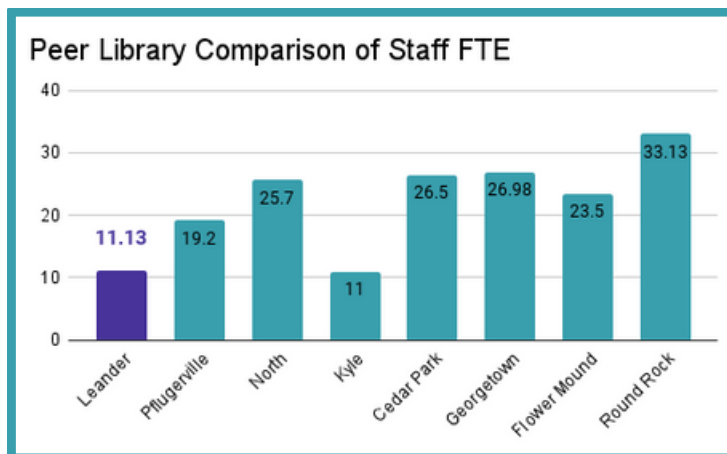
In addition, this standard recommends:

- One MLS accredited librarian per 15,450 population at the Enhanced Level or
- One MLS accredited librarian per 9,500 population to meet the Exemplary Level.

LPL meets the TLA enhanced level by having 5.45 FTE master's degree librarians on staff but is well below the standard of total number of staff. LPL's total staff of 11.13 FTE should fall between 20.66 and 27.05 based on the current population served. When comparing Leander's staff to peer libraries it is second to last in total full-time employees.

STATISTICS

Library Name	Pop. Served	Total Library Staff (FTE)	MLS Librarians (FTE)	Library Staff per capita
Leander Public Library	74,375	11.13	5.45	0.15
Pflugerville Public Library	65,556	19.2	8.00	0.29
North Richland Hills Public Library	70,663	25.7	9.43	0.36
Kyle Public Library	76,059	11	3.00	0.14
Cedar Park Public Library	77,912	26.5	7.00	0.34
Georgetown Public Library	86,507	26.98	10.00	0.31
Flower Mound Public Library	107,708	23.5	10.00	0.22
Round Rock Public Library	126,697	33.13	14.50	0.26



Library Name	Total Library Staff (FTE)	TLA Range to Meet Staff Standard	# MLS Librarians (FTE)	TLA Range to meet MLS Librarian Standard
Leander	11.13	20.66 - 27.05	5.45	4.81 - 7.83
Pflugerville	19.2	18.21 - 23.84	8.00	4.24 - 7.44
North Richland Hills	25.7	19.63 - 25.70	9.43	4.57 - 7.44
Kyle	11	21.13 - 27.66	3.00	4.92 - 8.01
Cedar Park	26.5	21.64 - 28.33	7.00	5.04 - 8.20
Georgetown	26.98	24.03 - 31.46	10.00	5.60 - 9.11
Flower Mound	23.5	29.92 - 39.17	10.00	6.97 - 11.34
Round Rock	33.13	35.19 - 46.07	14.50	8.20 - 13.34



FACILITIES

The current Leander Public Library was built in 2006 after many years of the library being in several locations and managed by volunteers up to 1993. It is located on the Old Mason Farm and is next to the restored Mason Homestead which is owned by the City of Leander and used for community events. It is an attractive building, with well-kept grounds, many outdoor sculptures, open walkways or porches and connected to nearby neighborhoods via a walking trail.

The building is 18,000 square feet and includes an additional building connected by a covered walkway. The smaller building is referred to as an annex and houses a public meeting room, a used bookstore, public restrooms, a kitchenette, and staff offices. This meeting room is used as a voting location, rented meeting space, and by other city departments which creates some difficulty in scheduling library events. The meeting room is also too small for the population that it serves. The same is true for the main library building as there is a lack of office space for staff, not enough room for the book collection, and an extremely cramped children's library, story time room, and almost nonexistent teen area.

When comparing Leander's library square footage to its peer libraries, it falls in last place and well below the statewide average of square footage per capita. The community and leadership conversations, and community-wide survey all confirmed the need for a larger library. In the community-wide survey, comments included requests for larger children's spaces or additional children's and teen services and more room for physical library materials. Throughout the survey, the overall theme was requests for additional services which would require a larger building.

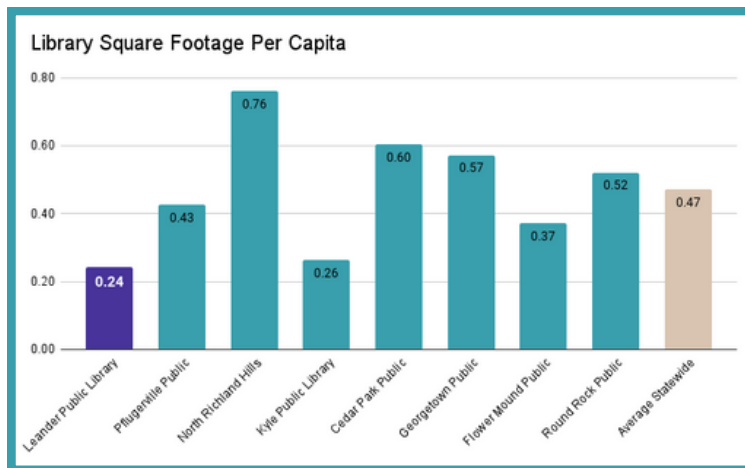
The top 5 most requested spaces in the survey were:

- A larger library,
- More room for books,
- Children's play space,
- Dedicated room for programs for all ages,
- Maker space with a variety of technology and equipment

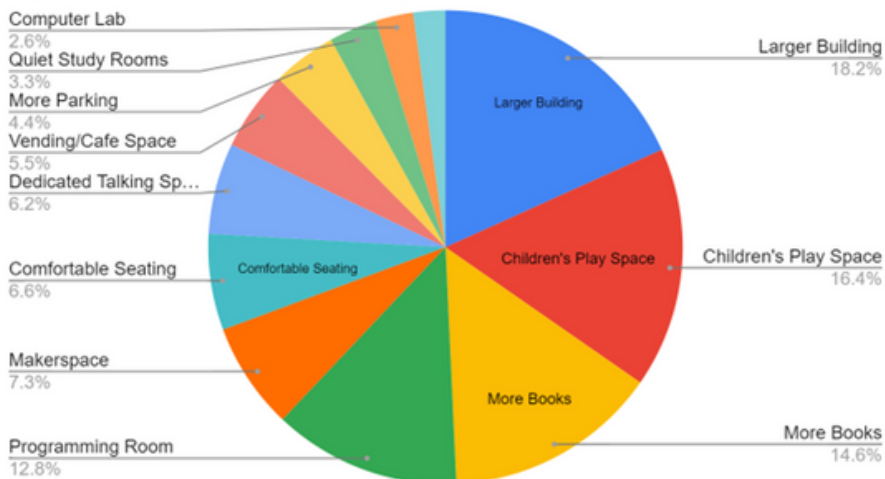
Other suggestions for the library included more study rooms that could be reserved, a coworking space, and a vending or concession area.

STATISTICS

Library Name	Pop. Served	Library Square Footage	Square Footage per capita
Leander	74,375	18,000	0.24
Pflugerville	65,556	28,000	0.43
North Richland Hills	70,663	53,800	0.76
Kyle	76,059	20,000	0.26
Cedar Park (new building)	77,912	47,000	0.60
Georgetown	86,507	49,500	0.57
Flower Mound	107,708	40,000	0.37
Round Rock	126,697	66,000	0.52
Average Statewide			0.47



Spaces Desired in a New Library



FROM THE COMMUNITY-WIDE SURVEY



PROGRAMS AND SERVICES

According to the community-wide survey library users are very satisfied (26%) to somewhat satisfied (28%) with Leander Public Library's programs. There are also many suggestions on the survey for additional programming ideas for all ages which signifies a desire for a larger variety of events. The main areas of dissatisfaction concern the lack of enough space, especially for children's events, and the need for a dedicated programming space since current programs are canceled or displaced when the large meeting room is used for voting or other city or community events.

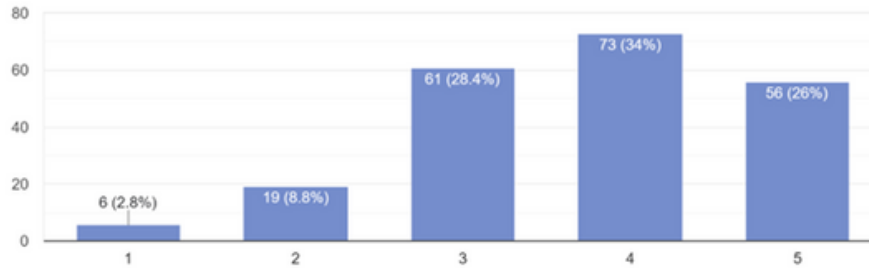
Survey questions about LPL's collections trend more towards being neutral or neither satisfied nor dissatisfied with the library's collection of materials. In comparison to peer libraries Leander's circulation or use of library materials is second to last. This illustrates along with comments on the community-wide survey that library users are checking out materials, but often are not finding what they want or have to wait a long time for popular materials to be available. This signals that there is not the depth in certain collections or variety needed by the community. Leander is below the statewide average of expenditures on library materials per capita and falls in second to last place on expenditures amongst its peer libraries. Comments on the survey included requests for more nonfiction books, more children and teen books, and an overall desire for more depth and coverage of topics both in physical and digital formats.

The library does not have the space or budget to add additional library materials and currently stores extra books that do not fit on the shelves in a storage closet. These extra books are rotated out to the shelves based on a schedule and as space becomes available. They are listed in the library's online catalog, but this is not an ideal situation since visibility and easy access to materials increase the use of items.

“YOU NEED MORE BOOKS! RECENT BOOKS. AND MULTIPLE COPIES.” -LPL SURVEY RESPONSE

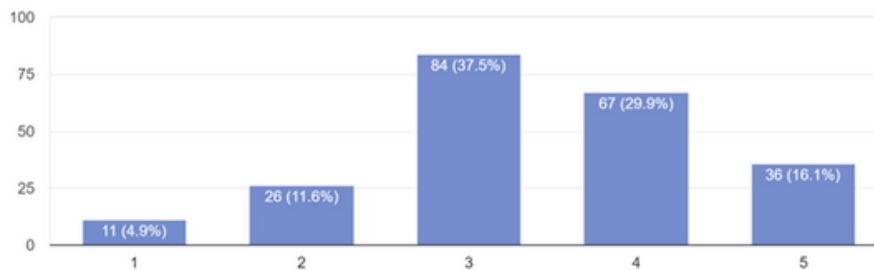
STATISTICS

How would you rate library programs?
215 responses



“I SEE COFFEE SHOPS BUSY ALL THE TIME WITH CUSTOMERS. IT WOULD BE REALLY COOL FOR THE LIBRARY TO BECOME A TRENDIER HUB AND USEFUL CO-WORKING SPACE FOR OUR COMMUNITY TO GATHER.” -LPL SURVEY RESPONSE

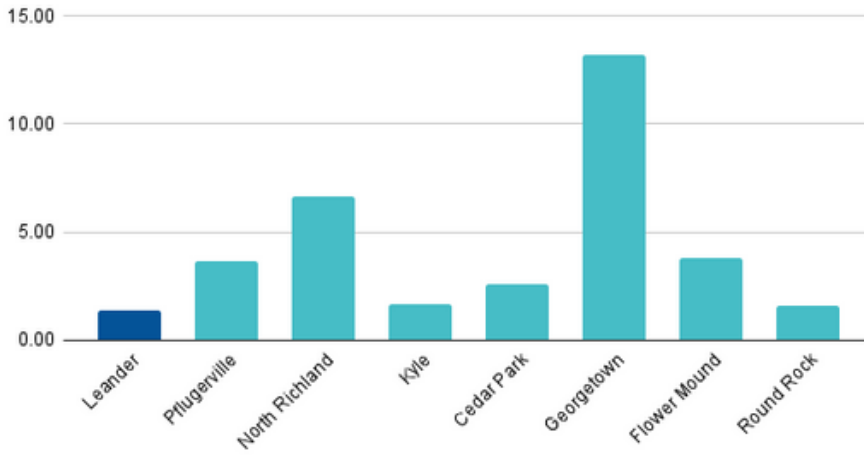
How would you rate the library's collection of materials?
224 responses



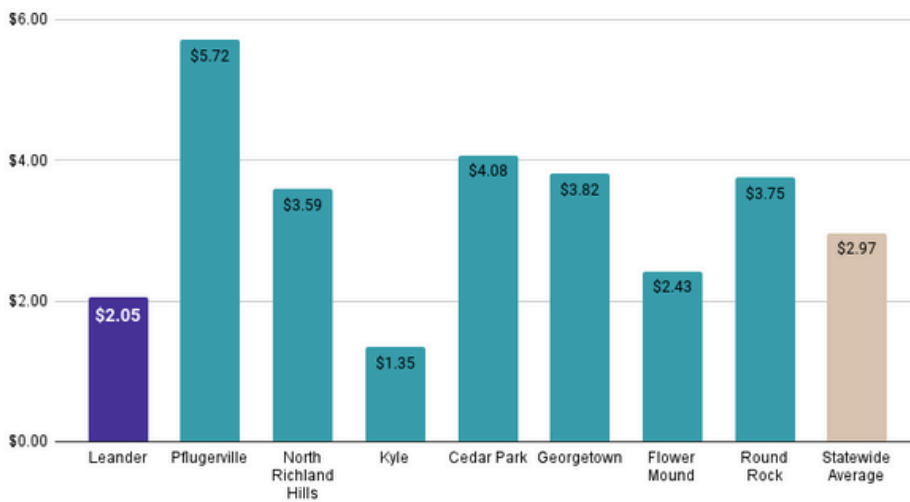
“THE LIBRARY COLLECTION IS GOOD BUT DEFINITELY NEEDS TO BE EXPANDED. BUT THE LIMITED SPACE (AND POSSIBLY LIMITED BUDGET?) IS WHAT LIMITS THE SELECTIONS, NOT THE IMAGINATION AND AMBITION OF THE LIBRARY STAFF.” -LPL SURVEY RESPONSE

STATISTICS

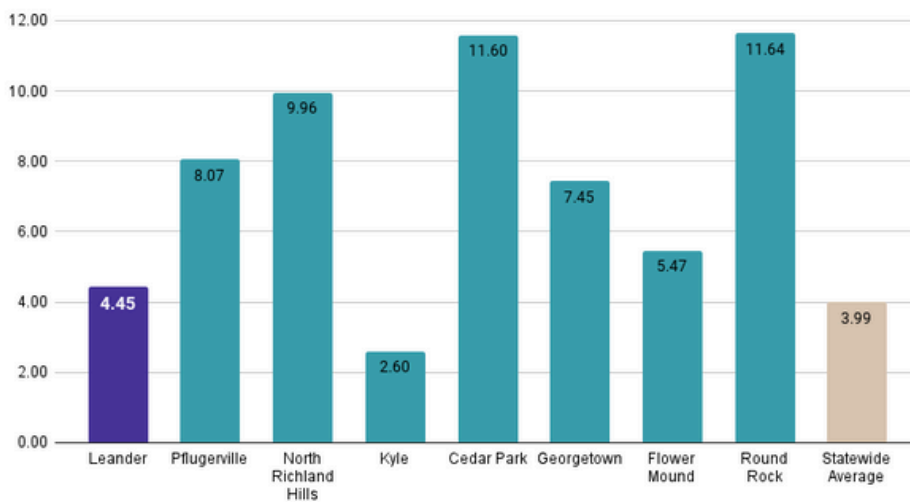
Items per capita



Material Expenditures Per Capita



Total Circulation Per Capita



RECOMMENDATIONS

The following lists PLAN's recommendations for Leander Public Library. The Library Director and city of Leander management will determine the action steps needed over the next 5 years.

Facility:

- Increase the square footage of the library building to between .6 SF and .8 SF per capita in anticipation of 5 - 10 years of future growth in the current population.
- Hire an architect to determine the size, location, and cost of a new building compared to the cost of additions made to the existing building to meet the square footage requirement of a population of 100,799 residents in 2028.
- Determine the feasibility and budget for developing a main library with a branch library in another part of the city. A final consideration is one main library building that meets square footage per population standards and the addition of a mobile service/bookmobile to serve other parts of the city.
- Provide more space for children's services, programs, and materials in both the current building and when planning for a new building. Community survey responses support this with a majority of respondents requesting a larger library building with increased children's space, dedicated programming spaces for all ages, and more room for library materials.

“THE CHILDREN’S AREA FEELS SO CRAMPED. IT’S NOT A PLACE WHERE I CAN BRING MY KIDS TO CHILL AND READ. I WOULD LOVE IT IF IT COULD BE LARGER WITH FUN, UNIQUE, AND COMFORTABLE SEATING.” -LPL SURVEY RESPONSE

RECOMMENDATIONS CONTINUED

Staffing:

- Establish the Library as its own city department with the Library Director as the head of this department and reporting directly to the city manager.
- Increase staffing levels to 20 - 27 FTE staff. This will require an increase in the salary and wages budget.
- Maintain the same number of degreed librarians, but review the organizational chart and identify more librarians who can be moved into a middle management or supervisory role to provide evening and weekend support and decision making.

Collections and Programming:

- Increase the library's materials collection from 101,930 to between 200,000 - 280,000 items. This number includes both physical items and digital items. There is not enough square footage in the current building to achieve this immediately. A branch or bookmobile could be another place to house materials and rotate them between the main library and other service points.
- Determine the percentage of the library collection to be offered in physical format vs digital format.
- Determine the square footage needed for additional shelving to hold an increased number of physical library materials and purchase 66" shelving on casters for the adult collections to make shelving mobile and easier to rearrange.
- Increase the library's materials budget to \$3 per capita within the first year of this plan to be at the statewide average.
- Review all new programming requests listed in the community-wide survey and decide which to add to the current rotation of events. More staff must be put into place in order to add additional programming.



ACKNOWLEDGMENTS

Thanks to the following individuals who supported the creation of this strategic plan and shared their feedback:

Leander City Council:

Kathryn Pantalion-Parker - Place 1
Micheal Herrera - Place 2
David McDonald - Place 3
Na’Cole Thompson - Place 4
Chris Czernek - Place 5
Becki Ross - Place 6
Mayor Christine DeLisle

Leander Chamber of Commerce:

Bridget Brandt - Chamber President

Citizens of Leander

City of Leander Staff:

Todd Parton - City Manager
Greg Olmer - Asst. Director Parks & Rec
Robin Griffin - Director of Development Services
Robert Powers - Finance Director
Jodi Levie - Asst. Finance Director
Christy Davis - Director of Administrative Services
Paul Preston - Director of IT
Greg Minton - Chief of Police
Edna Ellis - Animal Services Supervisor
Alexandria Aguirre - Animal Services Officer

**Leander Public Library
Updated Strategic Plan (2025 – 2030): Maximizing Current Resources**

Leander is one of the fastest growing cities in Texas and demand for library services continues to increase. While the Strategic Plan proposed in 2024 describes a vision that includes expanded facilities and capital improvements, City Council requested that staff provide a clearer picture of what improvements could reasonably be achieved using existing resources.

This plan is a response to that request, retaining the foundation of what was begun in the original plan while outlining some realistic, measurable initiatives that would be feasible with the current facility, staffing and budget. These initiatives make responsible use of existing resources while providing a framework for future expansion as the population grows.

Strategic Priorities

1. Facility Optimization: improved functionality of the current library facility

Reconfigure layout of the Children’s area, add early-literacy furniture, improve sightlines, noise control and safety

Add shelving units to increase collection capacity, adjust placement of ranges for better flow, create more study spaces and flexible seating

Measurable Outcomes:

- Increased space for high demand materials
- Improved customer experience
- More seating and quiet study options

2. Staffing Efficiency: Expand service capabilities through cross training

Cross training plan in technology help, circulation, early literacy support, program setup/breakdown, and customer service

Align volunteer strengths with operational needs to help staff during peak times.

Provide targeted professional development linked to library service priorities.

Measurable Outcomes:

- Improved coverage at service desk
- Reduced waiting times for technology assistance

Consistency in program support
Staff support during absences or busy seasons

3. Collection Development and Improvement: modernize the collection to reflect community interests and circulation patterns

Adopt a quarterly weeding schedule to maintain current, relevant collection

Prioritize growth in children's, teens, and nonfiction areas based on survey responses

Expand eBook and audiobook collection for high demand titles

Measurable Outcomes:

Increased circulation across targeted subject areas
Improved digital access and reduced hold times
More inviting and browsable shelves
Collection that better represents community needs

4. Programming and Community Partnerships: offer diverse, meaningful and relevant programs

Expand passive programming (self-directed activities, displays)

Build and maintain a reliable network of community partners to lead special programs

Measurable Outcomes:

Increased number and variety of programs
Greater community engagement and expertise
Reduced staff planning time
Enhanced visibility for the library

5. Community Outreach: Strengthen the library's connection with residents and reduce barriers to access

Have a regular library presence at city events, schools and community programs.

Promote resources through partnerships with City departments, business groups, and nonprofit organizations.

Highlight library contributions to literacy, education, and quality of life.

Measurable Outcomes:

- Increased library accounts
- Increased program attendance
- Stronger support and awareness of the library
- Stronger relationships across City departments

6. Advocacy and Reporting: Provide consistent reporting on progress to build trust with City leadership and residents.

Give quarterly reports to City leadership with information on circulation, programming, community outreach and progress toward goals.

Work with Friends of the Library to secure grants and donations for furniture, shelving, technology and programming needs.

Align library goals with City priorities (economic development, youth engagement, digital literacy)

Measurable Outcomes:

- Improved understanding of library impact
- Increased funding for capital improvements
- Alignment of City goals with library services

This updated strategic plan provides a roadmap for the next five years, maximizing current resources, improving patron experiences while we continue building momentum and support toward the long-term vision for a more modern library facility.



EXECUTIVE SUMMARY
12/9/2025

AGENDA SUBJECT:

Discuss and consider action on establishing subcommittees on areas the board desires to focus.

BACKGROUND:

At the August 12, 2025, Parks and Recreation Advisory Board meeting, a future agenda item was requested for consideration of the potential reestablishment of subcommittees.

Parks and Recreation Advisory Board subcommittees were established in September 2022 as an additional strategy to keep board members informed and updated on specific park projects and initiatives. The overall goal of each meeting was for the subcommittee members to provide input, and bring back a summary of each meeting to the regularly scheduled Parks and Recreation Board Advisory meetings. Each subcommittee was assigned a Parks and Recreation staff member.

Three (3) subcommittees were established with the focus areas below:

1. Natural / Environmental Resources (two (2) members appointed)

This subcommittee provides research, analysis, data and programmatic planning and initiation in Leander's natural resource settings such as parks, trails, lakes, streams, rivers, green space, etc. The emphasis is on offering programs that teach and apply environmentally sound, culturally sensitive, and economically sustainable principles. Includes instruction in environmental studies; natural resource management and interpretation; tourism planning, management, and policies; public land use management and policies; communications; marketing; and public relations.

2. Recreation / Athletic / Events (two (2) members appointed)

This subcommittee is committed to making Recreation, Athletics, and Special Events along with an active lifestyle a major part of Leander's life. The subcommittee's main goals include working with staff to create a plan to incorporate new programs that residents desire to implement; evaluating existing programs to determine vitality and usefulness; to be inclusive with programming for individuals with disabilities; constantly and consistently looking for citizen input and ideas along with volunteerism.

3. Parkland Development / Comprehensive Plan Review (two (2) members appointed)

This subcommittee focuses its efforts on potential sites, facility development and construction, including potential programming aspects of each facility. Additionally, this subcommittee is also charged with ensuring compliance with the City's Park, Public Spaces and Recreation Comprehensive Plan. They are also charged with providing recommendations on the capital project planning, construction, renovation, and repair program for existing parks and facilities.

These subcommittees were temporarily postponed by a vote taken by the Parks and Recreation Advisory Board in October 2024 due to parks and recreation staff vacancies at the time.

This item will provide board members with an opportunity to establish subcommittees if desired, for specific items they wish to focus on, establish goals, and pinpoint areas of improvement. Each subcommittee cannot have more than two (2) board members so as not to potentially violate the open meetings act with a quorum. Each subcommittee can choose to elect a chair to report back to the board any activity, meetings and / or progress of the subcommittee. The subcommittee can have outside members on the subcommittee as needed and with approval by the staff liaison. Outside members are not to be construed as board members, cannot be chair of a committee, and are to provide input or assistance only to that particular subcommittee.

Staff recommends discussing and considering the establishment of subcommittees, as well as identifying their specific area of focus.

HISTORY/TIMELINE:

APPLICANT/AGENT:

RECOMMENDATION:

PRESENTER:

Fiscal Impact

Attachments: