Title of Policy: **Ends Policy**

Policy Type:  Governance  
Policy No.:  G-01

**Effective Date:** November 20, 2014  
**Review Date:** November, 2018

**PURPOSE**

A public library board is a governing board, a legal corporation, with the authority to make policy and to govern the library’s affairs under the Public Libraries Act, RSO 1990, c. P.44. This policy document articulates the core work of the London Public Library Board.

**DEFINITIONS**

- **Board** means London Public Library Board.
- **CEO** means the position of Chief Executive Officer & Chief Librarian.
- **Purpose** means the Library’s reason for being and what the Library does as an organization.
- **Strategic Goals** means what the Library is striving to achieve by a specific date in the future.
- **Values** means the key characteristics that are valued most highly in the Library.

**POLICY STATEMENT**

London Public Library endeavours to provide a comprehensive and efficient public library service that reflects the community’s unique needs. To this end, it is the policy of the London Public Library that the Board will achieve the following.

1. Define the Purpose, Values and Strategic Goals of the Library in collaboration with the CEO & Chief Librarian, the Library’s senior management team and other key stakeholders and articulates these through the Library’s by-laws, policies and strategic plan.

2. Govern the Library, ensuring that all decision-making is made in accordance with the legal, political, financial and community context within which the Library operates.

3. Hire a CEO & Chief Librarian in accordance with the needs of the Library and the Library’s Purpose, Values and Strategic Plan, and evaluates the CEO on the Library’s performance, including achievement of the Library’s Purpose, Values and Strategic Goals.

4. Adopt and review the Library’s by-laws and policies.

5. Adopt, review and monitor the Library’s business plan, along with the associated capital and operating budgets, enabling the Library to function annually and in
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projected longer timelines.

6. Ensure that the CEO, working with the Library’s senior management team, has implemented an effective process to identify, minimize (where possible), monitor and manage the potential risks that London Public Library faces.

7. Allow the CEO the maximum range of decision-making, within the limitations of the Executive Scope and Limitations Policy of the Library Board, to enable creative agility in achieving the ends.

8. Determine the manner and frequency of monitoring progress, using appropriate performance metrics, towards the achievement of the Library’s Purpose, Values and Strategic Goals.

INQUIRIES
CEO & Chief Librarian
susanna.krimmer@lpl.london.on.ca

RELATED DOCUMENTS

Public Libraries Act, R.S.O. 1990, c. P. 44

DOCUMENT CONTROL
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