

The Observant I: Self-Assessment & the Evaluation of Library Leadership Development



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August 16, 2007
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Questions

- What do we know about leadership institutes?
- How do we know it?
- How is their success being measured?

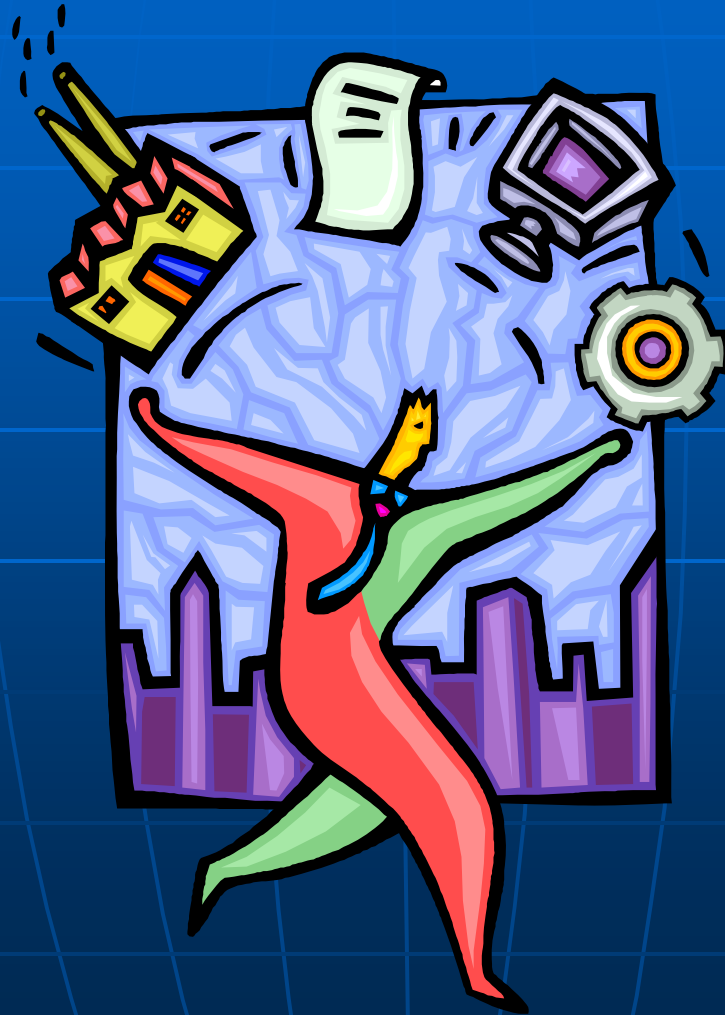


More Questions

- What are the challenges to assessment?
- How can we address these challenges?
- What would good assessment look like and how can we get there?
- What would we really like to know?



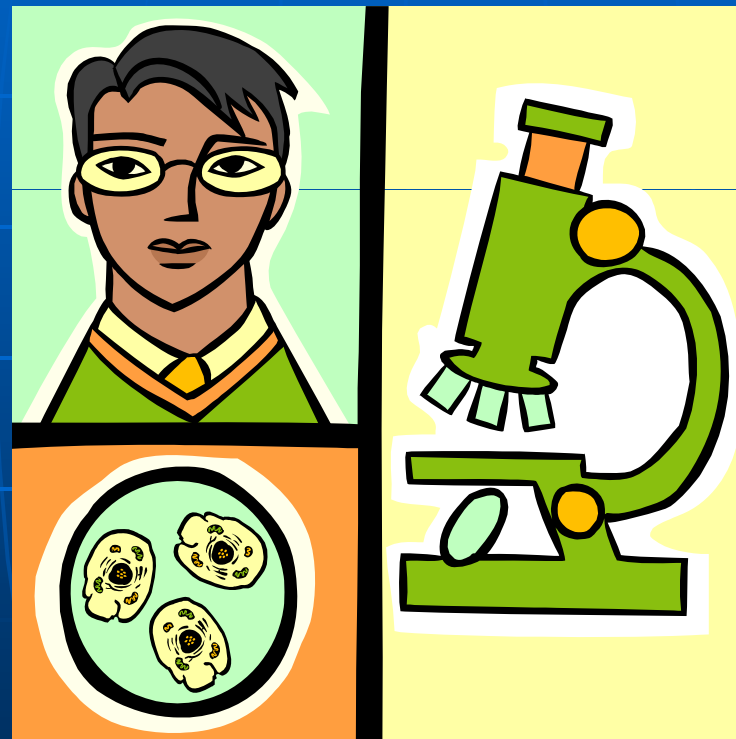
We Know that Leadership Institutes Are Complex...



Intense...



Focused...



What else?

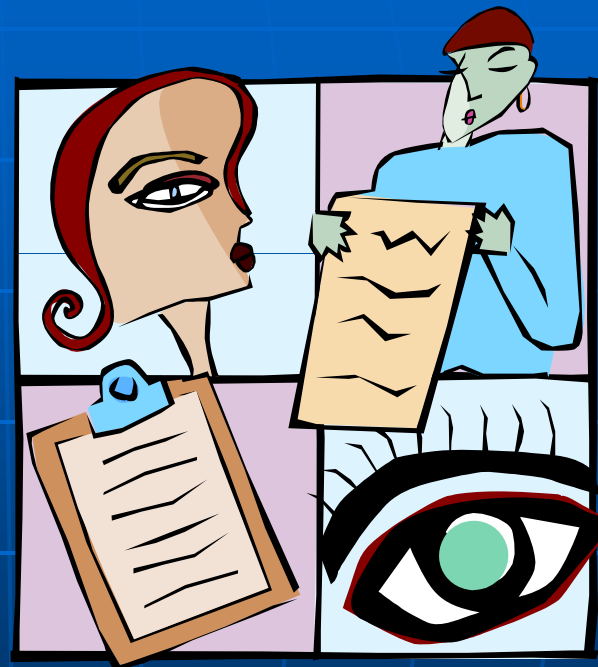
- Challenging
- Life-changing
- Confidence building
- Frustrating
- Clarifying
- Rewarding & Satisfying
- AND...

Expensive.



How do we know what we know?

- Experience?
- Current popularity?
- History?
- Participants?
- Sponsoring bodies?
- Published assessment efforts?



Most LI Assessment Efforts

- Have gaps in knowledge
- Provide little depth of data
- Come to indefinite conclusions
- Are not systematic
- Are not longitudinal
- Rely heavily on participant self-assessment or testimonial

Why is assessment so hard?

- An LI is not like regular job “training”
- Participants are not embedded in one organization
- Participants are scattered before & after
- Participant characteristics and skills vary widely
- Outcomes are individually determined
- Leadership is a pretty fuzzy concept

And Furthermore...

- LI developers may lack assessment skills
- Assessment takes time
- And money
- And requires continuity, focus, perseverance, and stability
- Publication of results takes even more time and perseverance

How do we reach good assessment?

- Understand the challenges
- Know your limitations
- Have a plan
- Identify assessment options
- Get help

Pacific Northwest Library Association's Leadership Institute



The Things We Want to Know

- About participants themselves
- Their experience at the LI
- Their networking during and after
- About the institute generally
- About their attitudes toward leadership and their professional futures



PNLA's Survey Plans

PNLA Leadership Institute Evaluation/Assessment Schedule

	<u>Immediate:</u> Onsite Evaluations	<u>2 Months:</u> Participant & Mentor Survey	<u>22 Months:</u> In-depth Participant Survey	<u>3 years:</u> Participant Survey & Association Feedback
2004 cohort	Oct 2004 *	Dec 2004 *	July 2006 *	Fall/Winter 2007
2006 cohort	Oct 2006 *	Dec 2006 *	July 2008	Fall/Winter 2009
2008 cohort	Fall 2008	Winter 2008	Summer 2010	Fall/Winter 2011

* Already completed

Motivations and Tools

- Accountability
 - IMLS Grant
 - Chapter Associations
 - Membership
- Partnerships
 - Coordinator
 - PNLA board
- Tools
 - Shaping Outcomes course
 - "SurveyMonkey"
 - Statistics training



Continuing Questions

- Can we make better evaluative use of participants' testimonials and self assessments?
- What is the genealogy of these LIs?
- What are we learning from the LI movement as a profession?
- Is it time for an oral history project?



Thank you!

Questions or comments?
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