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

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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
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

<table>
<thead>
<tr>
<th>PNLA Leadership Institute Evaluation/Assessment</th>
<th>Schedule</th>
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</thead>
<tbody>
<tr>
<td>Immediate: Onsite Evaluations</td>
<td>2 Months: Participant &amp; Mentor Survey</td>
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<tr>
<td>2008 cohort</td>
<td>Fall 2008</td>
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</tbody>
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* 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? Contact Jan Zauha at jzauha@montana.edu