**TO:** PLA Board of Directors

**FROM:** Melissa Johnson, Conference Manager

Mary Hirsh, PLA Deputy Director

**RE:** 2019 PLA Leadership Academy

**DATE:** June 3, 2019

**ACTION REQUESTED/INFORMATION/REPORT:** Report

**ACTION REQUESTED BY: N/A**

**DRAFT OF MOTION:**  **N/A**

**OVERVIEW**

The PLA Leadership Academy empowers public library professionals to become innovative and successful leaders of change, shifting their libraries from an internal approach—focused on organizational operations—to an external approach—focused on community needs.

**KEY CURRENT ACTIVITIES**

In March, PLA held its fifth PLA Leadership Academy at the Omni Chicago Hotel. Following the review of more than 103 applications, a team of seasoned library leaders chose 28 exceptional PLA Leadership Fellows to attend the event. The academy included a four day, in-person educational/networking event paired with a professional coach program with experienced public library leaders.

Seven coaches were recruited and trained to work with the participants, both at the Leadership Academy and for three months immediately following the in-person event, for a ratio of one coach for every four participants.

**METRICS**

A process evaluation and outcomes analysis of the Leadership Academy was conducted by Jake Cowan, Evaluation Consultant. Surveys were sent to the 28 participants and seven coaches who participated in the March 2019 program. Twenty-seven participants and all seven coaches responded to the survey. Overall, survey results were extremely favorable.

The March 2019 PLA Leadership Academy introduced the new (2018) PLA Leadership Model, a Day in the Community program on Thursday, and also started on Monday (prior Academies started on Tuesday). Overall, these changes were well received. The majority of participants and coaches rated nearly all program elements Very Useful or Outstanding. Academy participants saw value in the Academy and are making specific plans to apply what they have learned in their libraries.

Select evaluation comments:

* *I've only been back at work for one day and have already begun to apply the principles of leadership that I've learned during the Academy. I'm listening more, validating the work of my staff and already looking for ways to turn outward and build relationships with my community.*
* *I plan to apply the tools and techniques I learned at the PLA Leadership Academy to my leadership style, which I believe will create a better, more engaged staff. I am also eager to develop deeper, more meaningful and active relationships in the community and neighborhoods, which will inform what we do and make us a more effective asset to the community. This in turn will make us a stronger, more vibrant organization.*
* *It was an amazing week full of incredible experiences. The information was fantastic and I learned so much.*

**PLA STRATEGIC GOAL LINK (check all that apply)**

TRANSFORMATION   LEADERSHIP  ADV. & AWARENESS  E.D.I.S.J.

ORG. EXCELLENCE