

# PLA: Developing Tomorrow's Leaders

Leadership-focused professional development (PD) opportunities for public library leaders

## Goals

- Complete environmental scan of leadership and management-focused professional development offerings available for public library workers.
- Identify gaps and overlaps.
- Make recommendations for future PLA focus areas.

## Research Process

### Data Collection

- Scanned ALA/PLA, online resources, local networks for leadership-focused PD opportunities.

### State and Regional Networks

- Checked PD opportunities available through all state associations and regional networks.

### Survey

- Sent out 10-question survey, received 109 responses from public library leaders and staff.

### Data Analysis

- Sorted findings by category to determine gaps and overlaps in offerings.
- Sorted survey responses using category tags and themes.

## Environmental Scan – Resource Criteria

- Any format including but not limited to webinars, podcasts, guides, virtual courses, series, blogs, etc.
- Topics must be appropriate for developing skills to use in public library leadership.
- Sources not limited to targeted job titles such as manager, director, etc. as leadership skills are utilized in various public library positions.
- Opportunities should be specifically focused on public libraries, not academic, special, or other library types.

## Summary of Findings

### Environmental Scan Findings

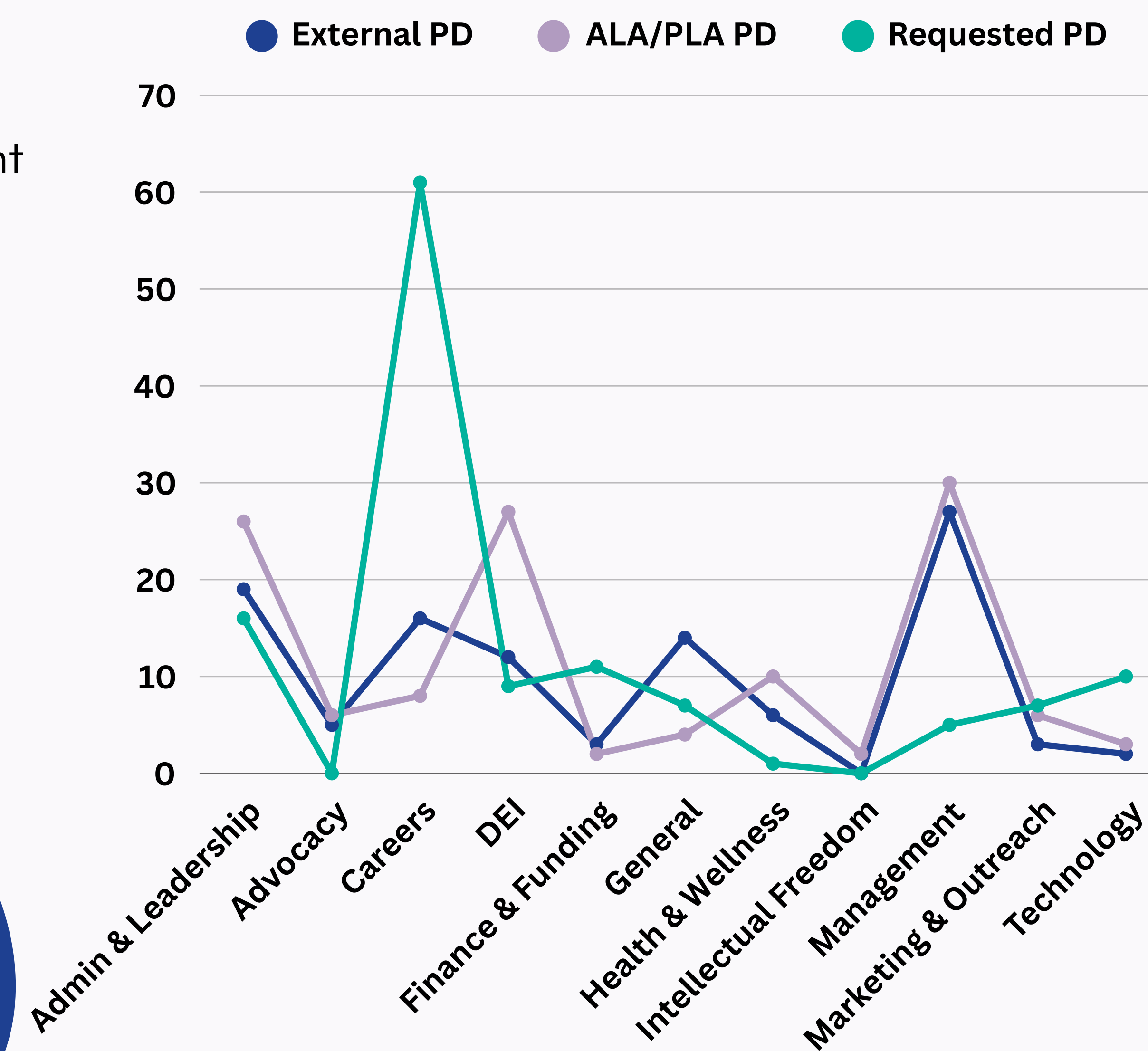
- ALA/PLA
  - Most offerings: Management, DEI, Admin. & Leadership
  - Least offerings: Finance & Funding, Intellectual Freedom, Technology
- External sources
  - Most offerings: Management, Admin. & Leadership, Careers
  - Least offerings: Finance & Funding, Intellectual Freedom, Technology
- Regional and state associations
  - Found significant need to expand partnerships through regional networks and support state associations in building ecosystems for PD and networking.

### Survey Findings

- High demand for training in leadership skills and management topics, mentorship & networking, and specialized skills trainings.
- Crucial barriers: lack of funding and lack of dedicated work time to participate in PD.

Leadership-focused Professional Development Offered –compared to– PD Requested by Public Library Leaders + Staff

Data based on environmental scan of 233 leadership-focused professional development offerings and survey results from over 100 public library leaders.

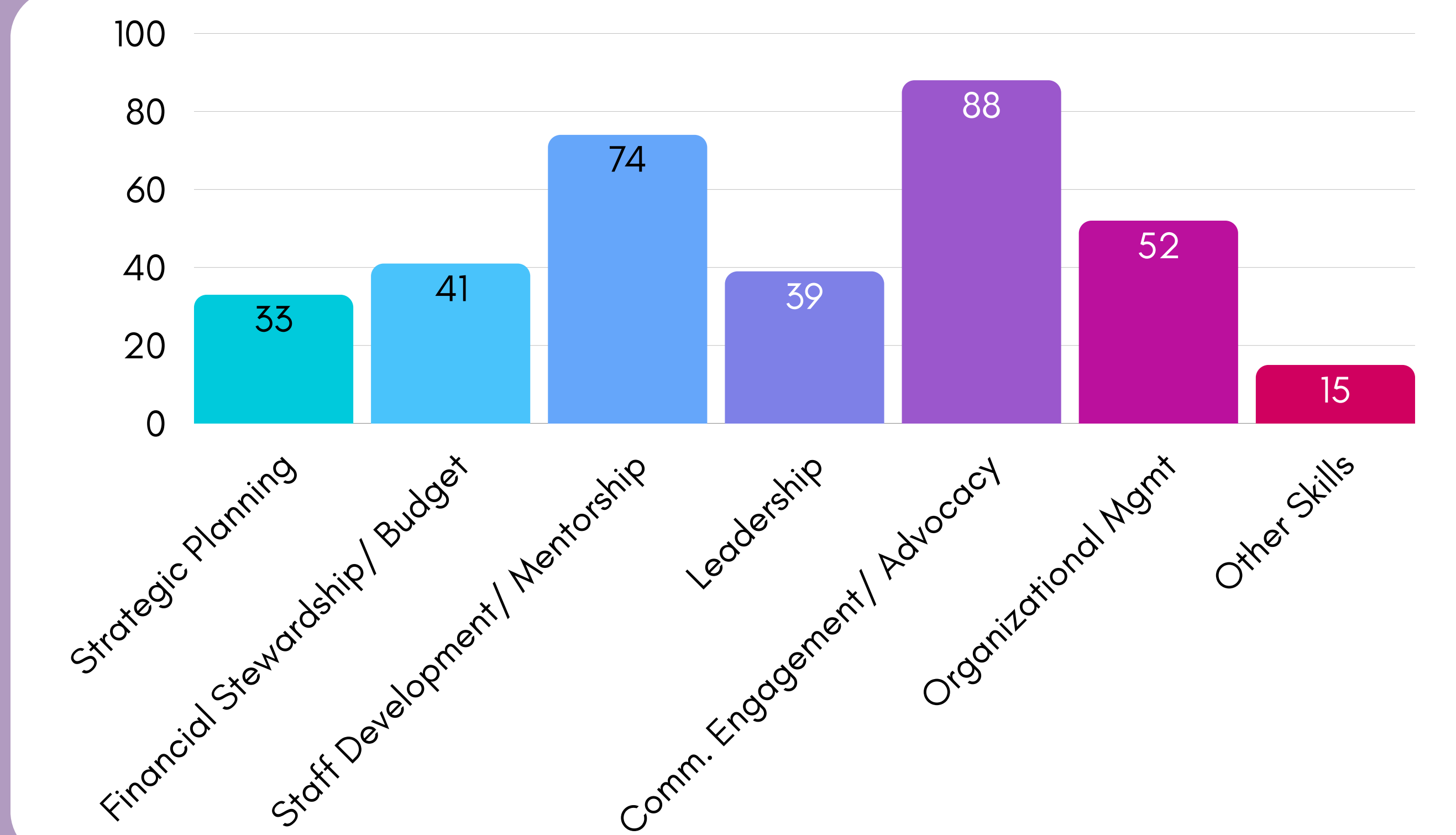


Check out our website!

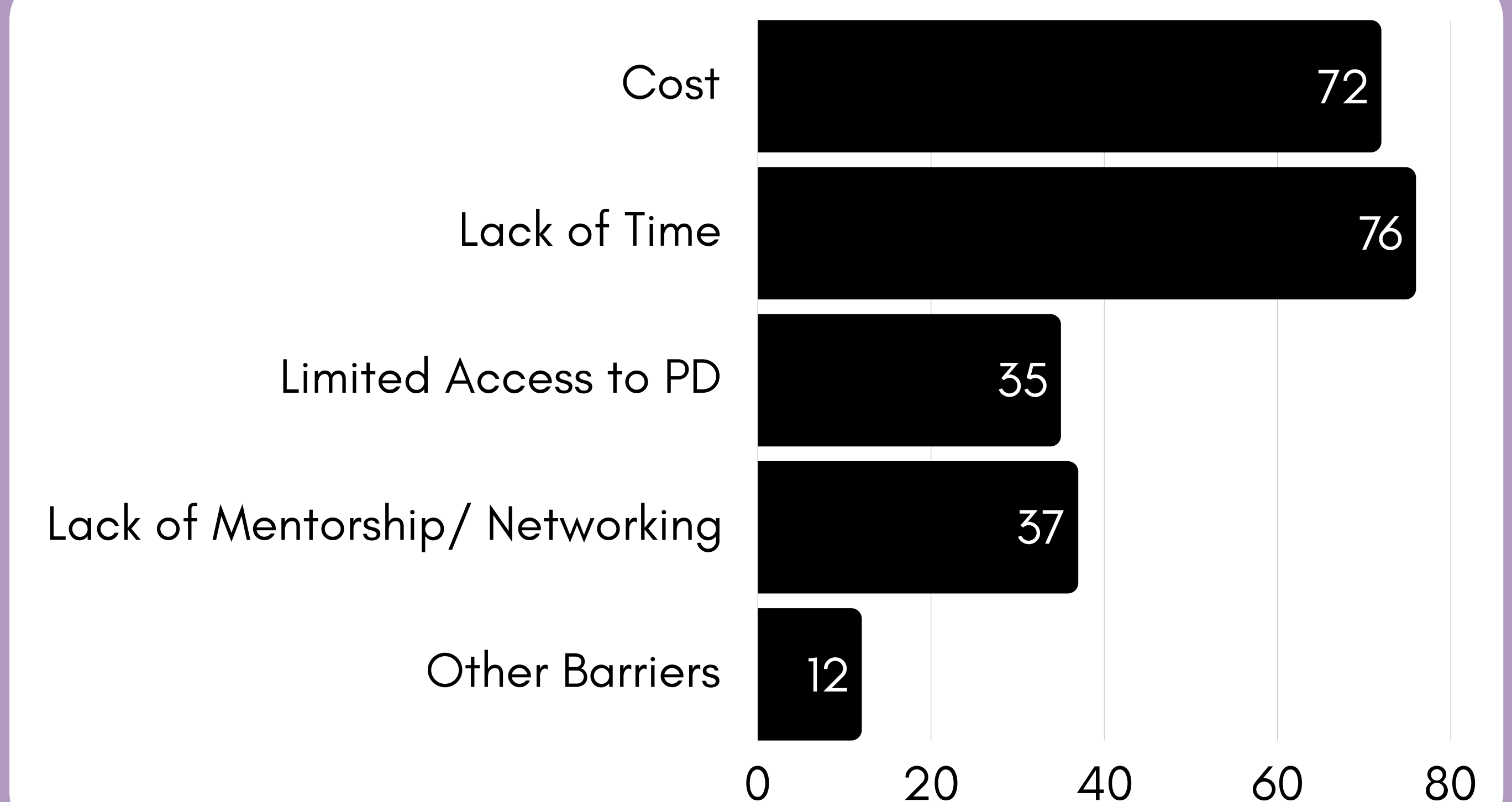


## Survey Responses

### What leadership skills are most important for library staff to develop?



### What barriers, if any, have you encountered in accessing leadership training or development opportunities?



## Gaps + Overlaps

### Gaps

- Career-focused PD (networking, mentorship, catalysts to leadership PD)
- Lack of finance and funding PD
- Low PD in advocacy, intellectual freedom, and technology

### Overlaps

- ALA/PLA on track with PD offerings by regional associations and other entities
- PD marketed towards managers and leadership

Review Project Description & Get to Know Team

Research & Compile Data into Spreadsheet

Send Surveys & Gather Qualitative Data

Analyze Data & Create Visual Representations

Written Report & Poster Creation

Website Creation