

# Memo

**To:** Network Advisory Council

**From:** Tracy Cook, Library Development Director and Jo Flick, Continuing Education Coordinator

**Date:** August 7, 2018

**Re:** **Summer Leadership Institute vs. Director's Institute**

**Request:** Make a recommendation on whether or not to pursue a summer leadership institute or host a public library directors' only institute in the Summer of 2019.

**Background:** MSL used to offer a multi-day institute for public library directors. This was for directors only. Learning focused on typical issues a director faces, but the Institute's primary value was in the connections the directors made as they worked together. These connections gave directors a network of peers to help with issues facing their respective libraries as well as build trust that led to collaborative efforts such as the Montana Shared Catalog and Montana Library 2 Go.

Approximately 5 years ago, the State Library began to move to a leadership institute model. It started with directors, but slowly began to shift to emerging leaders. As we heard about the needs of libraries when it comes to succession planning, we saw a need for leadership training for up and coming staff members. We began offering this type of training to meet this need.

Library Directors have expressed a desire to return to the Director Institute model. We would like the NAC's input on this as we do not have enough staff time to do both every year. What ideas does the NAC have for addressing these two needs?

**Questions for the NAC to consider:**

- What are the pros and cons of a Leadership Institute?
- What are the pros and cons of a Director's Institute?
- What value does each provide – to the library community and to the people libraries serve?

- What needs does each offering meet?
- What outcomes are you expecting from the Director's Institute? From the Leadership Institute?
- What goals/outcomes within the 5-Year LSTA Plan and the MSL Strategic Framework does the Director's Institute fulfill? And the Leadership Institute?
- We can only offer so many large training events in a year. What is lost if people must wait for a Leadership Institute? Or an early literacy training? Or a Director's Institute?