2022 Directors' Institute Report



A Report to the Montana State Library Commission

Public Library Directors' Institute

May 16-19, 2022

Great Falls, Montana

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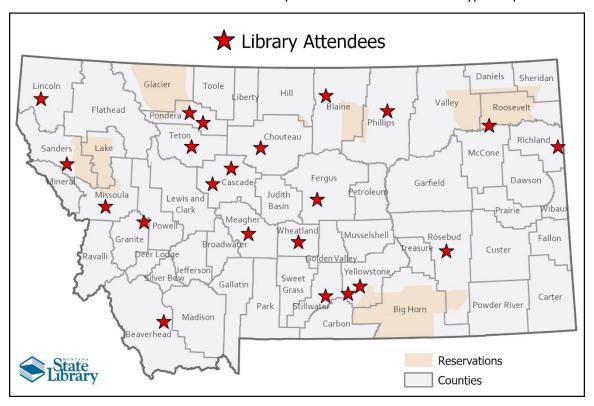
DIRECTORS' INSTITUTE PARTICIPANTS ENGAGE IN ACTIVITY AT THE SQUARE ON MAY 16.



Summary

Twenty-three public library directors convened in Great Falls at the Ursuline Center May 16-19, 2022. This directors' institute was originally planned and organized for spring 2020. Due to the ongoing pandemic, the institute was rescheduled for August 2021 and then rescheduled again for May 2022. State Librarian Jennie Stapp provided opening comments. Tracy Cook, Colet Bartow, Pam Henley, Cara Orban, and Suzanne Reymer were the Montana State Library (MSL) staff who supported the event. Contracted facilitators were Andrew Sanderbeck and Ned Parks from the People Connect Institute.

Attendees came from all over Montana and represented different sizes and types of public libraries.



With a two-year delay for the event, it is important to note the original desired outcomes of the event were not the outcomes that became most relevant for the 2022 Directors' Institute. Limited inperson connections, significant demands on directors' time and effort to address service delivery challenges, and a significant number of new directors, made this gathering important to foster peer relationships and to identify and prioritize items or projects for collaborative efforts.



The agenda and activities were modified during the event to address the highest priority outcomes.

Relevant Outcomes

- ☐ Peer relationships that promote kinship & collaboration between libraries
 - Activities at The Square were designed for participants to get introduced and work on creative projects
 - Build-a-Bike activity was designed to bring participants together to solve a problem and then contribute to a community need.
- ☐ Identify a few projects or programs around regionalized or statewide collaboration; MSL-sponsored or not
 - Facilitated discussions resulted in identification several projects and topics for future work
 - Directors' Topical Discussion Forums
 - Book Club Kit Sharing and Management
 - Director and Trustee Trainings
 - Legal Resources

Conclusions and Next Steps for MSL Staff

MSL staff will analyze event evaluation data to to plan for future continuing education and consulting support as well as a future Directors' Institute.

MSL staff will analyze and report out the activity notes to the Institute participants.

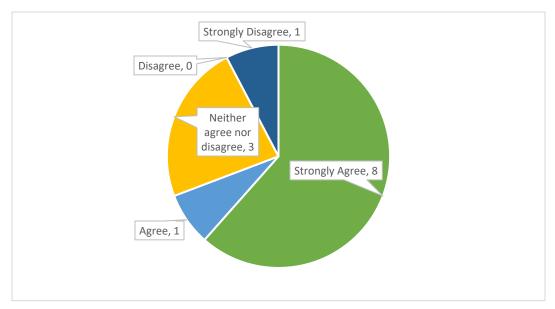
MSL staff will update work plans with MSL-related actions identified in the Institute activity notes.

MSL staff will disseminate information resources identified in the Institute activity notes.

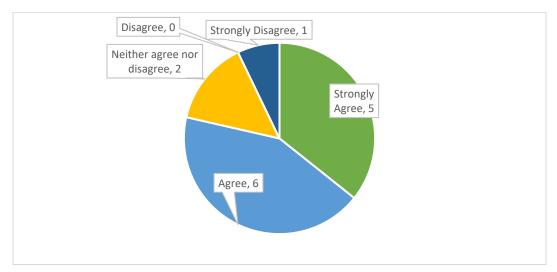
Evaluation Summary

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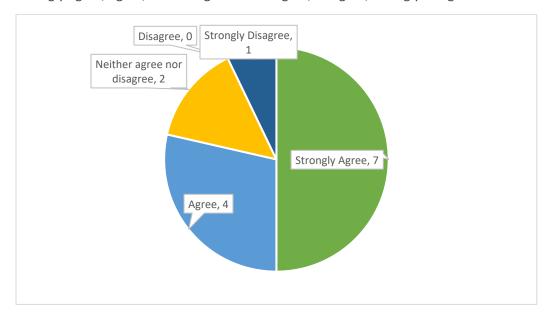
Question 1: I learned something by participating in this library activity Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree



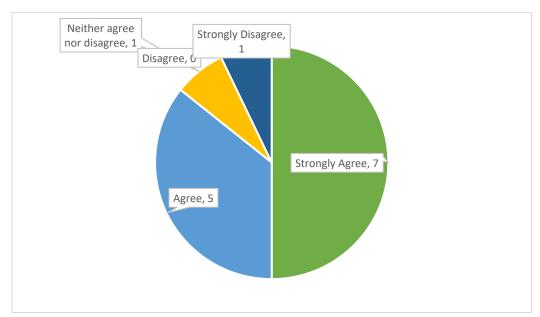
Question 2: I am confident about using what I have learned Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree

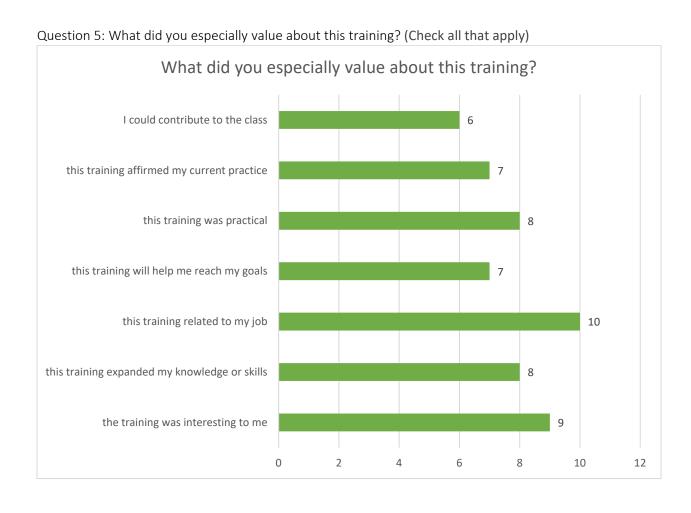


Question 3: I am likely to apply what I have learned Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree



Question 4: Applying what I learned will help improve library services to the public Strongly agree/Agree/Neither agree nor disagree/Disagree/Strongly disagree

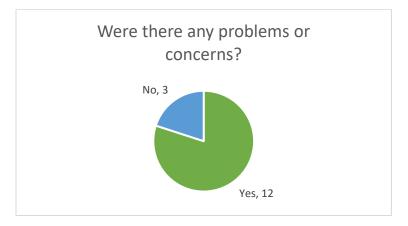




Question 6: What follow-up or additional support do you need on today's topic? Comments generally requested resources to help with legal information and continuing education opportunities related to the action items identified in the activities.

Question 7: Were there any problems or concerns you have about the training that should be corrected or addressed in future trainings?

Yes/No



Comments included responses related to the nature of the planned activities, needing a more detailed agenda, connections and disconnections from the facilitators, and emphasis on the resource and training needs related to the action items identified in the activities.

Question 8: Did the training meet your expectations? Yes/No



Comments indicated that connections with other directors was the most important expectation that was met, despite some communication difficulties between attendees and a lack of connection with the facilitators.

Agenda

When	Where	What	
Monday, May 16			
12:30 p.m.	The Square	Relationship Building	
6:00 p.m.	Ursuline Center	Name that Tune!	
Tuesday, May 17	Ursuline Center		
9:00 a.m.		Introduction to Collaboration Simulation	
1:00 p.m.		Collaboration Activity (Continued)	
7:00 p.m.	Great Falls Public Library	Tour of GFPL and Reception	
Wednesday, May 18	Ursuline Center		
9:00 a.m.		Partnerships Activity	
11:00 a.m.		Reflect and Connect	
1:00 p.m.		Facilitated Collaboration and ACTION Plans (Group A and B)	
Thursday, May 19	Ursuline Center		
8:30 a.m.		Finalize Action Plans (Group A and B)	
11:30 a.m.		Action Commitments and Next Steps – Report Out (All)	
12:30 p.m.		Check Out and Head for Home!	



DIRECTORS WITH COMPLETED BICYCLES, MAY 17, 2022 – BICYCLES WERE DONATED TO THE URSULINE CENTER FOR CHILDREN IN THEIR EDUCATION PROGRAMS.

Attendees

Last Name	First Name	Library	Community
Brandvold	Cathy	Valier Public Library	Valier
Brookie	Janeen	Phillips County Library	Malta
Cannady	Lori	Dillon Public Library	Dillon
Christensen	Tiffany	Conrad Public Library	Conrad
Ericksen	Nikki	Plains Public Library District	Plains
Frank	Valerie	Blaine County Public Library	Chinook
Lee	Slaven	Missoula Public Library	Missoula
Livingston	Janet	Roosevelt County Library	Wolf Point
McIntyre	Susie	Great Falls Public Library	Great Falls
Oberweiser	Jodi	Drummond School & Community Library	Drummond
Peterson	Tina	Harlowton Public Library	Harlowton
Ramirez	Alyssa	Lincoln County Library	Libby
Redding	Yvonne	Rosebud County Library	Forsyth
Reed	Jennifer	Stillwater County Library	Columbus
Reisig	Kelly	Sidney-Richland County Library	Sidney
Royan	Nancy	Wedsworth Memorial Library	Cascade
Schmidt	Nancy	Laurel Public Library	Laurel
VanSetten	Della	Choteau/Teton Public Library	Choteau
Wahlstrom	Rachel	Meagher County-City Library	White Sulphur Springs
Wicks	Emily	Chouteau County Library	Fort Benton
Wolenetz	Alissa	Lewistown Public Library	Lewistown
Woltjer	Gavin	Billings Public Library	Billings

MSL Staff: Colet Bartow, Tracy Cook, Pam Henley, Cara Orban, Suzanne Reymer, Jennie Stapp

Facilitators: Andrew Sanderbeck, Ned Parks



TRACY COOK FACILITATES COLLABORATION AND PROBLEM-SOLVING DISCUSSION, MAY 19, 2022

Original Logic Model (2020) | Director's Institute

Inputs	Outputs	Outcomes	Impacts
Staff time	Planning, research, or	Trust in the process of	Fair access to library
Stan time	1	•	
	design documents such as case studies, pre-work	collaboration regionally & statewide as evidenced by	services for every Montanan
		•	IVIONITATION
	assignments, instruments	engagement in statewide	
Line illine a series es	for collecting data	or regional projects	Libraria a santista atta a ta
Ursuline contract	3.5 days of activities &	Library directors	Libraries participating in
	facilitated discussions 30-	demonstrate the	collaborative efforts
	40 participants	knowledge, skills, and	report improved library
		desire to participate in	services for their
		collaborative efforts.	community.
Sanderbeck contract	Follow-up: meetings,	Peer relationships that	
	webinars, reports	promote kinship &	
		collaboration between	
		libraries	
Time of the participants		A clear articulation of	
		"why" MT Libraries value	
		collaboration and a better	
		understanding of when	
		autonomy is less	
		important than expanded	
		services	
		Identify a few projects or	
		programs around	
		regionalized or statewide	
		collaboration; MSL-	
		sponsored or not	
		Convert scarcity mindset	
		into an abundance	
		mindset	