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| **2019-20 SLLI logic model** | |  |
| **Inputs** | **Outputs** | **Outcomes** |
| * facilitator team (honorarium & travel stipend) * pre-conference assignments: focused on the basic philosophy of leadership & the difference between leading & managing * Retreat June 18-21 * Journals & other materials & supplies * follow-up webinars & face2face meetings * report to the MT State Library Commission – Spring 2020 | * 6-10 online meetings with facilitators, 1 face2face meeting in Helena; facilitators present most of activities at the retreat, assist MSL staff with follow-up, & as mentors for SLLI participants * Participants spend 10-20 hours with assigned reading, viewing, & reflection based on assignments planned by the facilitator team. * Retreat: camp-like atmosphere at a secluded & private location, 4 days of activities, presentations, discussions * Participants reflect on their learning & use their reflections to make mid-course corrections & plan future actions.  The journal provides a long-term resource to the learner & a way for them to chart their progress. * MSL staff & facilitators, as well as peers, provide continued support, as participants transfer their new knowledge to a real-life project at their library. * Participants plan & deliver their reports in a format they design and attend the Commission meeting to answer questions & present their work. | * Participants RECOGNIZE THEIR OWN LEADERSHIP STYLE as well as the benefits & challenges of their style, so that they can participate more productively in management teams & to effect positive change in their library & community. * Participants DEVELOP LISTENING & COMMUNICATION SKILLS so that they are able to INSPIRE OTHERS & collaborate toward a shared vision. * Participants will be CONFIDENT TO TAKE RISKS & to create an environment that is resilient in failure so that libraries & librarians are positive innovators in their communities. * Participants DEVELOP A PROJECT using productive strategies for managing change that has a real impact. * Participants PURSUE THEIR OWN LEADERSHIP DEVELOPMENT to try new things, grow, to evaluate their efforts, to view hardship, failure, or fear as catalyst for positive change in their own lives, their libraries & communities. * Participants ARE OPEN TO CHANGE; they develop goals and a process for how to address their own leadership weaknesses and implicit biases. * Participants ENGAGE IN THE LIBRARY COMMUNITY. |