**Carol Wellen**

**SLM 501**

**Leadership Analysis of Carol Wellen**

**Leadership Analysis**

I am a quiet, introspective leader who will share my ideas and vision when I am comfortable in my surroundings. Until then, I will support others and motivate them in their endeavors.

Strengths:

According to the Myers-Brigg 16 Personalities test, I am a Defender (ISFJ). I am supportive, reliable, patient, observant, loyal, and hard working. All of these skills have served me well over the years in all my various occupations. The Kiersey test and Locus of Control test both supported the same information. I am a Guardian - helpful, dependable, loyal, and hard working. The Locus of Control test scored me at a 69 - I am aware when I do well at tasks, but that doesn't mean I will take credit for my success. The Leadership Practices Inventory was the best quiz for letting me know my leadership strengths. I scored highest in “Enabling Others to Act” (44), “Modeling the Way” (38), and “Encouraging the Heart” (38).

Weaknesses:

As an ISFJ, I take things too personally and repress my feelings, so I do not share with others when I am hurt. I also overload myself with perfectionism, and can be too altruistic and take on too many tasks. All of these issues have been a struggle for me in my new job as a first year media specialist. Without a direct supervisor or mentor to tell me I am doing well, I generally feel like I am not doing a very good job at all.

Analysis and Areas for Improvement:

In life and in work I tend to focus more on other people than on myself. My leadership strengths reflect this and center around what I can do for other people - working with others, fostering collaboration, and giving others support and confidence. My areas of improvement from the Leadership Practices Inventory are “Inspiring a Shared Vision” and “Challenging the Process.” I feel that these are areas that I can improve on in time. Looking at the AASL’s five roles of media specialists, I need to improve on being a leader and on partnering with other stakeholders in the administration of the library.

Two things will help me improve my leadership: getting more involved in the local, state, and national school librarian community, and time. My professional development plan needs to include opportunities for me to meet and engage with other media specialists.

**PROFESSIONAL DEVELOPMENT PLAN**

**for Carol Wellen**

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| OBJECTIVES |
| 1. Learn more about librarians as leaders and program administrators by connecting with other media specialists locally, at conferences, and online. 2. Connect with other teachers in my school through collaborative lessons and/or units. 3. Increase my own professional recognition through involvement on committees as well as social media outlets such as Twitter. |
| 1. Professional Memberships |
| * ALA   American Library Association http://www.ala.org/   * AASL   American Association of School Librarians http://www.ala.org/aasl/   * MASL   Maryland Association of School Librarians http://maslmd.org/   * VASL   Virginia Association of School Librarians https://vaasl.org/   * YALSA   Young Adult Library Services Association http://www.ala.org/yalsa/   * IASL   International Association of School Librarianship http://www.iasl-online.org/ |
| 2. Professional Articles and Books |
| **Books:**   * *Building Strong School Cultures : A Guide to Leading Change* by Sharon D. Kruse   From Follett: A handbook to help school leaders rethink their organizational structures and build a collaborative climate with staff, teachers, and parents, and develop connections with business groups, foundations, government agencies, and other organizations to implement teaching and learning.   * *The New Librarianship Field Guide* by R. David Lankes   From Follett: This book offers a guide for librarians who see their profession as a chance to make a positive difference in their communities -- librarians who recognize that it is no longer enough to stand behind a desk waiting to serve. R. David Lankes, author of The Atlas of New Librarianship, reminds librarians of their mission: to improve society by facilitating knowledge creation in their communities. In this book, he provides tools, arguments, resources, and ideas for fulfilling this mission. Librarians will be prepared to become radical positive change agents in their communities, and other readers will learn to understand libraries in a new way.   * *Start a Revolution : Stop Acting Like a Library* by Ben Bizzle   From Follett: Bizzle shows how successful libraries introduce new ideas into their presentations, web presence, and digital services. Marketing campaigns can be a challenge, and he shares universal concepts to promote a successful social media presence and increase community awareness of your library.   * *Leading Libraries :How to Create a Service Culture* by Wyoma VanDuinkerken   From Follett: Discusses creating a service culture in libraries from a leadership perspective. Others have argued that we need to move away from a service approach in favor of a collaborative one, but the authors believe collaboration is part of service culture. They present five elements of service leadership and expand upon each one to lay the groundwork for creating or maintaining a service culture in libraries: conscientiousness, rapport building, encouragement and accountability, innovation, and sustainability.   * *Our Enduring Values Revisited :Librarianship in an Ever-Changing World* by Michael Gorman   From Follett: Addresses the panic among librarians caused by the radical change in how libraries are viewed today. Also examines the core values of librarianship, while stressing that these values are now more crucial than ever in the rapidly changing world of librarianship.  **Journals and Newsletters:**   * School Library Journal http://www.slj.com/   Library journal that focuses on current library science news and trends, as well as reviews of current books and other media (audiobooks, eBooks, and DVDs), written by librarians.   * The Horn Book Guide http://www.hornbookguide.com/cgi-bin/hbonline.pl   Guide published twice a year with current reviews of reviews over 2,000 titles — “virtually every children’s and young adult book published in the U.S. in a six-month period.”   * VOYA – Voice of Youth Advocates magazine http://www.voyamagazine.com/   Library journal that focuses on the promotion of young adult literature and reading promotion. They are a strong advocate for intellectual freedom for teens. Current reviews of books and media.   * Everyday Advocacy Matters http://www.ala.org/everyday-advocacy/everyday-advocacy-matters   Everyday Advocacy Matters is a quarterly, electronic newsletter delivered to ALSC members via email. The newsletter features simple, effective ways to learn, share, and make a difference in local library communities. |
| 3. Webinars, Websites, Social Networking |
| **Blogs and Websites:**   * ALSC Blog http://www.alsc.ala.org/blog/   The mission of the ALSC Blog is to provide a venue for coverage of time sensitive news in children’s librarianship, current issues in the field, and programs, conferences, initiatives, resources, and activities of interest to ALSC members and those interested in children’s librarianship.   * Best Blogs for School Librarians http://www.onlinecollege.org/2012/07/10/100-best-blogs-school-librarians/   Almost 100 excellent blogs written by teachers, librarians, tech experts, and book lovers that can act as amazing resources for any school librarian. An update of the 2009 list, as technology has changed, new voices have emerged, and some previously great blogs have gone dormant, making it necessary to revise and re-curate our selections.   * Information Wants to Be Free by Meredith Farkas http://meredith.wolfwater.com/wordpress/   Meredith Farkas offers her views on how libraries can embrace 21st century technology, as well as reflecting on the profession itself.   * The Unquiet Librarian by Buffy Hamilton http://theunquietlibrarian.wordpress.com/   The Unquiet Librarian is Buffy Hamilton, a high school teacher librarian in Canton, Ga. She blogs about a variety of professional issues in the library and education fields.  **Social Media and Twitter:**   * AASL (@aasl) * American Library Association (@ALALibrary) * DaringLibrarian (@gwynethjones) * Edutopia (@edutopia) * FCPS Media Supervisor Mary Jo Richmond (@fcpslibrary) * Library of Congress (@librarycongress) * MASL (@MASLMD) * School Library Journal (@sljournal) * U.S. Dept. of Education (@usedgov) * VOYA Magazine (@voyamagazine) * YALSA Reading (@ yalsareading) * Tweet at least once a month from my own account @carollwellen   **Webinars:**   * ALSC Webinar: How Libraries can use Literature to Support Family Engagement in Children's Social and Emotional Learning   Thursday, May 4, 2017, 3pm Eastern/2pm Central  Jennifer DuBois, Head Teacher Librarian, Wildwood ES, School (Los Angeles, CA); Maria Pizano, Library and Technology Associate, Wildwood ES (Los Angeles, CA)  Research shows that libraries are trusted spaces within communities and are therefore uniquely positioned to engage families in meaningful experiences that support children’s learning both inside and outside of school (Lopez, Caspe, McWilliams, 2016). One way that libraries can do this is by using literature to inspire dialogue with children and families about the importance of developing and practicing Life Skills. |
| 4. Conferences |
| * MASL Annual Conference – October 2017   Annual one-day conference for the Maryland Association of School Librarians with keynote speakers including leading librarians and authors.   * VAASL Annual Conference – November 2017   Annual conference for the Virginia Association of School Librarians which includes concurrent sessions, guest keynote speakers, author speakers, an awards ceremony, and an exhibitor hall. |
| 5. Participation in School and District Committees |
| * Participate in monthly school leadership meetings with team leaders * Schedule time monthly to meet with grade level teams during their planning time * Attend quarterly FCPS media specialist meetings * Visit at least one new FCPS media center every quarter |
| OUTCOMES |
| This professional development plan should increase my knowledge of leadership and school librarianship. By joining professional organizations, reading current books about library trends and advocacy, and staying current on library issues through social media, I will increase my overall knowledge base. Learning more will help increase my confidence in my abilities and leadership as a media specialist. Blogs, social media, and conferences will connect me with other school librarians, giving me new ideas for improving my own media center. Trying new ideas will give me an opportunity to share what I am doing through social media, increasing my own professional recognition. Connecting with others and sharing ideas will also help me with my goals of “Inspiring a Shared Vision” and “Challenging the Process”. The final area – participation in school and district committees and connecting with teachers in my school, will benefit my own school the most. By staying informed about the specific needs of teachers, I will better be able to assist them in their school improvement goals. |