

RE-03-06-0073-06
Library Leadership Development Institute's GOAL Program
42 Month Evaluation Report Summary for grant period 10/01/06 – 03/31/10

Summary

The Library Leadership Development Institute and the Grow our Own Area Librarians (GOAL) Program, conducted in the El Paso/Trans-Pecos Border Region of Far West Texas, was originally funded for three years and was extended for one additional year, with an end date of 09/30/10. This report shows accomplishments during the first six months of the twelve month extension and overall results at the end of 42 months of the four year grant. The GOAL program has surpassed projections, achieved its goal of recruiting English/Spanish bilingual participants (72.4% of the population in the Region speak a language, primarily Spanish, other than English at home), and operated within the budget. In addition: the ethnic background of GOAL Program participants approximates that of the Region; 126 potential librarians volunteered 20,880 hours in their local libraries while gaining hands-on experience and learning more about a career as a librarian; 36 of the 60 graduate level participants are now working as a librarian; and 143 librarians and staff from 66 libraries throughout the Region supported the GOAL Program by serving as Mentors.

Background

During the first three years, the GOAL Program offered two librarian recruitment scholarship programs. The **Librarian in Training** (LIT) program was designed to recruit potential librarians. It reached 119 individuals that showed an interest in and aptitude for becoming a librarian and agreed to volunteer 150 hours in their local library. Participants ranged from middle and high school students to senior citizens and from those with no library experience to those who had volunteered for several years in a library. They received a \$500 scholarship for the first 75 hours and another \$500 for the final 75 hours. The **College Bound** (CB) program provided part and full-time scholarships to 60 individuals already enrolled in a college or university program leading to a Masters Degree in Library and Information Science (MLIS) or a related field and 14 graduated with an MLIS or related degree.

During the one year extension the LIT program was changed to the Librarian in Training Volunteer (LTV) program. Its goal is to reach 20 participants that will volunteer up to 75 hours in their local library but will not receive scholarship funds. The CB program goal is to continue scholarship support for 19 students already enrolled in the program. Of those, 14 will graduate and 5 will be within one year of graduation by the end of the fall semester, 2010. Listed below are the first six month results compared with 12 month extension projections and 42 month results compared with 48 month projections.

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<u>12 Month Extension</u>	<u>LTV</u>	<u>CB</u>
Projected participants	20	19
Actual participants 1 st 6 months		
Continuing CB		20
LTV (former LIT 5, new 7)	12	
Projected MLIS graduates		14
Within one year of graduation		<u>5</u>
Total		19
Actual MLIS graduates 1 st 6 months		1
Spring 2010		6
Summer 2010		4
Fall 2010		4
Within one year of graduation		<u>5</u>
Total		20
<u>42 Month Overall</u>	<u>LIT+LTV</u>	<u>CB</u>
Projected participants 48 month	120	25
Actual participants 42 month	126	60
% Female	77.16	90.00
% Male	22.84	10.00
% B/AA	0.78	3.33
% H/L/M	71.66	71.67
% W	19.69	21.66
% AI	1.57	0.00
% AS	1.57	1.67
% OTH	3.16	1.67
% Not Listed	1.57	0.00
Hours volunteered in local library	20,880	
Projected MLIS graduates (48 month)		28
Within one year of graduation		<u>5</u>
Total projected graduates		33
Actual MLIS graduates (42 month)		15
Spring – Fall semesters 2010		14
Within one year of graduation		<u>5</u>
Total actual and projected graduates		34
CB graduates now working as a librarian in Region		14
CB graduates now working as a librarian outside Region		1
CB other participants now working as a librarian in Region *		<u>21</u>
Total CB participants now working as a librarian		36

* Some libraries in Region are hiring CB participants before graduation with the agreement they will graduate within a specified time.

Participant Learning

Knowledge gain by a CB program participant was determined by their grades. Each participant was required to submit their grades at the end of each semester and had to maintain the minimum grade point average required by their department, usually a 3.0 average. Knowledge gain by a LIT participant during the original 36 months was determined by the point gain on selected librarian competencies as rated by the participant and by the participant’s Mentor. An extensive list of Librarian Core Competencies developed by the Western Council of State Libraries was used as the basis for a Learning Plan Progress Form for the LIT program. Competencies ranged from cataloging and greeting the public to library management and budgeting. The Mentor and their LIT participant selected several competencies from the list that the participant would work on during the scholarship period. Beginning, middle and end scores were assigned that reflected the degree to which the LIT participant had achieved each selected competency. Using a five point scale, the LIT participant average beginning score was 1.73 and end score was 3.87 for a 2.14 point gain in competency skills when participants rated themselves and 1.81 beginning and 3.93 end for a 2.12 point gain when the Mentor rated the participant. LTV participants and their Mentors also developed a Learning Plan and these results will be reported in the Final GOAL Program Report.

<u>Scholarships</u>	<u>LIT</u>	<u>LTV</u>	<u>CB</u>	<u>TOTAL</u>
Actual Paid 42 month	\$139,500 **	0.00	\$216,723 */**	\$356,223

* This includes the EPAL partner’s \$20,000 contribution. ** Some participants received more than one scholarship. The LTV program is an all volunteer program with no scholarships.

As the public became more aware of the program, there was an increase in the number of applicants for the CB program resulting in a shift in funding from the LIT to CB program. Several CB applicants were already degreed educators working as teachers or in other positions who wanted to change careers and become a librarian.

Mentors and Libraries

By the end of the 42 month period 143 different librarians and library staff from 66 different libraries throughout the Trans Pecos Region had served as mentors for GOAL Program participants. Mentors devoted 14,848.75 hours valued at \$401,910.72 salary and fringe. Libraries included 37 Independent School District libraries, 19 public libraries, 6 university and community college libraries, and 4 other libraries including the Pan American Health Organization, William Beaumont Army Medical Center Library, El Paso Holocaust Museum and Study Center, and the International Boundary and Water Commission.

Report prepared by Dr. Larry A. Brown, Grant Administrator and Program Evaluator.