

The Emerging Leaders Academy for PA School Librarians “Leading from the Middle”

The Emerging Leaders Academy (ELA) is a prototype collaboration between the **Pennsylvania School Librarians Association (PSLA)** and the **University of Pittsburgh School Library Certification Program**. It is funded through a grant from the Library Services and Technology Act by Commonwealth Libraries, Pennsylvania Department of Education. **The Virtual Academy (July 2014-May 2015) is powered by the Blended Schools Network.**

This first-ever ELA is delivering focused professional development to ensure exemplary school librarian leaders for every region of Pennsylvania. ELA and mentoring and coaching 23 school librarians in their beginning career years who demonstrate leadership potential to serve as educational leaders in their schools and professional associations. These 23 librarians are the Emerging Leaders (EL). They were selected from a robust pool of applicants through a rubric-based selection process in which applicants were not identified by name or position. In a series of monthly virtual/live competency-building learning experiences, six ELA mentors who are retired, experienced leader librarians, three coach practitioners who are at the top of their professional games, and expert instructors are helping the ELs to:

- Develop their most effective individual leadership styles;
- Build and enhance the competencies they need to communicate, collaborate, develop and sustain relationships with multiple constituencies with differing priorities;
- Plan for change and assess the library program’s progress and success in partnering with teachers to help students achieve academic success.

The Emerging Leaders Academy:

- Emphasizes building, strengthening, and polishing the EL’s individual leadership competencies and leading from the middle;
- Capitalizes on developing each EL’s individual leadership style based on perceived and actual strengths and build confidence to accept individual style;
- Relys on the EL’s realistic personal assessment of strengths and progress, with mentor reflection, support, and affirmation and with expert instructor/coaches leading the learning activities to develop these competencies needed for effective leadership.

Emerging Leaders met their fellow participants, mentors, and coaches at the Mentor Match Ceremony during the 2014 PSLA Annual Conference. In July, ELs immersed themselves in a four-day orientation. They are now engaged in the monthly Virtual Academy, a series of competency-building exercises powered by Blended Schools. ELA will culminate with presentations and a graduation ceremony at the 2015 PSLA Conference.

School librarians can lead from the middle as effective “teacher leaders” within their schools and their districts. They can also serve as leaders in their professional associations. Most importantly, they can speak as part of this professional community for the right of all PA students to have access to an effective school library program to help them meet *PA Core Standards* and succeed academically. Pennsylvania needs a new generation of school library leaders who can accomplish all three challenges.

Mary K. Biagini, Emerging Leaders Academy Director

Eileen Kern, PSLA Past President

**Emerging Leaders Academy for PA School Librarians
2014 Emerging Leaders**

Name	School	School District	Level	Region	IU
Kathy Baldauf	Hopewell, Ross, and Independence Elementary Schools	Hopewell Area	E	W	27
Donna Bellerby	Lafayette and Maple Shade Elementary Schools	Bristol Township	E	SE	22
Jane Farrell	Dallastown Area Intermediate School	Dallastown Area	M	SC	12
Kathleen Jackson	Plymouth Meeting Friends School	Independent	E/M	SE	23
Karey Killian	Milton Elementary School	Milton	E	NE	16
Molly Magro	Eyer Middle School	East Penn	M	E	21
Craig McFeely	Hamilton Heights Elementary School	Chambersburg Area	E	SC	12
Patricia McNeill	Carson Middle School	North Allegheny	M	SW	3
Lindsay Myers	Peters Township High School	Peters Township	HS	SW	1
Denise Naumann	Eisenhower Elementary School	Upper St. Clair	E	SW	3
Lisa Naylor	Concord Elementary School	Garnet Valley	E	SE	25
Benoni Outerbridge	Falk Laboratory School	Independent	E/M	SW	3
Kate Palladino	Gwynedd-Mercy Academy	Independent	E/M	SE	23
Sandra Reilly	Whitehall-Coplay Middle School	Whitehall-Coplay	M	E	21
Julie Ritter	Montoursville Area High School	Montoursville Area	HS	NE	17
Kristen Rowe	Plum High School	Plum	HS	W	27
Ann Schmidt	Conrad Weiser High School	Conrad Weiser	HS	E	14
Annette Sirio	Obama Academy of International Studies	Pittsburgh Public Schools	M/HS	SW	2
Ellen Stolarski	Saint Marys Area Middle School	Saint Marys Area	M	NW	9
Lauren Strohecker	McKinley Elementary School	Abington	E	SE	23
Lauren Super	Pine-Richland High School	Pine-Richland	HS	SW	3
Sarah Veety	Kane Area Elementary and Middle Schools	Kane Area	E/M	NW	9
Laura Wienand	Grove City Area High School	Grove City Area	HS	W	4

ELA Mentors				ELA Coaches		
Mentor	Affiliation	Representing	Team	Coach	Affiliation	Team
John Emerick	School Library Development Advisor, Commonwealth Libraries, PA Department of Education (Retired)	PSLA Leadership Retiree	Group 1: South East, South Central	Allison Burrell	Librarian, G.C Hartman Elementary School, Southern Columbia Area Middle School, Southern Columbia High School	Group 2: Group 2: North East, North West, East
Marg Foster	Past President, PSLA Librarian and Technology Coordinator North Allegheny School District (Retired)	PSLA Leadership	Group 2: North East, North West, East			
Carol Heinsdorf	National Board Certified Librarian School District of Philadelphia (Retired)	Retiree	Group 1: South East, South Central			
D'nis Lynch	Library Curriculum Leader K-12 and International Baccalaureate (IB) Diploma Programme Coordinator Upper St. Clair High School, Upper St. Clair School District (Retired) Practicum Supervisor, School Library Certification Program, University of Pittsburgh	PA Educators of School Librarians	Group 3: West, South West	Mary Grace Kelly	Librarian, Fort Couch Middle School Upper St. Clair School District	Group 3: Group 3: West, South West
Bob McConnell	Past Member, Board of Directors, PSLA Grove City High School, Grove City School District (Retired)	PSLA Leadership Retiree	Group 2: North East, North West, East	Allison Mackley	Librarian, Hershey High School Derry Twp. School District	Group 1: South East, South Central
Sally Myers	Past President, PSLA Secondary Technology Coordinator, Penn Hills School District Adjunct, School Library Certification Program, University of Pittsburgh	PSLA Leadership PA Educators of School Librarians	Group 3: West, South West			

Print Colors denote team of ELA participants