

Arkansas State Library
A division of the Arkansas Department of Education
Arkansas Library Leadership Institute

April 6-8, 2022 • May 25, 2022 • July 15, 2022 • October (TBD) 2022 • December 14, 2022
February 15, 2023 • April 12-14, 2023

APPLICANT RUBRIC

Applicant Name: _____

Type of Library: _____

Geographic Region: NW SW SE NE C

Technical Components

- Subject line and attachments named correctly
- Letter of support on library letterhead and appropriate length
- All application pieces submitted on time (if this box not checked, application is disqualified)

Application Narrative – 0-40 points

	High (10-8 points)	Medium (7-4 points)	Low (0-3 points)
Enthusiasm for libraries	The applicant displays genuine interest in libraries and a strong connection to the work they do in the library. The applicant references a specific aspect of their work that they're obviously excited about.	The applicant shows some interest in libraries, but does not strongly connect that interest to their work in the library. The applicant references a specific aspect of their work in a neutral or impersonal manner.	The applicant appears indifferent to libraries and appears disconnected from their work in the library. The application does not reference any specific aspects of their work.

	High (10-8 points)	Medium (7-4 points)	Low (0-3 points)
Service orientation	The applicant's answers focus on the library user and on how library services contribute to the wellbeing of others. Participation in the Institute is referred to in terms of the impact it will have on the applicant, and they make a strong connection to how their participation will have a positive impact on others and on the organization.	The applicant's answers have a positive focus on library services, but don't draw a strong connection between library services and the wellbeing of others. Participation in the Institute is referred to in terms of the impact it will have on the applicant, but they make only an incidental connection to how their participation will have an impact on others and the organization.	The applicant's answers do not focus on library users nor connect the library's services to the wellbeing of others. Participation in the Institute is referred to only in terms of the impact it will have on the applicant, but they do not make any connection to how their participation will impact others or the organization.
	High (10-8 points)	Medium (7-4 points)	Low (0-3 points)
Vision of library services	The applicant exhibits a willingness to consider different or creative ideas about library services. They recognize the full organizational or communal context in which the library operates, and demonstrate an understanding of the importance of balancing the delivery of services within that context.	The applicant exhibits some hesitancy about considering different or creative ideas about library services, but is not unwilling to consider those ideas. They show some awareness of the organizational or communal context in which the library operates, but do not make a strong connection to the delivery of services within that context.	The applicant does not exhibit a willingness to consider different or creative ideas about library services. They do not indicate any regard for balancing the library's services within the full organizational or communal context in which the library operates.

	High (10-8 points)	Medium (7-4 points)	Low (0-3 points)
Motivation for self-development	The applicant’s responses reveal an openness to self-evaluation and a strong curiosity to understand themselves and others. The applicant has provided a full picture of what leadership means to them and how they expect the Institute to enhance their own leadership style to improve library services.	The applicant’s responses reveal some interest in self-evaluation and a slight interest in understanding themselves and others. The applicant has provided some information about what leadership means to them and how they expect the Institute to enhance their own leadership style to improve library services.	The applicant’s responses reveal resistance to self-evaluation and an indifference to understanding themselves and others. The applicant has provided little to no information about what leadership means to them or how they expect the Institute to enhance their own leadership style to improve library services.

Letter of Support – 0-10 points

The letter of support is worth up to 10 points and should address the following issues:

- potential of the individual in terms leadership (0-2 points);
- commitment to library work and enthusiasm for libraries in general (0-2 points);
- willingness to think about library services in creative, user-centric ways (0-2 points);
- the employing library’s commitment to support the applicant’s participation (0-4 points).

Applications will be evaluated by a team that includes professional staff at the Arkansas State Library and past-participants of ALL-In. Past-participants come from academic, public, and school libraries throughout the state of Arkansas.

Application narratives are evaluated on four categories: Enthusiasm for libraries; Service orientation; Vision of library services; and Motivation for self-development. Applications may be awarded 0-10 points in each category based on the above criteria. The Narrative portion of the application is worth up to a total of 40 points. Up to 10 points will be awarded based on the Letter of Support from the applicant’s direct reporting authority. Points awarded for the Letter of Support are weighted toward evidence of the employing library’s commitment to support the applicant’s participation in the Institute.