

STAGES OF CONCERN

Typical Expressions of Concern About the Innovation

Stages of Concern		Expressions of Concern
6.	Refocusing	I have some ideas about something that would work even better.
5.	Collaboration	I am concerned about relating what I am doing with what other instructors are doing.
4.	Consequence	How is my use affecting kids? How can I refine it to have more impact?
3.	Management	I seem to be spending all my time in getting materials.
2.	Personal	How will using it affect me?
1.	Informational	I would like to know more about it.
0.	Awareness	I am not concerned about it (the innovation).

Source: Adapted from: Shirley M. Hord, William L. Rutherford, Leslie Huling-Austin, and Gene E. Hall. Taking Charge of Change. Alexandria, VA: ASCD, and Austin, TX: SEDL, 1987.

LEVELS OF USE OF THE INNOVATION

Typical Behaviors

LEVELS OF USE	BEHAVIORIAL INDICES OF LEVEL
VI. Renewal	The user is seeking more effective alternatives to the established use of the innovation
V. Integration	The user is making deliberate efforts to coordinate with others in using the innovation.
IVB. Refinement	The user is making changes to increase outcomes.
IVA. Routine	The user is making few or no changes and has an established pattern of use.
III. Mechanical	The user is using the innovation in a poorly coordinated manner and is making user-oriented change.
II. Preparation	The user is preparing to use the innovation.
I. Orientation	The user is seeking out information about the innovation.
0. Nonuse	No action is being taken with respect to the innovation.

Source: CBAM Project, Research and Development Center for Teacher Education (The University of Texas)