

STAGES OF CONCERN

The Concerns-Based Adoption Model outlines seven Stages of Concern that offer a way to understand and then address educators' common concerns about change.

STAGE 0: AWARENESS

Aware that an innovation is being introduced but not really interested or concerned with it.

- "I am not concerned about this innovation."
- "I don't really know what this innovation involves."

STAGE 1: INFORMATIONAL

Interested in some information about the change.

- "I want to know more about this innovation."
- "There is a lot I don't know about this, but I'm reading and asking questions."

STAGE 2: PERSONAL

Wants to know the personal impact of the change.

- "How is this going to affect me?"
- "I'm concerned about whether I can do this."
- "How much control will I have over the way I use this?"

STAGE 3: MANAGEMENT

Concerned about how to manage the change in practice.

- "I seem to be spending all of my time getting materials ready."
- "I'm concerned that we'll be spending more time in meetings."
- "Where will I find the time to plan my lessons or take care of the record keeping required to do this well?"

STAGE 4: CONSEQUENCE

Interested in the impact on students or the school.

- "How is using this going to affect students?"
- "I'm concerned about whether I can change this in order to ensure that students will learn better as a result of introducing this idea."

STAGE 5: COLLABORATION

Interested in working with colleagues to make the change effective.

- "I'm concerned about relating what I'm doing to what other instructors are doing."
- "I want to see more cooperation among teachers as we work with this innovation."

STAGE 6: REFOCUSING

Begins refining the innovation to improve student learning results.

- "I have some ideas about something that would work even better than this."

