

EPISODE 1: LOOK BEFORE YOU LEAP! PREPARING FOR CHANGE

# Change being explored



**WHY OR WHY NOT?**

What do I hope to accomplish with this change? Are there any reasons not to do it?



**MEASURES OF SUCCESS**

What will be used to determine if the change is having the intended impact?



**STAKEHOLDERS**

Who will the change affect? How should different stakeholders be engaged? Who is the ultimate decision maker?



**EST. BUDGET**

What resources will be needed? This includes money, time, and possibly other missed opportunities.



**EST. TIMELINE**

When will we start exploring the change? When will it be implemented? Are there benchmarks along the way?

## Concerns-based Adoption Model (CBAM)

FOCUS	STAGE	MAIN CONCERN	HOW MIGHT I ADDRESS IT?
US	Refocusing	What could make it better?	Review committees, Consulting Experts
	Collaboration	How do others do it?	School Visits, Peer Observations, Conferences, PLCs
IT	Consequence	Is it worth it?	Data, Case Studies, Outcome Tracking
	Management	How do I do it?	Professional development, training materials, conferences
ME	Personal	How does this impact me?	Schedules, Resources, Incentives
	Informational	How does it work?	Demos, Instructional Videos, Meeting with representatives
	Awareness	What is it?	Demos, Data, Case Studies, Videos