

TYPICAL STAKEHOLDER IMPLEMENTATION STAGES

Write the names and departments or grade level of instructional staff in the appropriate box to identify the teacher's stage of implementation in the process of school transformation.

Stage of Implementation	Responses About Implementation Leader Prescriptions
6. Enthusiastic Innovator	<p>I have some ideas about something that would work even better to prepare our students for their futures.</p> <p><i>Prescription for Leader Behavior: Empower Teacher Leaders to share their ideas while focusing them on student learning outcomes in the innovation.</i></p>
5. Collaborative Team Member	<p>How can I relate what I am doing to what others are doing?</p> <p><i>Prescription for Leader Behavior: Implement and expand a professional collaborative instructional dialogue group among teachers to focus on planning the instructional innovation for the classroom and new learning outcomes for students.</i></p>
4. Life Long Learner	<p>How is my use affecting learners? How can I refine it to have more impact?</p> <p><i>Prescription for Leader Behavior: Provide professional development, modeling by teachers who are on top of the innovation, discuss assessment that informs instruction and initiate dialogue among staff about the impact of new learning observable in the innovation.</i></p>
3. Organizer	<p>I seem to be spending all my time getting materials ready.</p> <p><i>Prescription for Leader Behavior: Peer Coaching, leader coaching, and supervision aligned to the innovation is geared to the teacher (s) in how to use time more efficiently and provide supports such as extended time for teacher planning blocks and technology or digital tool support.</i></p>
2. All About Me	<p>How will using the changes affect me?</p> <p><i>Prescription for Leader Behavior: Principal Dialogue to staff member(s) and coaching support, peer conversations, sending teachers to observe at other schools implementing their version of the innovation and expanding dialogue with teachers at other selected schools using the innovation to gauge positive effects and what to be wary of and what not to worry about.</i></p>
1. Cautious: Can't Begin Until I Know More	<p>I would like to know more about it.</p> <p><i>Prescription for Leader Behavior: Provide videos, books, attendance at conferences, visits to schools that are successful with the innovation, prioritize staff meeting discussions and forums for addressing the innovation.</i></p>
0. Uninvolved and Apathetic	<p>I am not concerned about it.</p> <p><i>Prescription for Leader Behavior: Leader has a supervision focus here and must build strong and systematic monitoring to influence staff members to get on board. Check for understanding and provide directives to staff members at this level to get on board. Empower stakeholders such as teachers, community members, District Office, if on track with innovation by showcasing their work in front of their peers to build awareness and capacity for the changes afoot.</i></p>