Stages of Concern

0 – **Awareness**- Little concern or involvement

1- **Informational**- A general awareness of the innovation and interest in learning more detail. The person seems to be unworried about himself/herself in relation to the change. Interests are in substantive aspects of the change such as general characteristics, effects, and requirements for use.

2- **Personal** – Individual uncertain about the demands of the change, his/her adequacy to meet those demands, and his/her role with the innovation.

3- **Management**- Attention is focused on the processes and tasks of using the innovation and the best use of information and resources. This stage centers around tasks or implementation concerns.

4- **Consequence**- Attention is focused on the impact the change or innovation has on the students. This focus is on relevance of the innovation of the students, evaluation of the outcome & changes needed to increase student outcomes.

5- **Collaboration** – The focus is on coordination and cooperation with others regarding the use of the innovation to better student achievement.

6- **Refocusing**- The focus is on the exploration of more universal benefits from the innovation including the possibility of major changes with more powerful alternative.