

Communities of Practice Indicators Worksheet

Membership	Check One		
	<u>Desired</u>	<u>Emerging</u>	<u>Current Reality</u>
<p><i>Joint Enterprise</i> (Barab & Duffy, 2000, as cited in Buysse et al., 2003; Buysse et al., 2003; Cambridge et al. (2005), as cited in Gotto et al.; Hafeez & Khlalid, 2007; Cashmen et al., 2007; Henri & Pudelko, 2003; Hildreth & Kimble, 2004; Iverson, 2008; Linehan et al., 2005; Wenger et al., 2002; Wesley & Buysse, 2001; Wubbles, 2007)</p> <ul style="list-style-type: none"> • Do members share a competence that distinguishes them from others? 			
<ul style="list-style-type: none"> • Do the members share a common sense of purpose? 			
<ul style="list-style-type: none"> • Do members appear to have similar interests? 			
<ul style="list-style-type: none"> • Do members report similar problems or experiences? 			
<p><i>Diverse Membership</i> (Buysse et al., 2003; Cambridge et al. (2005), as cited in Gotto et al.; Cashmen et al., 2007; Linehan et al., 2005; Wesley & Buysse, 2001)</p> <ul style="list-style-type: none"> • Do the members of the community represent a variety of stakeholders? 			
<ul style="list-style-type: none"> • Does the community transcend organizational and geographical boundaries? 			
<p><i>Participatory Framework</i> (Buysse et al., 2003; Cashmen et al., 2007; Hildreth & Kimble, 2004; Linehan et al., 2005)</p> <ul style="list-style-type: none"> • Are members actively involved in setting goals? 			
<ul style="list-style-type: none"> • Are members responsible for devising a strategy or plan of action? 			
<ul style="list-style-type: none"> • Do members assist in running the community? 			
<ul style="list-style-type: none"> • Are members of the community internally motivated? 			
<p>Process/Activities</p> <p><i>Mutuality/Sense of Community</i> (Hildreth & Kimble, 2004; Iverson, 2008; Wenger et al., 2002)</p> <ul style="list-style-type: none"> • Do the members of the community build relationships with each other? 			
<ul style="list-style-type: none"> • Do the members engage in joint activities and discussions? 			
<ul style="list-style-type: none"> • Do the members offer each other help when needed? 			
<ul style="list-style-type: none"> • Do members report encounters across geographical or organizational boundaries? 			
<ul style="list-style-type: none"> • Do the members report feeling a sense of “belonging” within the community? 			

	<u>Desired</u>	<u>Emerging</u>	<u>Current Reality</u>
<p><i>Sharing and Exchanging of Knowledge</i> (Cambridge et al. (2005), as cited in Gotto et al.; Cashman et al., 2007; Hafeez & Khlalid, 2007; Henri & Pudelko, 2003; Hildreth & Kimble, 2004; Iverson, 2008; Wenger et al., 2002; Wubbles, 2007)</p> <ul style="list-style-type: none"> Do members engage in narration, or sharing their experiences through stories? Do members spend a significant amount of time sharing and exchanging knowledge? Do members view the community as a forum for the free-flow of ideas and information? Do members view their interactions in the community as a conversation, as opposed to a series of 1-sided reports? Do the members believe that they learn useful information from their interactions with others in the community? Do members report any coaching or mentoring from others in the CoP community? 			
<p><i>Reflection</i> (Barab & Duffy, 2000, as cited in Buysse et al., 2003; Buysse et al., 2003; Cambridge et al. (2005),</p> <ul style="list-style-type: none"> Do the members of the community engage in collaborative reflection on their individual and each other's experiences and concerns? Do members feel like their own level of self-reflection has been increased by participating in the community? 			
<p><i>Reproduction Cycle/Continuity:</i> (Barab & Duffy, 2000, as cited in Buysse et al., 2003; Buysse et al., 2003; Wubbles, 2007)</p> <ul style="list-style-type: none"> Do members believe that the CoP will extend beyond the current time/place/members? Do new members join? Do members of the CoP believe it will be useful...6 months from now? ...1 year from now? ...3 years from now? Does the level of activity of the CoP ebb and flow over time? 			

	<u>Desired</u>	<u>Emerging</u>	<u>Current Reality</u>
<h2>Outputs/Outcomes</h2>			
<h3><i>Action Orientation</i></h3>			
<p>(Cashman et al., 2007; Hafeez & Khlalid, 2007; Henri & Pudelko, 2003; Hildreth & Kimble, 2004; Iverson, 2008; Linehan et al., 2005; Wesley & Buysse, 2001; Wubbles, 2007)</p>			
<ul style="list-style-type: none"> Do members spend the majority of their time analyzing real-life situations or problems? 			
<ul style="list-style-type: none"> Do the members of the community express a desire to initiate change? 			
<ul style="list-style-type: none"> Do the members of the community express a desire solve common problems? 			
<ul style="list-style-type: none"> Is the community successful in turning principles/values of the field into realized policies and practices? 			
<h3><i>Construction of New Knowledge</i></h3>			
<p>(Cambridge et al. (2005), as cited in Gotto et al.; Cashman et al., 2007; Hafeez & Khlalid, 2007; Henri & Pudelko, 2003; Hildreth & Kimble, 2004; Iverson, 2008; Wenger et al., 2002; Wubbles, 2007)</p>			
<ul style="list-style-type: none"> Is the community successful in turning principles/values of the field into realized policies and practices? 			
<ul style="list-style-type: none"> Do members report that their previous understanding/knowledge has been transformed through participation in the community? 			
<ul style="list-style-type: none"> Do the members report generating new knowledge as a group through their interactions in the community? 			
<ul style="list-style-type: none"> Are members confident that they have developed a common knowledge base that they can refer to in the future? 			
<h3><i>Dissemination of Knowledge</i></h3>			
<p>(Buysse et al., 2003; Cashman et al., 2007; Linehan et al., 2005; Wesley & Buysse, 2001)</p>			
<ul style="list-style-type: none"> Do members feel connected with others in their field, outside of the CoP itself? 			
<ul style="list-style-type: none"> Are members able to disseminate information gained from the CoP to others in their field? 			

References

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