

Abstract

This study will discuss and evaluate the usefulness of the various features of the concerns-based adoption model (CBAM). It will explain how the CBAM works within other reform initiatives. It will also discuss how the CBAM of reform has been employed to successfully facilitate reform efforts in the Memphis school district to prevent its disappointing decline. The application of this assignment is to discuss and analyze the CBAM reform to help individuals implement strategic change reform to succeed in the vision of their institutions.

Assignment Overview: The Concerns- Based Adoption Model

The purpose of the Concerns- Based Adoption Model is to provide ways to assess change and implement strategic plan to attain school goal. The conceptual framework for this model is to ensure that individuals work together to support the process of managing educational change. The article states, “CBAM provides administrators and campus facilitators with information necessary to develop strategies that would support teachers' advancement in the program to higher levels of implementation (Hollingshead, 2009).” It is important to ensure that educators acknowledge the principles and strategies of CBAM by implementing the change necessary to support the school program operation.

How does the CBAM Model Works Within other Reform Initiatives.

The CBAM reform focuses on how individuals react to implement innovations. This model works best within other reform initiatives because it serves as a theoretical framework to build a relationship for people who are involved to implement the development of change in the institution. It inspires school administrators, teachers and students to treat each other with kindness to establish change to improve learning for learners. The article states, “Acknowledging that the execution of an innovation is a process and that interventions have the potential for

successfully influencing the direction and rate of change requires also that the process should be assessed and monitored for assistance to be beneficial to the users (Scott, & Teale, 2010/ 2011).”

I believe that CBAM helps schools to navigate and oversee new business development.

Could the Concerns-based Adoption Model of Reform have been Employed to Successfully Facilitate Reform Efforts in the Memphis School District and/or Possibly Prevent its Disappointing Decline?

Based on the reading, I realize that Memphis City began restructuring their 164 schools in 1995, by using the CBAM of reform. The purpose of introducing this model was to help school leaders know how to use reform innovations. The article states, “CBAM was developed at the University of Texas-Austin after the curriculum reforms in United States schools failed in the early 1960's (Hollingshead, 2009).” The reason for initiating the CBAM of reform was to improve student achievement in the Memphis City schools.

I believe that CBAM supports a process of change by involving individuals to focus on innovative educational Change. The Memphis schools used CBAM of reform to assist members participating in the schools reform raise concerns and implement sustainable innovative change. The article states, “It is a moment for the facilitator to clarify their program and it allows more time to better monitor the overall project (Manna, 2010).” It is significantly important that members of the Memphis School reform provide a map to why this change is important to fulfill.

Conclusion: My Perspective

I believe that the CBAM of reform was initiated to help members of the Memphis schools implement the process of change. The purpose of CBAM is to recognize how each

member feels toward change and to implement an innovation that works for everyone involved in the project development. The article states, “The dimensions of CBAM can be used to examine the components of an innovation, to track the progress of implementation, to report the findings objectively, and to design interventions or strategies that will move the process forward (Scott, & Teale, 2010/ 2011).” I believe this study is to propose a valuable educational reform plan to help support and provide ongoing educational needs to overcome challenges facing students academic progress.

The CBAM of reform shares the same goals with the Three's of Obama's Race to the Top (RTT) Program and No Child Left Behind to improve and implement innovative educational change plans. The purpose of RTT is to help sustain the states' focus on education improvement and provide financial support to inplement significant changes in the educational system. The purpose of NCLB is to enusre that all the children in our society receive quality and affordable education. I believe the United States educational reforms perspective is to challenge schools to share effective strategies on how they are preparing their students to win the future and achieve the goal of having the highest proportion of college graduates in the world. The article states, “Schools and districts usually embark on the change process with the goal of classroom and school improvement (Takahashi, 2012).” These reforms work to raise awareness to improve schools' systems.

Works Cited

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