

# Communities of Practice Indicators Worksheet

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

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

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

## References

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