Communities of Practice Indicators Worksheet

Membership	Check One		
	Desired	**Emerging**	**Current Reality**

Joint Enterprise
(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)

- Do members share a competence that distinguishes them from others?
- Do the members share a common sense of purpose?
- Do members appear to have similar interests?
- Do members report similar problems or experiences?

Diverse Membership
(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)

- Do the members of the community represent a variety of stakeholders?
- Does the community transcend organizational and geographical boundaries?

Participatory Framework
(Buysse et al., 2003; Cashmen et. al., 2007; Hildreth & Kimble, 2004; Linehan et al., 2005)

- Are members actively involved in setting goals?
- Are members responsible for devising a strategy or plan of action?
- Do members assist in running the community?
- Are members of the community internally motivated?

Process/Activities

Mutuality/Sense of Community
(Hildreth & Kimble, 2004; Iverson, 2008; Wenger et al., 2002)

- Do the members of the community build relationships with each other?
- Do the members engage in joint activities and discussions?
- Do the members offer each other help when needed?
- Do members report encounters across geographical or organizational boundaries?
- Do the members report feeling a sense of "belonging" within the community?

	Desired	Emerging	Current Reality
Sharing and Exchanging of Knowledge (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)			
• 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?			
Reflection (Barab & Duffy, 2000, as cited in Buysse et al., 2003; Buysse et al., 2003; Cambridge et al. (2005),			
• 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?			
Reproduction Cycle/Continuity: (Barab & Duffy, 2000, as cited in Buysse et al., 2003; Buysse et al., 2003; Wubbles, 2007)			
• 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?			

	Desired	Emerging	Current Reality
Outputs/Outcomes			
Action Orientation (Cashman et al., 2007; Hafeez & Khlalid, 2007; Henri & Pudelko, 2003; Hildreth & Kimble, 2004; Iverson, 2008; Linehan et al., 2005;Wesley & Buysse, 2001; Wubbles, 2007)			
• Do members spend the majority of their time analyzing real-life situations or problems?			
• Do the members of the community express a desire to initiate change?			
• Do the members of the community express a desire solve common problems?			
• Is the community successful in turning principles/values of the field into realized policies and practices?			
Construction of New Knowledge (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)			
• Is the community successful in turning principles/values of the field into realized policies and practices?			
• Do members report that their previous understanding/knowledge has been transformed through participation in the community?			
• Do the members report generating new knowledge as a group through their interactions in the community?			
• Are members confident that they have developed a common knowledge base that they can refer to in the future?			
Dissemination of Knowledge (Buysse et al., 2003; Cashman et al., 2007; Linehan et al., 2005; Wesley & Buysse, 2001)			
• Do members feel connected with others in their field, outside of the CoP itself?			
• Are members able to disseminate information gained from the CoP to others in their field?			

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