



# *Planning for Change: Policy Review and Classroom Practices*



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# Essential Questions

- What are the Stages of Change?
- How do they apply to implementation of effective grading practices?
- At what stage of readiness for change is your district in? (survey, document review)
- How do I use this information for strategic planning efforts?

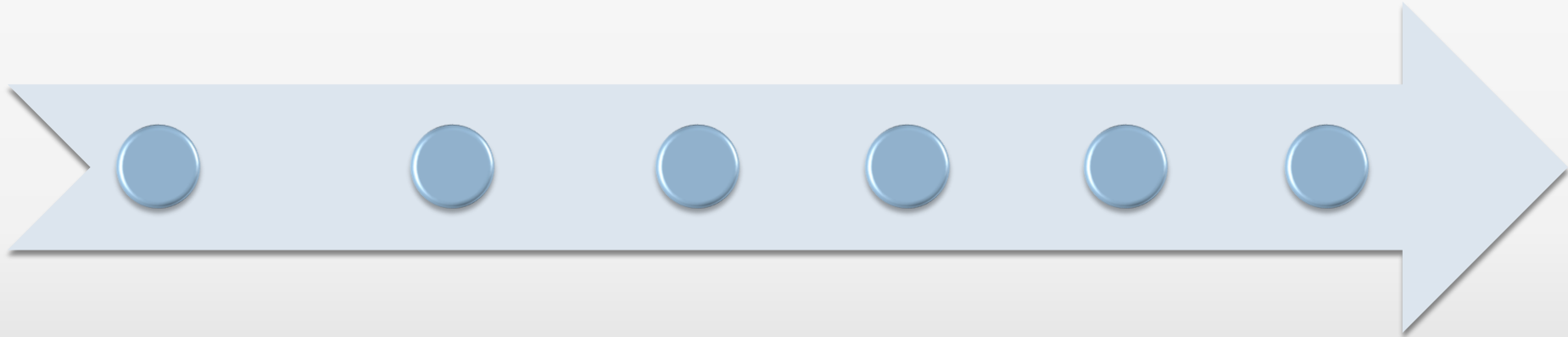


## Weight: Stages of Change-Short Form

- In the past month, have you been actively trying to lose weight?
- In the past month, have you been actively trying to keep from gaining weight?
- Are you seriously considering trying to lose weight to reach your goal in the next 6 months?
- Have you maintained your desired weight for more than 6 months?



# Transtheoretical Model: Stages of Change



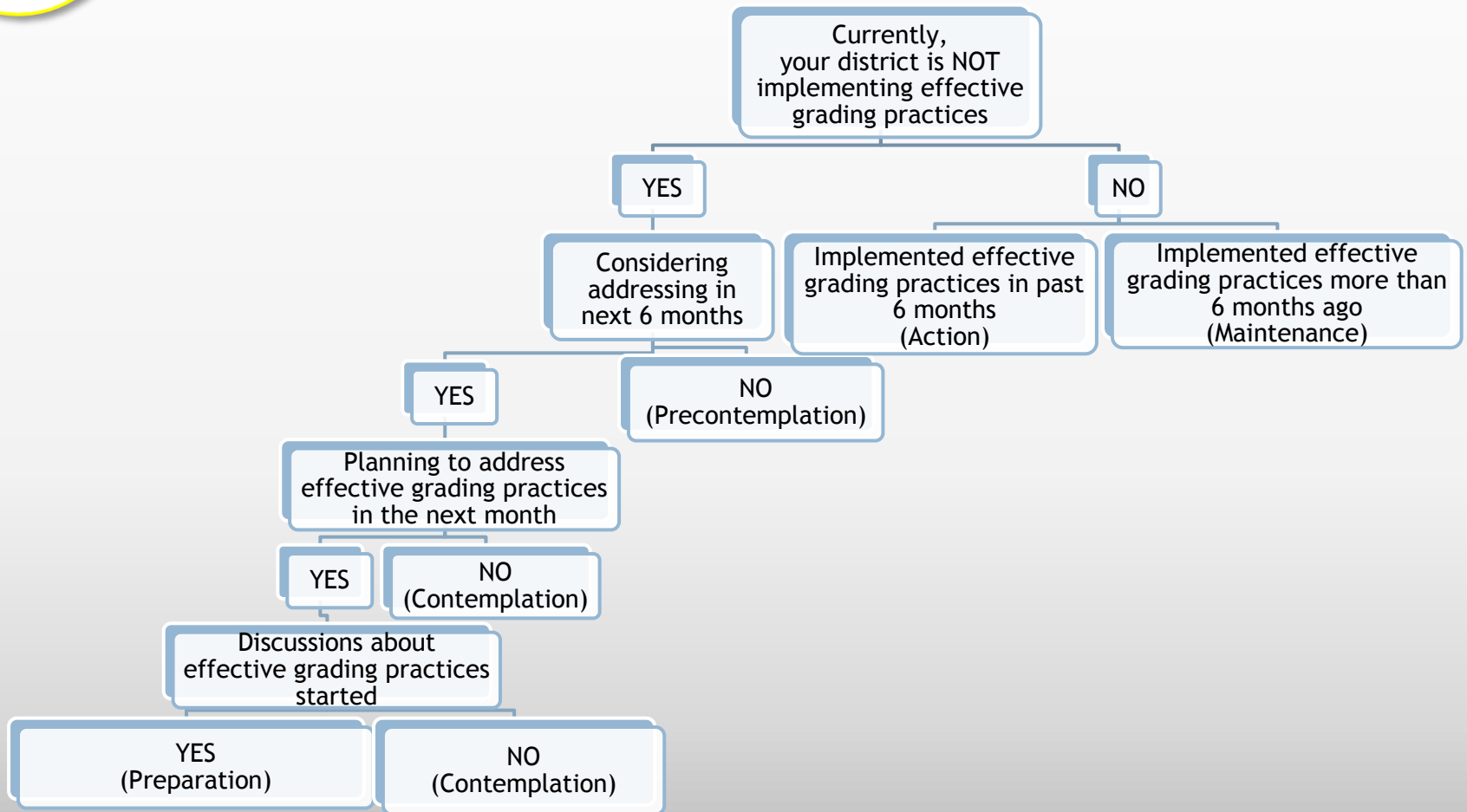


# Transtheoretical Model: Intermediate/Dependent Measures

- Decisional Balance
  - Pros vs. Cons
- Self-efficacy/Temptations
  - Behaviors in difficult situations



# Proposed Stages of Change Classification for Effective Grading Practices





# Identifying Stages

- Stakeholder survey
- Document review
  - District policies
  - Classroom “policies”
  - Meeting agendas



# Using Stages of Change Information

- Stakeholder communications
  - Who is where?
- Planning efforts
  - Appropriate and (cost) effective professional development





# Using Stages of Change Information

## Processes of Change

### Experiential (Early Stages)

- Consciousness raising
- Dramatic relief
- Environmental re-evaluation
- Social Liberation
- Self-reevaluation

### Behavioral (Later Stages)

- Stimulus control
- Helping relationships
- Counter conditioning
- Reinforcement management
- Self liberation



# Stages and Professional Development

*Not currently considering change*

**Stages**

**PD Approach**

- Pre-contemplation



# Stages and Professional Development

*Ambivalent; not considering change in the next month*

**Stages**

**PD Approach**

- Contemplation



# Stages and Professional Development

*Some are trying the change; planning to act within one month*

## Stages

- Preparation

## PD Approach



# Stages and Professional Development

*Practicing new behavior in 3-6 months*

Stages

PD Approach

- Action



# Stages and Professional Development

*Commitment to sustaining behavior (post-6 months to 5 years)*

Stages

PD Approach

- Maintenance



## Questions?

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