



Innovation Configuration Map
 as adapted from the Concerns-based Adoption Model for GROW.HERE. and Inspire

Components that MUST be at "Pilot" level before Inspire can be turned on

Component	Non Use	Pilot	Progressing	Advance
Assembling your GH Team *	A team has not been assembled yet. Only one or two staff members are interested in learning more.	A team has been assembled but may not yet include students, parents and/or subject teachers.	A full team has been assembled but does not meet on a regular basis to monitor implementation.	A full team has been assembled and meets on a regular basis to monitor implementation, track metrics and troubleshoot when needed.
Implementation Plan	An implementation plan has not been developed. The implementation information form has not been submitted.	An implementation plan exists, but may not be adequately detailed, may not address all components of the IC map or may be limited in scope. The implementation information form has been submitted based on this limited plan.	An implementation plan exists that addresses all IC components and the implementation information form has been submitted. However, this plan is not modified/updated on an annual basis.	An implementation plan exist that addresses all IC components and the implementation information form has been submitted. The plan will be modified/updated on at least an annual basis.
Aligning with ACP	GROW.HERE. and Inspire are not part of the district's ACP framework.	GROW.HERE. and Inspire are included in the district's ACP framework, but in limited capacity.	GROW.HERE. and Inspire are included in the district's ACP framework throughout many classes and programs.	GROW.HERE. and Inspire are included in the district's ACP framework throughout all classes and programs. It is the primary tool to engage with employers and obtain local labor market information.
Aligning with CTE	GROW.HERE. and Inspire are not part of the district's CTE programs.	GROW.HERE. and Inspire are utilized in some CTE classes and programs.	GROW.HERE. and Inspire are included in many CTE classes and programs.	GROW.HERE. and Inspire are included in all CTE classes and programs.

Training Staff - Inspire	Staff members have not been trained to use Inspire.	Staff members involved in using Inspire (per the Implementation Plan) have been trained directly or by a staff member who has been trained (Train the Trainer).	All staff members have a basic level of training for Inspire so it can be utilized in all classes and programs. Staff members who use Inspire most frequently have advance training.	All staff members have some level of training for Inspire. Staff members who use Inspire most frequently have advance training. Training is conducted annually and for new staff members.
Engaging Employers	Current employer partners have not been engaged in Inspire. Outreach has not been conducted. Employer partners have not registered on Inspire.	Some current employer partners have been contacted about Inspire via meeting or email/letter. No follow up has occurred since. Employer partners may not have registered on Inspire yet.	All current employer partners have been contacted at least once about Inspire. Registration on Inspire is encouraged as a part of most CBLEs. At least five employer partners have registered on Inspire.	Current employers are continually contacted about Inspire in all outreach requests. Registration on Inspire is a component of any CBLE conducted with students. At least 10 employer partners have registered on Inspire and the number increases consistently over time.
Engaging Staff, Administrators and Board Members	There is no plan to communicate information about GROW.HERE. and Inspire with staff, administrators and board members.	Staff and administrators have received some information about GROW.HERE. and Inspire.	Staff, administrators and board members receive regular updates on GROW.HERE. and inspire that include metric reports.	Staff, administrators and board members receive regular updates on GROW.HERE. and Inspire that include metric reports and offer related professional development opportunities and share best practices to encourage expanded use.
Gather Career-based Learning Metrics	No baseline metrics have been measured using Inspire or by other means.	Baseline metrics have been measured and shared with Milwaukee7, but not by using Inspire.	Career-based learning metrics are being measured, shared and analyzed on an annual basis using Inspire as well as by other means.	Career-based learning metrics are being measured, shared and analyzed on an annual basis using Inspire only.

Additional Components

These components do not necessarily need to be at “Pilot” level before Inspire can be turned on.

Component	Non Use	Pilot	Progressing	Advance
Training Staff - CBLEs	No staff members have been trained on how to integrate CBLEs into classes and programs and/or how to engage with local business partners.	A few staff members have been trained on how to integrate CBLEs into classes and programs and/or how to engage with local business partners.	A majority of staff members have been trained on how to integrate CBLEs into classes and programs and how to engage with local business partners.	All staff members have been trained on how to integrate CBLEs into classes and programs and how to engage with local business partners.
Engaging Parents	Parents have not received any information about GROW.HERE. and Inspire.	Parents have received some information about GROW.HERE. and Inspire.	Parents receive regular updates on GROW.HERE. and Inspire that include metric reports.	Parents receive regular updates on GROW.HERE. and Inspire that include metric reports as well as additional information about local career pathways and education/training opportunities for their students.
Employer Partnership Development	Employer Partners do not participate in any CBLEs.	Employer Partners only participate in occasional single event CBLEs (job shadow, career fair etc.)	Employer Partners participate in frequent single event CBLEs.	Employer Partners participate in both single event and long-term CBLEs (internships, advisory boards etc.)
Evaluating quality of CBLEs	CBLEs are not evaluated.	Some CBLEs are evaluated informally by students and/or employers.	CBLEs are regularly evaluated by students, staff members and employers.	CBLEs are regularly evaluated by students, staff members and employers. Evaluation results are used to determine additional professional development and support needed to increase the quality and effectiveness of CBLEs.

Managing Risk Management/Liability Issues	The district has not obtained current information on liability and risk management issues related to providing CBLEs.	The district has obtained information on liability and risk management issues related to providing CBLEs but has not re-evaluated current policies and procedures.	The district has obtained information on liability and risk management issues related to CBLEs and has made any necessary changes or additions to policies or procedures.	The district has obtained information on liability and risk management issues related to CBLEs and has made any necessary changes or additions to policies or procedures. There is a plan in place to regularly update policies and procedures to respond to legislative changes and/or district implementation.
Preparation and reflection process for CBLEs	There is no preparation or reflection process for CBLEs.	Some classes or programs may have a preparation and/or reflection process for CBLEs.	All classes and programs have a preparation and reflection process for CBLEs.	All classes and programs have a preparation and reflection process for CBLEs that includes modifying ACPs based on CBLE outcomes.

* Your GROW.HERE Team should consist of:

- Principal and/or Assistant Principal
- School Counselors
- CTE Teachers
- 2 Special Education Teachers
- 2 Academic Subject Teachers
- 2 Business Partners
- 2 Students (if possible)
- 2 Parents (if possible)