

Collective Teacher Efficacy (CTE) Protocol

Purpose

Collective Teacher Efficacy (CTE), or faculty's collective belief that they can influence students' academic growth, is key to creating an effective professional learning community (PLC). Use the following protocol to make space for efficient and meaningful communication that foregrounds educators' and students' unique experiences.

Preparation

Establish norms for discussions and a consistent meeting time. Choose a facilitator to ensure that the discussion stays focused. Review the purpose and preparation for each protocol prior to the meeting.

Process



Examine a Growth Area

Share a document or anecdote (e.g., test scores, an IEP, student work, a description of an incident) that illustrates an area where you want to affect change.



Define Success

Identify the ways in which you are already succeeding, and envision a more successful scenario



Identify the Obstacles

Consider individual, interpersonal, and systemic obstacles that might get in the way of the change(s) you want make.



Recognize Ability

Brainstorm ways to affect change through a new lens. Stay focused on solutions and ensure that each group member is heard.



Act for Results

Choose an action to try. For support and accountability, consider pairing up with a colleague to discuss your progress periodically.



Reflect and Celebrate

Reflect on the process. Discuss areas for growth as a group and name and celebrate success as it happens.