

# **Collective Efficacy:** Empowering Teachers & Boosting Student Success

**Katie Jones - Educator Development Specialist**

# Learning Intentions

- Define collective efficacy
- Assess your current culture of collaboration
- Examine current practices that build collective efficacy
- Develop strategies to build collective efficacy
- Become aware of opportunities to learn more about Collective Efficacy

# Let's talk about TEAMS!

Name different  
“teams” that  
come to mind.



# Let's talk about TEAMS!

Turn to a person  
close to you and  
describe a team  
you are a part of.

# PLC



# What is PLC?



- Consider your current collaboration time
- Create a new acronym
  - 4-6 words to describe your current team time without using P.L.C.
  - Example: No one gets along = NOGA

The background consists of a dense, overlapping collage of colorful sticky notes in shades of blue, green, pink, and yellow. Each sticky note has a large, black, hand-drawn question mark on it. The notes are scattered across the entire frame, creating a vibrant and curious atmosphere.

**So...**  
**Why are we**  
**doing it?**

# Engaging in “joint-work” fosters collective efficacy.

Teachers' shared belief that through collective action, they can **positively influence student outcomes**, including impacting those who are disengaged and/or disadvantaged.



# Collective Efficacy in Action



## DEFINING COLLECTIVE EFFICACY

Collective efficacy is the impact individuals have when they work together for a shared goal



## POWER OF COLLECTIVE EFFICACY

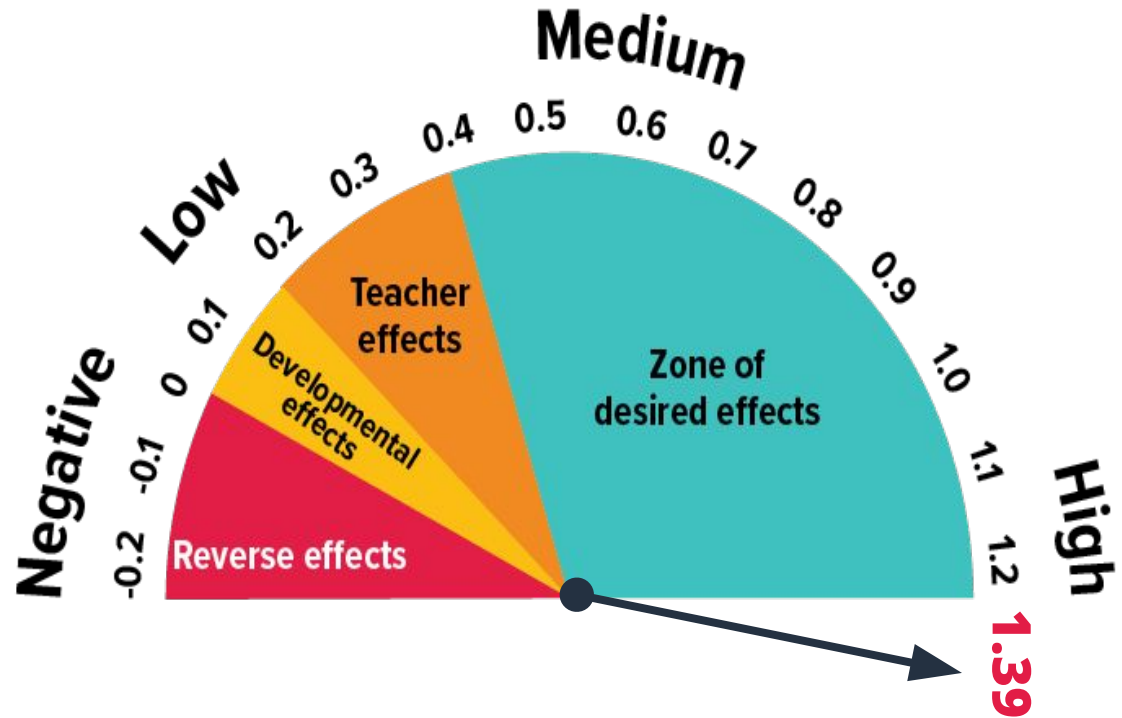
Collective efficacy has been shown to have a positive impact on student learning outcomes



## BUILDING COLLECTIVE EFFICACY

Building collective efficacy is a process that requires trust, collaboration, and shared responsibility.

What does **collective efficacy** have to do with it?



**How do we make  
collaboration time more  
meaningful and effective  
*and*  
build collective efficacy?**

# Empowering Teams

Five Enabling Conditions

Goal  
Consensus



Empowered  
Teachers



Supportive  
Leadership



Embedded  
Reflective  
Practice



Cohesive  
Teacher  
Knowledge

Supportive leadership is fundamental to cultivating collective teacher efficacy. In schools with high levels of supportive leadership, **school leaders show concern for the teaching staff.** They **provide explicit support** to teachers in carrying out their duties effectively and **regularly acknowledge the accomplishments** of individuals and teams within the school.



# Supportive Leadership

**Let's have a  
little fun!**

**Alphabet  
Pyramids  
Wanna play?**





# Embedded Reflective Practice

In schools with reflection embedded as a cultural norm of practice teachers continually re-examine the extent to which teaching practices support the learning of all students. Teachers **regularly seek feedback** from students and use it to adjust their instruction. Teachers also **examine multiple sources of evidence** when considering student progress and achievement over time.

In schools with high levels of cohesive teacher knowledge there are shared beliefs about instructional approaches that are most effective for student learning. The teaching staff agrees about what constitutes **effective classroom instruction**. They agree about **assessment strategies** that are the most impactful and, they are **aware** of the teaching practices used by other teachers in their school.

# Cohesive Teacher knowledge



# Goal Consensus

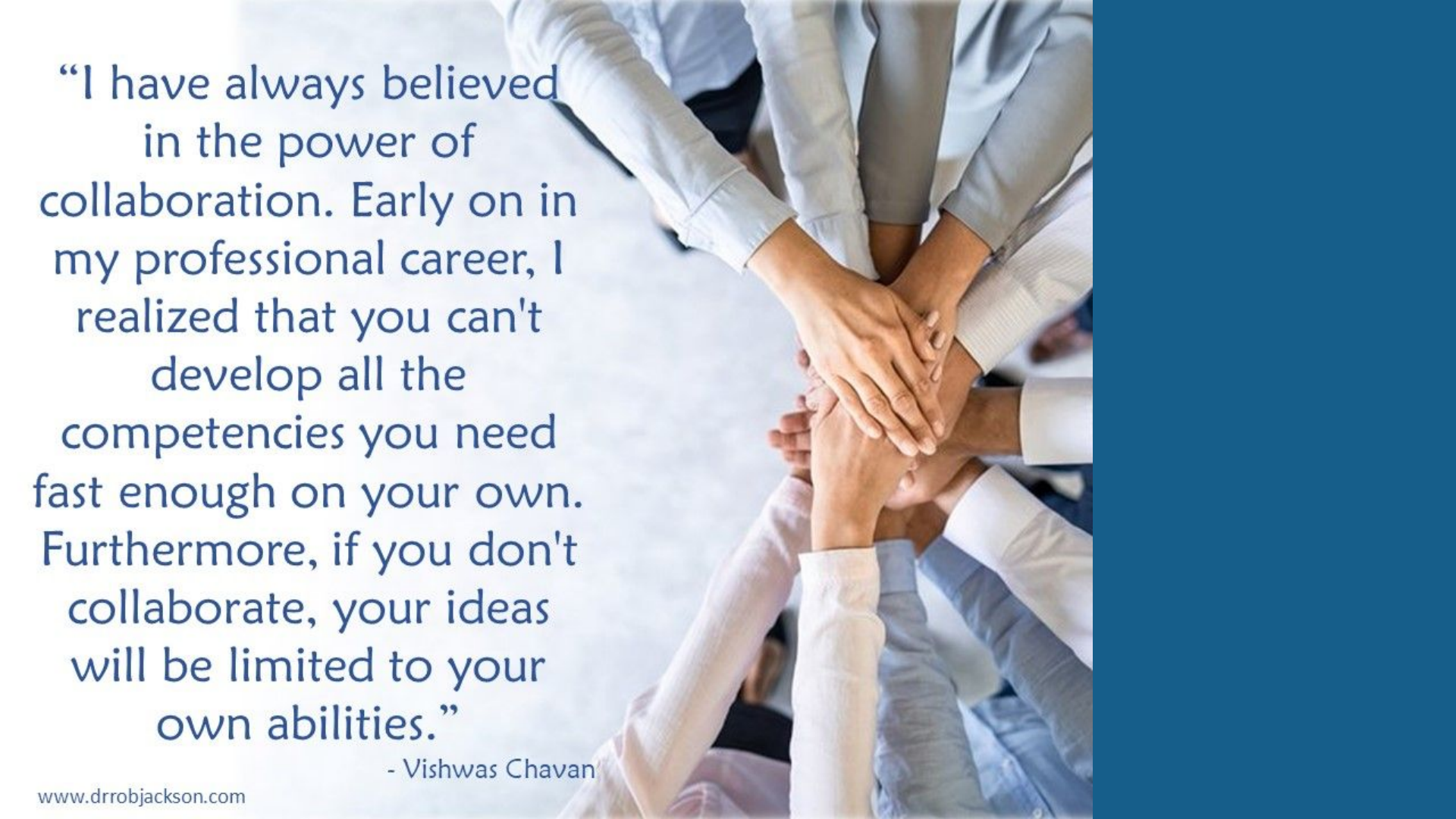


In schools with high levels of consensus and understanding of goals, school-wide improvement **goals are clear, specific and realistic.** Improvement goals are established and understood by all teaching staff and, there is a process in place for teachers to collaborate when setting goals for improvement.

# Empowered Teachers

In schools with high levels of teacher empowerment teachers' ideas and expertise are valued. Teachers are **entrusted to make important decisions** on school-wide issues, provided with **authentic leadership opportunities**, and they have a **voice** in matters related to school improvement.





“I have always believed  
in the power of  
collaboration. Early on in  
my professional career, I  
realized that you can't  
develop all the  
competencies you need  
fast enough on your own.  
Furthermore, if you don't  
collaborate, your ideas  
will be limited to your  
own abilities.”

- Vishwas Chavan

Jenni Donohoo



Dr. Jenni Donohoo is an esteemed educational leader with over 25 years of experience, recognized for her work as a facilitator, author, and researcher dedicated to school improvement and professional learning. Her best-selling publications have been translated globally, and she serves as the Director of the Jenni Donohoo Center for Collective Efficacy. Internationally acknowledged, she has spoken at major educational conferences worldwide.





Elevate your *literacy initiative* and foster *collective efficacy* in your school with this free professional learning experience led by **Dr. Jenni Donohoo**.

#### WHO CAN ATTEND?

##### Elementary School Leadership Teams

- School Principal (Required)
- Instructional Coach
- Reading Interventionist
- Grade level representatives
- SpEd and ESL teachers
- District Coordinators

#### REGISTER HERE

##### FOR MORE INFORMATION CONTACT

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## 2025-26 Fostering Collective Efficacy Institutes

#### NEW OFFERINGS

##### Part 1 - Foundations of Efficacy - For New Participants

- Sept 22 & 23 - St. George
- Feb 23 & 24 - SLC

##### Part 2 - Collective Efficacy in Action

- For participants who attended previous institute sessions 2023-25

- Sept 24 & 25 - St. George
- Feb 25 & 26 - SLC

##### The Efficacy Effect: Transforming Literacy Outcomes

- Feb 27, 2026 - SLC

##### Collaborating for Collective Efficacy: An Open Space Event

- June 9, 2026 - SLC

##### Instructional Leadership: Building Principal Efficacy

- June 10, 2026 - SLC

**ALL DAY SESSIONS 8:30-3:30**

## JOIN THE COLLECTIVE EFFICACY COMMUNITY OF PRACTICE



The *Collective Efficacy Community of Practice* invites all Fostering Collective Teacher Efficacy Institute participants to meet with us online in our monthly webinar series accompanied by a corresponding newsletter and Canvas course to celebrate impact, revisit challenges, collaboratively counsel with other administrators and teacher teams and reinvigorate all to continue the joint-work!

#### MONTHLY VIRTUAL WEBINARS

- September 11
- October 9
- November 13
- December 11
- January 15
- February 19
- March 12
- April 16



All Webinars held  
after school hours  
4:00 - 5:00 PM

<https://tinyurl.com/CE2025WebinarSeries>

#### IN-PERSON OPEN SPACE EVENT

This collaborative event empowers educators to strengthen their collective efficacy implementation efforts. Participants will share insights, address challenges, and work together to foster continued growth and success.

**JUNE 9, 2026 - SLC**

#### Why Join the Community of Practice?

- ✓ Join a network of administrators / teachers
- ✓ Access to thought partners doing the work
- ✓ Constant focus on building collective efficacy
- ✓ Additional resources & continued support
- ✓ Monthly webinar, Newsletter and discussions

#### REGISTER TODAY!

<https://tinyurl.com/CE2025OpenSpace>



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**Utah State Board of Education**

# Learning Intentions

- Define collective efficacy
- Consider your current culture of collaboration
- Examine current practices that build collective efficacy
- Examine tools and protocols for observable impact
- Become aware of opportunities to learn more about Collective Efficacy

# Call for Action

- Identify your current reality: what's working, what needs improvement?
- What can you do in your current setting to build the conditions for collective efficacy?
- Attend an upcoming collective efficacy event and join the community of practice.



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