

Efficacy (Personal and Collective)

Teacher efficacy is the teacher's belief in his or her capability to organize and execute courses of actions that are required to accomplish a specific teaching task in a particular context, also often referred to as the self-efficacy of the teacher (Bandura, 1997). During the past several decades, research demonstrates consistent positive connections between teacher efficacy and student achievement because teacher's perceived efficacy promotes effort and persistence that lead to student success (Hoy & Miskel, 2013). Most of the research on self-efficacy stems from Bandura's pioneering work on human agency and social cognitive theory (Bandura, 1997).

Collective efficacy is a group's shared belief in its conjoint capabilities to organize and execute the courses of action to achieve a given standard of success (Bandura, 1997). This collective belief refers to the group's operative capabilities. Collective efficacy of schools was measured and researched in schools by Goddard, Hoy, and Woolfolk Hoy (2000) in one of the earliest studies of the relationship between collective efficacy and student achievement. They found a substantial positive relation between collective efficacy of schools and student achievement, even controlling for socio-economic status. Furthermore, in a comprehensive meta-analysis of the research of student achievement, John Hattie (2016) concluded that collective efficacy was the single best organizational predictor of student achievement. Similar, to the research on teacher efficacy, collective efficacy in schools promotes student achievement because such efficacy fosters effort and persistence, challenging and realistic goals, resilience, and trust and cooperation among students, teachers, and parents as well as a general culture of academic optimism.

For a nice summary of this research and ways to foster collective teacher efficacy in schools, see Jenni Donohoo's *Collective Efficacy: How Educator's Beliefs Impact Student Learning* (Thousands Oak, CA: Corwin Press).