

CTE Protocols

Collective Teacher Efficacy (CTE), or the belief that teachers can influence students' academic growth, is key to creating an effective professional learning community (PLC). Teachers build collective beliefs by **defining** what success looks like, **identifying** obstacles to that success, **recognizing** their ability to address those obstacles, and **acting** to work toward achieving the desired results.

BEFORE THE PROTOCOL

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.

THE PROTOCOL



APPRAISE

Examine an artifact or anecdote that illustrates a concern a group member has. Their concern might refer to the needs of a single student, a whole class, or the whole school. The artifact could be test scores, an IEP, student work, or a description of an incident.

The facilitator should encourage the group to view the concern as a challenge, rather than a problem and avoid trying to find a solution before fully understanding the concern.



ASK

Ask questions to help **define** what success might look like if the concern was resolved and **identify** what obstacles might be in the way.

The facilitator should encourage members to focus on understanding the issues surrounding the concern, and not move into analysis.



ANALYZE

Recognize the group's ability to address the obstacles and brainstorm potential solutions by analyzing the concern through the lens of SEL and investigating which competencies will help produce the desired results.

The facilitator should ensure that the discussion focuses on solutions and that each group member has space to share and be heard.



ACT

Finally, **act** on insights from the group to achieve the desired results.

For support and accountability, consider pairing up with another teacher to discuss your progress on the action step throughout the week.

AFTER THE PROTOCOL

Reflect on the process, including how well the group followed the protocol and how productive the conversation was. Talk about ways to improve for the next meeting.

Celebrate success. As your group focuses on solutions, be sure to name and celebrate success when it happens.