

CASS Fall 2025 Presentation Participant Guide

Session: Collective Teacher Efficacy: Leading System-Wide Transformation to Address Staff Well-Being and Classroom Complexity. (Presenter - Adriana Klassen)

Session Overview

This session explores how school leaders can drive staff collaboration, well-being, and impactful classroom practice through collective teacher efficacy.

Key Concepts

- Collective Efficacy: A group's shared belief in its combined ability to organize and carry out the actions required to achieve desired results (Bandura, 1997).
- Collective Teacher Efficacy (CTE) fosters collaboration, innovation, and confidence in navigating complexity.
 - Linked to staff well-being, relational trust, and sustainable change.
 - Donohoo (2018) and Hattie (2016) highlight its significant impact on student achievement.

Reflect and Share - Exploring Collective Teacher Efficacy in Action

- Reflect on the past year: Can you recall a moment when your staff truly came together, for example, to navigate change, support diverse learner needs, or manage rising workloads?
- Turn to a partner and share: What made that collaboration or collective effort possible?

Reflect, Share, Network - Current Context

- Reflect: How do you see these challenges in your own context?
- Share with a partner: Identify one shared challenge and one effective practice that supports staff well-being in your setting.
- Network: Find someone from a different district and share one approach your team has used to address staff workload.



Scenario Discussion Activity

District feedback highlights growing pressures across the system:

- Teachers report rising stress and workload due to increasing demands, curriculum and assessment changes, and the complexity of managing diverse classroom needs.
- Parents express concern that their children are not receiving sufficient individualized support.
- Student engagement data shows declining participation in enrichment programs and extracurricular activities.

As a system education leader, you recognize that these challenges are interconnected - reflecting system strain that affects staff well-being, work intensification, classroom complexity, and student experience.

Discussion Prompts:

- Which of these challenges are most urgent in your context, and why?
- How might fostering collective teacher efficacy help reduce work intensification and support staff well-being?
- What leadership actions could strengthen collaboration and improve classroom experiences despite rising demands?
- How can you prioritize interventions that balance teacher support with student outcomes?

Gallery Walk Activity

Synthesize learning and share practical strategies to build CTE and reduce staff work intensification.

1. Current Strategies: What are you currently doing to reduce staff workload?
2. Collective Efficacy: How could CTE be strengthened at the system level?
3. Barriers & Solutions: What barriers exist, and what strategies might help overcome them?

CASS SESSION REFLECTION

What key concepts or ideas resonated with you today?

Questions and Wonderings

Fostering collective teacher efficacy is not about taking on more work; it is about focusing our efforts on what truly matters - our shared purpose and collective impact.

Reflective Prompt: What is one small, intentional action you will take in the next month (or year) to foster collective teacher efficacy in your context?
