



SELF-EFFICACY

To get started, read each of the statements below and check either *Yes* or *No* in response to *I am certain that I can . . .*

I am certain that I can . . .	Yes	No
1. Guide teachers on educational outcomes		
2. Observe teaching and provide meaningful feedback		
3. Develop clear instructional expectations for teachers		
4. Lead professional learning on high-effect pedagogy		
5. Engage confidently in conversations about instructional quality		
6. Create enthusiasm among teachers for quality teaching and learning		
7. Develop a culture of collaboration for instructional improvement		
8. Establish structures and routines that build teacher efficacy		
9. Create a shared language of learning across the school community		
10. Support professional learning communities		
Total of Yes and No responses		

If you have three or more *No* responses, you may lack a strong sense of self-efficacy for instructional leadership. But this can change. You can strengthen your self-efficacy by taking charge of your development as an instructional leader. Consider reaching out to a trusted colleague known to be a strong instructional leader and learn from them. Work with a mentor who can coach you in instructional leadership. Seek professional learning opportunities to develop your skills as an instructional leader, access district resources to support your development, and become a reader of articles and books focused on instructional leadership. Finally, you must start engaging in the work and be willing to make and learn from mistakes to build your instructional leadership skills and confidence. As you study the remaining sections of this module, be mindful of your own sense of efficacy to do this work and target content that might address gaps in your skill bank.

Consider the following reflection questions for central office leaders charged with supporting the learning and development of school-based leaders:

- To what extent do you and/or your team intentionally address the self-efficacy of school leaders for instructional leadership?
- What learning opportunities might you provide to build the knowledge, skill, and personal confidence of school leaders to lead instruction in their schools?

Retrieved from the companion website for *How Leadership Works: A Playbook for Instructional Leaders* by Cathy Lassiter, Douglas Fisher, Nancy Frey, and Dominique Smith. Thousand Oaks, CA: Corwin, www.corwin.com. Copyright © 2022 by Corwin Press, Inc. All rights reserved. Reproduction authorized for educational use by educators, local school sites, and/or noncommercial or nonprofit entities that have purchased the book.