

Figure 11.1: Gauging the Conditions for Collective Teacher Efficacy

Score each of the following: (1) seldom, (2) sometimes, (3) often, or (4) frequently.	
We invest sufficient time in building good relationships among the adults in this building or on this team.	
Teams have excellent collaboration skills.	
Our leaders are good listeners—they take time to understand our concerns, needs, and triumphs.	
People feel safe and supported here—they admit mistakes and ask for help to improve practice.	
Performance feedback from leadership is valuable, helpful, and supportive.	
Our leader is aware of each team's atmosphere and provides the necessary support to improve trust or collaborative practices.	
We know how to engage in difficult conversations both productively and respectfully.	