Leadership Practice
- Public Learning
  - Support for work of teams
  - Creation of an environment supportive of risk-taking
- Professional Development

Organizational Processes
- Structures in Place
  - Instructional Mandate
  - Attention to Processes
  - Vertical/lateral accountability

Individual and Collective Efficacy Beliefs
- Broaden instructional repertoires
- Normative Press increases expectation of success, perseverance
- Creation of an environment supportive of risk-taking
- Interplay growth individual and collective efficacy beliefs

Student Achievement
- Individual efficacy linked to classroom behaviors
- Collective efficacy a strong predictor of whole-school achievement

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