

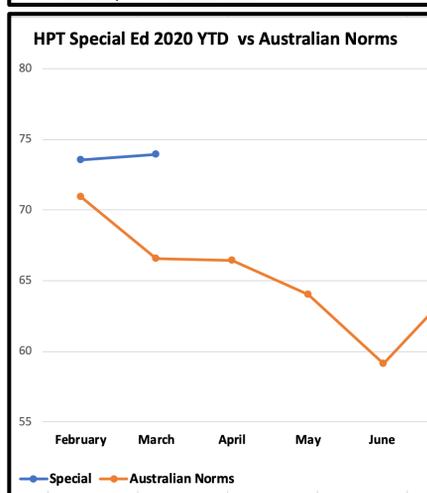
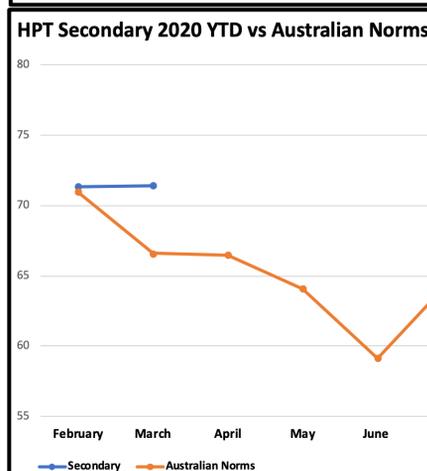
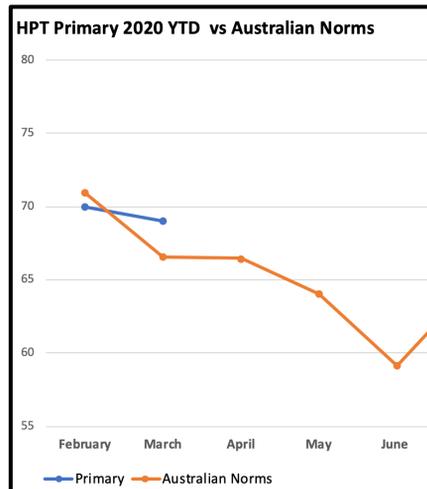
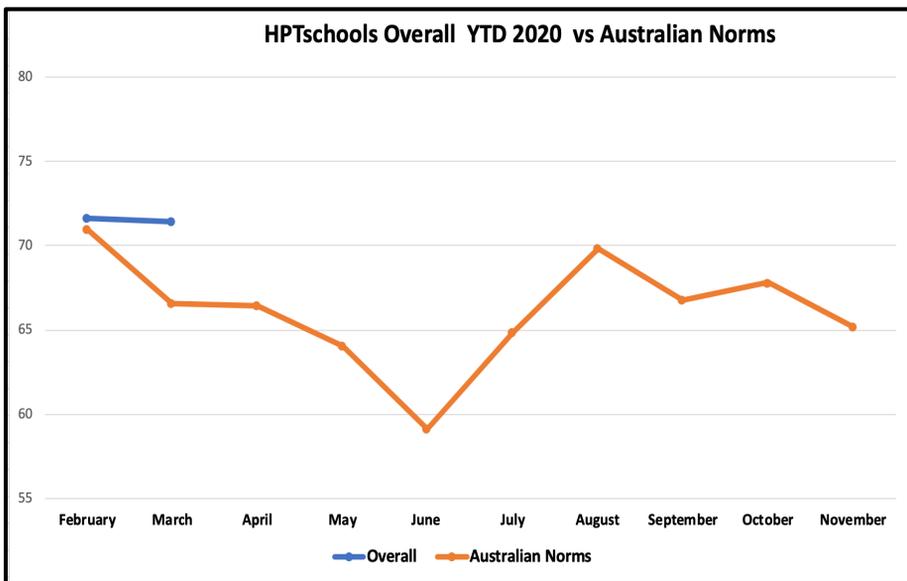


Collective Efficacy

In Australian Schools

Data Trends & Insights: March 2020 Report

Part 1. The State of The Nation: CTE Pulse Data Trends YTD



Part 2. Insights for School Leaders

COVID 19: Wellbeing & Collective Teacher Efficacy (CTE)

As April 2020 begins and schools are in uncharted territory with the COVID-19 crisis, school pulse data in HPTschools shows Collective Efficacy levels have surprisingly remained steady – much higher than Australian Norms. Primary school staff showed some reduction (but still above norms) whilst Secondary and Special Ed staff had increases from February to March.

Crisis Creates Clarity: Clarity Improves Efficacy

An often overlooked positive amidst crises is the increased clarity about what's important and urgent vs unimportant and non-urgent. Such clarity actually increases collective efficacy as

you can see in the pulse data trends.

Crisis & Transformation: Building High Performance Teams

With teaching and non-teaching teams working in a mix of remote and onsite locations there is a 'readiness' for expanding the use of *Team Pulse Systems, Teacher Update Tools & Meeting Toolkits*.

These toolkits work seamlessly in remote or face-to-face settings. with staff typically more open to improved ways of working if they have immediate benefit in the current context (and then become business as usual once the crisis is over).

Quick Links To Toolkits:

NEW Team Pulse Quickstart Video & Debrief Protocol:

<https://www.hptschools.com/teampulse>

Teacher Update Tool & Meeting Toolkit:

https://docs.wixstatic.com/ugd/3d9c4e_e0770f10fa444bc4bc5d775493907ef5.pdf