

Recommendations for Solving Teacher Shortages at Tupelo Middle School

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Author Note

I have no known conflict of interest to disclose.

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Write the central research question for your research:

How can the problem of a teacher shortage at Tupelo Middle School be solved?

Basic Information About the Theory:

☐ Identify the Theory

Social Cognitive Theory

☐ Identify the primary theorist(s). List them.

Albert Bandura

☐ Identify where or how this theory originated.

Albert Bandura is credited as being the originator of both the Social Learning Theory and the Social Cognitive Theory. He is primarily recognized for his contributions to Social Learning Theory, particularly in the context of studying adolescent children. One of his notable experiments conducted in the 1960s involves the utilization of the Bobo doll. Through his work, he demonstrated various adult behaviors towards a doll-like object that exhibited a rocking motion upon being toppled.

The trials revealed the impact of internalizing and mimicking others' behaviors on an individual. Social Cognitive Theory originated from Social Learning Theory and was formulated in 1986. It included influential aspects such as the individual's personality and cognitive processes, the advantages of the activity itself, and their surroundings.

Review of Theoretical Article or Book Selection #1

- ☐ List the reference in current APA.

BANDURA, A. (2001). Social cognitive theory: An agentic perspective. *Annual Review of Psychology*, 52(1), 1-26. <https://doi.org/10.1146/annurev.psych.52.1.1>

- ☐ In 5–10 sentences, summarize the theory using citations.

Social Cognitive Theory explores how individual health behaviors are shaped by a combination of personal experiences, the behaviors of others, and environmental circumstances. It expands on Social Learning Theory by demonstrating that individuals are not solely influenced by their surroundings, but also actively shape the environment in which they exist. The theory posits that social cultures are constructed via human activity, which is governed by rules and laws. People form result expectancies by observing conduct throughout social interactions. Bandura posits that individuals make decisions based on their anticipation of favorable consequences and, hence, refrain from engaging in acts that will result in unfavorable outcomes (Bandura, 2001). The Social Cognitive Theory posits that individuals are not solely driven by the pursuit of positive results, but also possess the ability to self-motivate in order to achieve their desired ends. One should not passively remain idle and anticipate the occurrence of events.

Events occur, but individuals thereafter take proactive measures to exert effort in order to get the intended results. Self-motivation arises from the establishment of goals that are based on values, including one's personal identity.

In order to attain goals, it is necessary to have a constant presence of self-satisfaction, self-worth, and a sense of pride (Bandura, 2001).

- ☐ Identify the constructs that keep reappearing in the selected source. List and define them.

Intentionality results in deliberate actions that are in line with one's personal objectives. An intention is a cognitive representation of a forthcoming action that an individual plans to carry out. (Bandura, 2001).

Forethought refers to the deliberate and conscious decision-making process that individuals engage in before taking action. By employing careful planning and anticipation, motivation is harnessed to generate strategies that align precisely with the desired results. (Bandura, 2001).

Self-reactiveness refers to an individual's inclination to independently motivate and manage themselves in order to actively pursue the chances they desire. Engaging in regular

surveillance of one's actions and the surrounding conditions that influence them is an immediate and essential initial measure towards modifying results. Ethical judgment is an integral component of self-awareness as it encompasses the assessment of moral correctness or incorrectness, driven by predetermined objectives (Bandura, 2021).

Self-reflectiveness refers to the process in which individuals assess their own motivation, values, and the significance of their endeavors in life. Efficacy beliefs refer to individuals' confidence in their ability to achieve desired outcomes through their control over their own actions and the occurrences in their surroundings.

Self-reflectiveness encompasses self-efficacy, which plays a crucial part in self-motivation to achieve the goals established by individuals (Bandura, 2021).

☐ Quotes

"The essence of human agency is the ability to exercise control over the nature and quality of one's life. People are not only influenced by the environment, but they also influence the environment and themselves through their actions" (Bandura, 2001, p. 2).

"The pursuit of goals involves a self-regulatory process where individuals set goals, anticipate obstacles, and adjust their strategies accordingly. This self-regulation requires an ongoing appraisal of progress, which is influenced by the clarity and challenge of the goals set" (Bandura, 2001, p. 3).

☐ Identify what role this article might play in your research.

This paper will be crucial to my research as it offers foundational knowledge on Social Cognitive Theory. By comprehending the fundamental framework and functions of different components of the theory, one can gain a more profound insight into the ways in which Social Cognitive Theory contributes to research. The conduct of individuals and their intrinsic drive will play a crucial role in tackling the scarcity of teachers. By having knowledge of individuals'

By examining individuals' motivations and their desired environment, we can gain a deeper understanding of the specific setting required to recruit and retain highly skilled teachers.

☐ New references to examine:

Bandura A. 1997. Self-Efficacy: The Exercise of Control. New York: Freeman
 Brandtst dter J. 1992. Personal control over development: implications of self-efficacy. Self-Efficacy: Thought Control of Action, ed. R Schwarzer, pp. 127–45. Washington, DC: Hemisphere

Rumjaun, A., Narod, F. (2020). Social Learning Theory—Albert Bandura. In: Akpan, B., Kennedy, T.J. (eds) Science Education in Theory and Practice. Springer Texts in Education. Springer, Cham. https://doi.org/10.1007/978-3-030-43620-9_7

Review of Theoretical Article or Book Selection #2

- ☐ List the reference in current APA.

Schunk, D. H., & DiBenedetto, M. K. (2020). Motivation and social cognitive theory. *Contemporary Educational Psychology*, 60, 101832.

- ☐ In 5–10 sentences, summarize the theory using citations.

Social Cognitive Theory focuses on the psychological processes that drive motivation. Individuals must possess intrinsic motivation to effectively execute assigned tasks and demonstrate a strong orientation towards achieving desired objectives. Social Cognitive Theory is founded on Bandura's premise that learning occurs through observation, where individuals must actively pay attention to a model, retain the observed behavior, reproduce the model's actions, and be motivated to do so (Schunk & DiBenedetto, 2020). Outcome expectancies, which are cognitive beliefs, are formed by social interactions between the observer and the model (Schunk & DiBenedetto, 2020). Bandura suggests that humans are able to attain goals by having the motivation and determination to actively influence and create positive results in the events that take place. Establishing objectives and formulating methods to achieve those objectives is a fundamental aspect of the idea. Social Cognitive Theory examines the influence of human relationships on the motivation and inspiration of results, as well as the social environment in which these interactions occur (Schunk & DiBenedetto, 2020).

- ☐ Identify the constructs that keep reappearing in the selected source. List and define them.

Goals have a significant role in Social Cognitive Theory. By setting goals and working toward them, individuals can provide direction for desired outcomes. A goal is a cognitive representation of an individual's desired achievement (Schunk & DiBenedetto, 2020).

Self-efficacy, a component of Social Cognitive Theory, suggests that individuals who possess a desire to learn are more inclined to actively participate in activities such as goal-setting, employing effective learning techniques, assessing their progress, and cultivating a conducive learning atmosphere (Schunk & DiBenedetto, 2020).

Values refer to the significance and practicality of acquiring knowledge. An individual's behaviors are a direct manifestation of their underlying ideals. People tend to accomplish more when the results are in harmony with their personal values (Shunk & DiBenedetto, 2020).

Outcome expectations are determined by past experiences and indicate the probability of the anticipated result. Individuals' actions are influenced by their beliefs about the expected

consequence, hence their motivation is driven by the intended result (Shunk & DiBenedetto, 2020).

☐ Quotes

"The sense of personal efficacy influences the choices people make, the effort they put forth, and their perseverance in the face of difficulties. Those with high self-efficacy are more likely to set challenging goals and be resilient in their pursuit of them, using their cognitive and self-regulatory skills to achieve success" (Shunk & DiBenedetto, 2020, p. 3).

"Self-efficacy affects not only the initiation and persistence of effort but also the cognitive processes involved in learning. Individuals with strong self-efficacy beliefs are more likely to engage in goal setting, self-monitoring, and adaptive learning strategies, which contribute to their success and continued motivation" (Shunk & DiBenedetto, 2020, p. 4).

☐ Identify what role this article might play in your research.

This essay will contribute to my research by demonstrating how motivation, goals, and elements of Social Cognitive Theory might enhance our comprehension of teacher retention and employment. To overcome teacher shortages, it is crucial to comprehend the reasons behind why teachers educate and what motivates them to retain high quality. This article aims to elucidate the existing behaviors that serve as motivation for teachers to remain in our school district and continue their teaching duties.

☐ New references to examine:

Scherrer, V., & Preckel, F. (2019). Development of motivational variables and self-esteem during the school career: A meta-analysis of longitudinal studies. *Review of Educational Research*, 89(2), 211–258. <https://doi.org/10.3102/0034654318819127>

Schunk, D. H., & Usher, E. L. (2019). Social cognitive theory and motivation. In R. M. Ryan (Ed.), *The Oxford handbook of human motivation* (pp. 11–26). Oxford University Press.