

A study of principal multiframe leadership strategy and teacher collective efficacy on teacher orga

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ABSTRACT

The purpose of this study was to understand the differences among elementary school teachers' perception of principals' multiframe leadership strategy, teacher collective efficacy, and teacher organization commitment from different backgrounds. The correlation among teachers' perception of principals' multiframe leadership strategy, teacher collective efficacy, and teacher organization commitment was also discussed, and the predictability of teacher organization commitment based on teachers' perception of principals' multiframe leadership strategy, and teacher collective efficacy was further analyzed.

The study was conducted by using the questionnaire-survey method. Participants were 434 elementary school teachers in Taiwan. The data were analyzed by Descriptive statistics, t-test, one-way ANOVA, Pearson correlation, canonical correlation, and regression. Major findings of this study are shown as follows.

1. The whole of elementary school teachers' perception of principals' multiframe leadership strategy, teacher collective efficacy, and teacher organization commitment are above the average.
2. There are significant differences among elementary school teachers' perception of principals' multiframe leadership strategy, teacher collective efficacy, and teacher organization commitment from different backgrounds.
3. There is significant positive correlation between 1) teachers' perception of principals' multiframe leadership strategy and teacher collective efficacy; 2) teachers' perception of principals' multiframe leadership strategy and teacher organization commitment; and 3) teacher collective efficacy and teacher organization commitment.
4. Elementary school teachers' organization commitment could be significantly predicted by teachers' perception of principals' multiframe leadership strategy and teacher collective efficacy. Based on the purpose of the research, literature review, and results, this study provides suggestions for school directors, teachers and future researchers.

Keywords : Principal Multiframe Leadership Strategy、 Teacher Collective Efficacy、 Teacher Organization Commitment

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