



# American Academy

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Educational Staffing and Recruitment Solutions

IN THE NEWS

## Self-Efficacy: Helping Students Believe in Themselves

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Self-efficacy is commonly defined as the belief in one's capabilities to achieve a goal or an outcome. Students with a strong sense of efficacy are more likely to challenge themselves with difficult tasks and be intrinsically motivated. These students will put forth a high degree of effort in order to meet their commitments, and attribute failure to things which are in their control, rather than blaming external factors. Self-efficacious students also recover quickly from setbacks, and ultimately are likely to achieve their personal goals. Students with low self-efficacy, on the other hand, believe they cannot be successful and thus are less likely to make a concerted, extended effort and may consider challenging tasks as threats that are to be avoided. Thus, students with poor self-efficacy have low aspirations which may result in disappointing academic performances becoming part of a self-fulfilling feedback cycle.

### HOW TO IMPROVE STUDENT SELF-EFFICACY

#### USE MODERATELY- DIFFICULT TASKS

If the task is too easy it will be boring or embarrassing and may communicate the feeling that the teacher has doubts in the

students' abilities; a too-difficult task will re-enforce low self-efficacy. The target for difficulty is slightly above the students' current ability level. Think "ZPD".

**USE PEER MODELS** - Students can learn by watching a peer succeed at a task. Peers may be drawn from groups as defined by gender, ethnicity, social circles, interests, achievement level, clothing, or age.

**ALLOW STUDENTS TO MAKE THEIR OWN CHOICES** - Set up some areas of the course that allow students to make their own decisions, such as with flexible grading, assignment options or self-determined due dates.

**CAPITALIZE ON STUDENTS' INTERESTS** - Tie the course material or concepts to student interests such as sports, pop culture, movies or technology.

**GIVE FREQUENT, FOCUSED FEEDBACK**  
Giving praise and encouragement is very important, however it must be credible. Use praise when earned and avoid hyperbole. When giving feedback on student performance, compare to past performances by the same student, don't make comparisons between students.



### AA Employee of the Month

American Academy is proud to announce our February 2018 "Employee of the Month" as Mr. Rhoilo Santos. Acting as our main International Overseas Recruitment Officer, Rhoilo has consistently played an integral role in the securing of some of American Academy's most talented team members. He has also made important contributions to the development of all aspects of the AA Recruitment Department. Job well done!



### AA Hiring Technical Teachers

American Academy is proud to announce that we have now added Technical Trades instructors to our team to support the ever growing demands of our technical institute clients. We now offer Career and Technical Education Teachers for welding, electrical, mechanical, pipe-fitting, health and safety, and instrumentation.

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