Social learning theory or SLT is the theory that people learn new behavior through overt reinforcement or punishment, or via observational learning of the social factors in their environment. If people observe positive, desired outcomes in the observed behavior, then they are more likely to model, imitate and adopt the behavior themselves. Modern theory is closely associated with Julian Rotter and Albert Bandura. Theory. Social learning theory is derived from the work of Cornell Montgomery (1843-1904) which proposed that social learning occurred through four main stages of imitation: • close c Though many studies have suggested that social and behavioral skills play a central role in gender stratification processes, we know little about the extent to which these skills affect gender gaps in academic achievement. Analyzing data from the Early Child Longitudinal Study-Kindergarten Cohort, we demonstrate that social and behavioral skills have substantively important effects on academic outcomes from kindergarten through fifth grade. Gender differences in the acquisition of these skills, moreover, explain a considerable fraction of the gender gap in academic outcomes during early elemen What Is Social Learning Theory? During the first half of the 20th-century, the behavioral school of psychology became a dominant force. The behaviorists proposed that all learning was a result of direct experience with the environment through the processes of association and reinforcement. Bandura's theory believed that direct reinforcement could not account for all types of learning. In addition to influencing other psychologists, Bandura's social learning theory has had important implications in the field of education. Today, both teachers and parents recognize how important it is to model appropriate behaviors. Other classroom strategies such as encouraging children and building self-efficacy are also rooted in social learning theory.