### Recruiting and Supporting Teachers

**Wilbur & McMahon Schools (Elementary School)**
Little Compton District

Highly qualified teachers

The single most important aspect of a child’s education is having a good teacher. And teachers overwhelmingly cite student success as their principal motivator. To be maximally effective, teachers need to feel sure that their professional judgment is always vital to school improvement, to school-wide decision-making, and to anything that affects the welfare of their students.

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**SALT Survey findings and barriers to reform**

**This school**

**The state**

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**Teacher Participation Rates**

<table>
<thead>
<tr>
<th>Year</th>
<th>2001-02</th>
<th>2002-03</th>
<th>2003-04</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school</td>
<td></td>
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<tr>
<td>The state</td>
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**Percent of teachers who responded to the SALT Survey**

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**What Teachers Say**

**Percent of teachers who report that the following are a moderate to major problem:**

- Lack of time necessary for adequate planning and/or implementation
- Lack of support from teachers and/or other staff
- Lack of training for teachers
- Lack of developed curriculum
- Lack of information for teachers about the reforms and/or what is expected for school improvement

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**Teacher efficacy**

**This school**

**The state**

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**Percent of teachers who say they agree or strongly agree that:**

- I am encouraged to make my own decisions.
- My team or grade level shares professional material and information with each other.
- Student discipline/behavioral management
- School-wide goals
- The opportunities they have to take part in decisions
- The extent to which teachers and staff support school improvement

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**What Teachers Say**

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**Additional teacher-quality indicators**

- Teachers with emergency certification (%): This School 0% This District 0% The State 2%
- Classes not taught by a highly qualified teacher (%): This School 21% This District 21% The State 26%
- Grievances: This School 0% This District 0% The State 409
- Teacher attendance (%): This School 98% This District 98% The State 96%
- Time out of class for professional development (%): This School 1% This District 1% The State 1%
- Time out of class for medical reasons (%): This School 2% This District 2% The State 4%
- Time out of class for other reasons (%): This School 2% This District 2% The State 1%
- Total time out of class (%): This School 5% This District 5% The State 6%

? Indicates school did not supply this information.

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