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.

**Teacher Participation Rates**

<table>
<thead>
<tr>
<th>Year</th>
<th>This School</th>
<th>The State</th>
<th>NA: Too few responses to report</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001-02</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-03</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2003-04</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**What Teachers Say**

- 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

**Teacher efficacy**

- 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

**Additional teacher-quality indicators**

- Teachers with emergency certification (%)
- Classes not taught by a highly qualified teacher (%)
- Grievances
- Teacher attendance (%)
- Time out of class for professional development (%)
- Time out of class for medical reasons (%)
- Time out of class for other reasons (%)
- Total time out of class (%)

**Teachers with emergency certification (%)**

- This School: 0%
- This District: 0%
- The State: 2%

**Classes not taught by a highly qualified teacher (%)**

- This School: 24%
- This District: 26%
- The State: 26%

**Grievances**

- This School: 0
- This District: 7
- The State: 409

**Teacher attendance (%)**

- This School: 97%
- This District: 97%
- The State: 96%

**Time out of class for professional development (%)**

- This School: 2%
- This District: 2%
- The State: 1%

**Time out of class for medical reasons (%)**

- This School: 3%
- This District: 3%
- The State: 4%

**Time out of class for other reasons (%)**

- This School: 7%
- This District: 2%
- The State: 1%

**Total time out of class (%)**

- This School: 12%
- This District: 7%
- The State: 6%