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.

### Recruiting and Supporting Teachers

**Hope Valley Elementary School**  
**Charleho District**

#### SALT Survey findings and barriers to reform

<table>
<thead>
<tr>
<th>Teacher Participation Rates</th>
<th>What Teachers Say</th>
<th>Additional teacher-quality indicators</th>
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<td><strong>This school</strong></td>
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<td><strong>The state</strong></td>
<td><strong>NA: Too few responses to report</strong></td>
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**Percent of teachers who responded to the SALT Survey**

**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

**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

**Percent of teachers who say they are satisfied or very satisfied with:**

- This School
- This District
- The State

<table>
<thead>
<tr>
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</tbody>
</table>

**Highly qualified teachers**

- NA:
  - Too few responses to report

**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 (%)**

**Information Works! School Year 2003-2004**