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>This District</th>
<th>The State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-05</td>
<td>80%</td>
<td>60%</td>
<td>40%</td>
</tr>
</tbody>
</table>

### 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: This School 80%, This District 60%, The State 40%
- Lack of support from teachers and/or other staff: This School 80%, This District 60%, The State 40%
- Lack of training for teachers: This School 80%, This District 60%, The State 40%
- Lack of developed curriculum: This School 80%, This District 60%, The State 40%
- Lack of information for teachers about the reforms and/or what is expected for school improvement: This School 80%, This District 60%, The State 40%

### What Teachers Say

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

- I am encouraged to make my own decisions: This School 80%, This District 60%, The State 40%
- My team or grade level shares professional material and information with each other: This School 80%, This District 60%, The State 40%
- Student discipline/behavioral management: This School 80%, This District 60%, The State 40%
- School-wide goals: This School 80%, This District 60%, The State 40%
- The opportunities they have to take part in decisions: This School 80%, This District 60%, The State 40%
- The extent to which teachers and staff support school improvement: This School 80%, This District 60%, The State 40%

### Additional teacher-quality indicators

<table>
<thead>
<tr>
<th>Indicator</th>
<th>This School</th>
<th>This District</th>
<th>The State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers with emergency certification (%)</td>
<td>4%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Classes not taught by a highly qualified teacher (%)</td>
<td>48%</td>
<td>37%</td>
<td>25%</td>
</tr>
</tbody>
</table>