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

#### Teacher Participation Rates

![Bar chart showing teacher participation rates for 2004-05.](chart)

**What Teachers Say**

- **Teacher efficacy**
  - **What Teachers Say**
    - **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.
    - **Percent of teachers who say their team or grade level has much or very much decision-making authority regarding:**
      - 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

<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>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Classes not taught by a highly qualified teacher (%)</td>
<td>31%</td>
<td>21%</td>
<td>24%</td>
</tr>
</tbody>
</table>