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.

### SALT Survey findings and barriers to reform

#### 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

- **Teacher Participation Rates**

- **Teacher efficacy**

- **Additional teacher-quality indicators**

### Recruiting and Supporting Teachers

#### Highly qualified teachers

- Percent of teachers who say they agree or strongly agree that:
  - The single most important aspect of a child’s education is having a good teacher.
  - Student success is their principal motivator.
  - Teacher judgment is critical to school improvement.

- **I am encouraged to make my own decisions.**
  - **This School:** 97%
  - **This District:** 96%
  - **The State:** 97%

- **My team or grade level shares professional material and information with each other.**
  - **This School:** 60%
  - **This District:** 40%
  - **The State:** 5%

- **Student discipline/behavioral management**
  - **This School:** 80%
  - **This District:** 60%
  - **The State:** 1%

- **School-wide goals**
  - **This School:** 20%
  - **This District:** 20%
  - **The State:** 20%

### Additional teacher-quality indicators

- **Teachers with emergency certification (%)**
  - **This School:** 0%
  - **This District:** 0%
  - **The State:** 1%

- **Classes not taught by a highly qualified teacher (%)**
  - **This School:** 0%
  - **This District:** 3%
  - **The State:** 25%

- **Teacher attendance**
  - **This School:** 97%
  - **This District:** 96%
  - **The State:** 97%

- **Time out of school for professional development**
  - **This School:** 1%
  - **This District:** 1%
  - **The State:** 1%

- **Time out of class for medical**
  - **This School:** 3%
  - **This District:** 4%
  - **The State:** 3%

- **Time out of class for other**
  - **This School:** 1%
  - **This District:** 1%
  - **The State:** 1%

- **Total time out of class**
  - **This School:** 5%
  - **This District:** 6%
  - **The State:** 5%

- **Teacher grievances**
  - **This School:** 0
  - **This District:** 0
  - **The State:** 297

*Not all districts submitted data on grievances.*