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

#### This school
- **Highly qualified teachers**
  - The percent of teachers who say that their team or grade level has much or very much decision-making authority regarding:
    - Student discipline/behavioral management: 80%
    - School-wide goals: 70%

#### What Teachers Say
- **Percent of teachers who say they agree or strongly agree that:**
  - I am encouraged to make my own decisions: 90%
  - My team or grade level shares professional material and information with each other: 70%

#### What Teachers Say
- **Percent of teachers who say they are satisfied or very satisfied with:**
  - The opportunities they have to take part in decisions: 90%
  - The extent to which teachers and staff support school improvement: 80%

### Teacher efficacy

#### This school
- **Highly qualified teachers**
  - The percent of teachers who responded to the SALT Survey:
    - 2004-05: 70%
    - 2005-06: 90%

#### 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: 60%
  - Lack of support from teachers and/or other staff: 50%
  - Lack of training for teachers: 40%

### Additional teacher-quality indicators

<table>
<thead>
<tr>
<th>Category</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>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Classes not taught by a highly qualified teacher (%)</td>
<td>27%</td>
<td>27%</td>
<td>24%</td>
</tr>
<tr>
<td>Teacher attendance</td>
<td>97%</td>
<td>97%</td>
<td>97%</td>
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<tr>
<td>Time out of school for professional development</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Time out of class for medical</td>
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<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Time out of class for other</td>
<td>4%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Total time out of class</td>
<td>9%</td>
<td>8%</td>
<td>5%</td>
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<tr>
<td>Teacher grievances *</td>
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<td>0</td>
<td>297</td>
</tr>
</tbody>
</table>

* Not all districts submitted data on grievances.