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 schoolwide decision-making, and to anything that affects the welfare of their students.

### SALT Survey findings and barriers to reform

**What Teachers Say**

- **Teacher Participation Rates**
  - The percent of teachers who responded to the SALT Survey

- **What Teachers Say**
  - Percent of teachers who say that the following are a moderate to major problem:
    - Lack of time necessary for adequate planning and/or implementation
    - Lack of adequate team planning time
    - Lack of training for teachers
    - Lack of developed curriculum

- **What Teachers Say**
  - Percent of teachers who say that most of the time or always:
    - Things are pretty disorganized

### Teacher efficacy

**Teacher Participation Rates**

- The percent of teachers who responded to the SALT Survey

**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.
  - Staff push themselves to do their best work.

- Percent of teachers who say that most of the time or always:
  - Things are pretty disorganized

**What Teachers Say**

- Percent of teachers who say that their team or grade level has much or very much decision-making authority regarding:
  - Student discipline/behavioral management
  - School-wide goals

- Percent of teachers who say they are satisfied or very satisfied with:
  - The opportunities they have to take part in decisions

### 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>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Classes not taught by a highly qualified teacher (%)</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Teacher in the field of education more than 25 years</td>
<td>27%</td>
<td>23%</td>
<td>15%</td>
</tr>
<tr>
<td>Teacher in the field of education less than 1 year</td>
<td>0%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Teachers in the building 3 years or less</td>
<td>18%</td>
<td>27%</td>
<td>31%</td>
</tr>
</tbody>
</table>