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.

### Teacher Participation Rates

- **The percent of teachers who responded to the SALT Survey:**
  - **2004-05:** 35%
  - **2005-06:** 70%
  - **2006-07:** 90%

### 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:**
  - This School: 60%
  - This District: 40%
  - The State: 20%

- **Lack of adequate team planning time:**
  - This School: 50%
  - This District: 30%
  - The State: 10%

- **Lack of training for teachers:**
  - This School: 40%
  - This District: 20%
  - The State: 10%

- **Lack of developed curriculum:**
  - This School: 30%
  - This District: 20%
  - The State: 10%

#### Percent of teachers who say that most of the time or always:

- **Things are pretty disorganized:**
  - This School: 5%
  - This District: 5%
  - The State: 5%

- **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%

- **Staff push themselves to do their best work:**
  - This School: 90%
  - This District: 70%
  - The State: 50%

- **Student discipline/behavioral management:**
  - This School: 50%
  - This District: 30%
  - The State: 10%

- **School-wide goals:**
  - This School: 40%
  - This District: 20%
  - The State: 10%

- **The opportunities they have to take part in decisions:**
  - This School: 85%
  - This District: 70%
  - The State: 50%

### 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: 0%
  - The State: 1%

- **Teacher in the field of education more than 25 years:**
  - This School: 50%
  - This District: 50%
  - The State: 15%

- **Teacher in the field of education less than 1 year:**
  - This School: 0%
  - This District: 0%
  - The State: 2%

- **Teachers in the building 3 years or less:**
  - This School: 25%
  - This District: 25%
  - The State: 31%