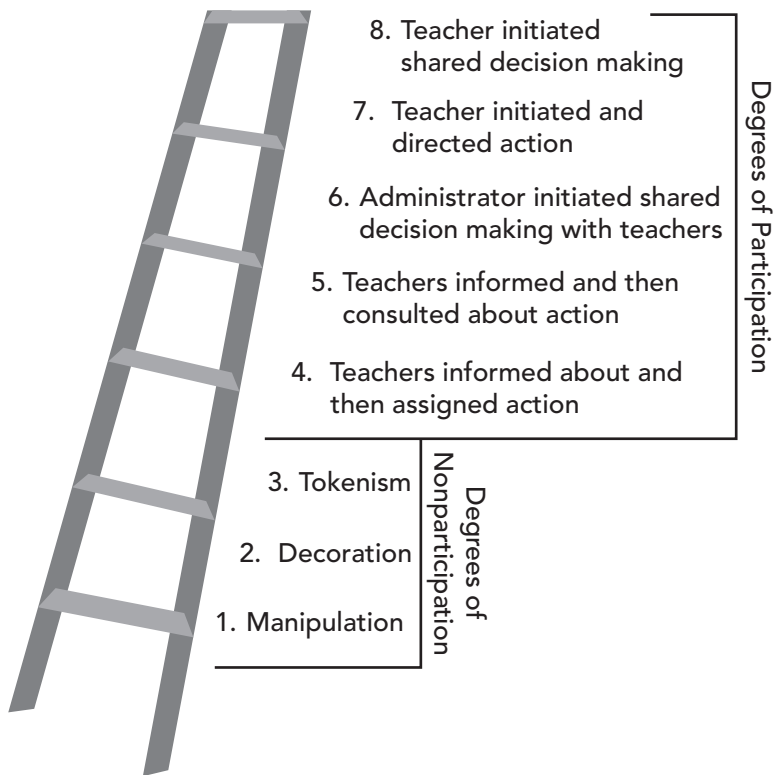


Figure 3.3 Ladder of Teacher Involvement in School Decision Making



Source: Modified based on Fletcher, A. (2003). *Meaningful student involvement: Guide to inclusive school change*. Retrieved from https://soundout.org/wp-content/uploads/2015/07/MSI_Guide_to_Inclusive_School_Change.pdf; adaptation of Hart, R. A. (1992). *Children's participation: From tokenism to citizenship*. *Innocenti Essays*, 4. Retrieved from https://www.unicef-irc.org/publications/pdf/childrens_participation.pdf