

# Report on Student-to-Staff Ratios

2019, No. 11 (Special Session), Sec. H.16

**REPORT**

February 2019

Report to the House and Senate Committees on  
Education

Submitted by Tammy Kolbe, Ed.D., Chair,  
Staff-to-Student Ratio Task Force

Daniel M. French, Ed.D., Secretary of Education



## Introduction

The Vermont General Assembly instructed the Agency of Education (AOE) to establish a task force to examine staffing patterns among Vermont’s supervisory unions and school districts (SU/SDs).

Specifically, the task force was asked to review current staff-to-student count ratios for specific categories of schools and school district configurations, and consider the range in ratios among Vermont’s SU/SDs. In doing so, the task force also considered contextual factors that may impact SU/SD staffing decisions, including differences in student and community characteristics and the possible relationship between staffing in public schools and the independent schools in their communities.

This report summarizes the task force’s [work](#), [findings](#), and [recommendations](#). The report’s appendices provide additional detail on the [methods](#) used to calculate the staff-to-student ratios included in the report, as well as [staffing ratios for each Vermont SU/SD](#).

## Background

### Staffing Ratio Task Force

[Act 11 of the Special Session of 2018](#) instructed the Vermont Agency of Education to constitute a task force to deliberate and prepare recommendations for the House and Senate Committees on Education regarding optimum staff-to-student ratios, including ratios for a variety of school and school district sizes and configurations. Additionally, the General Assembly requested the task force to consider whether staff-to-student ratios should be included in statute for the FY 2021. (See Appendix A for the task force’s authorization.)

The task force membership was appointed by the Vermont Secretary of Education and consisted of a diverse group of stakeholders representing SU/SD leadership, education-related professional organizations, higher education faculty, and state officials. Specifically:

1. Daniel M. French, Vermont Secretary of Education
2. Tammy Kolbe, Assistant Professor, University of Vermont (Task force Chair)
3. Peter Amons, CFO, Rutland City School District and Member, Vermont Association of School Business Officers
4. Jeff Fannon, Executive Director, Vermont National Education Association
5. Jeff Francis, Executive Director, Vermont Superintendent Association
6. Amy Knight, Professor, St. Michael’s College
7. Nicole Mace, Executive Director, Vermont School Boards Association
8. Jay Nichols, Executive Director, Vermont Principals’ Association
9. Ric Reardon, Director of Education, Castleton University
10. Marty Strange, former Policy Director of Rural School and Community Trust<sup>1</sup>

---

<sup>1</sup> Mr. Strange resigned his membership on the Task force prior to the November 30<sup>th</sup>, 2018 meeting.

The task force met five times over a six-month period (July – December 2018).

### **Calculating Staff-to-Student Ratios**

A guiding principle for the task force’s work was to establish a valid and reliable approach to measuring and comparing staff-to-student count ratios among Vermont’s SU/SDs. To do so, the task force looked to the US Department of Education’s National Center for Education Statistics (ED/NCES) for guidance.

Annually, ED/NCES collects data from each state on staff counts and student enrollments for its Common Core of Data (CCD). To ensure consistency, each state reports these data according to guidelines and requirements promulgated by ED/NCES. To comply with federal reporting requirements, staffing data collected by the AOE are aligned with definitions established by ED/NCES.

The task force determined that a single, composite staff-to-student ratio was insufficient to understand the range of staffing arrangements in place across the state’s SU/SDs. Instead, the task force identified seven staffing categories that capture different dimensions of SU/SD’s personnel profiles.

1. SU/SD administrative staff
2. School administration staff
3. School principals
4. General education teachers
5. Special education teachers
6. Student support staff
7. Student “helping” staff

Table 1 provides a definition for each staff count indicator.<sup>2</sup>

For most indicators, the task force adopted the ED/NCES definition without modification. However, there were several instances where the task force agreed that minor modifications were needed to better reflect the Vermont context and make the data more useful to the state’s policymakers and practitioners.

The task force defined student count as the average number of students enrolled in a SU/SD for the current and immediate past school years.<sup>3</sup> The task force agreed that a two-year average in student enrollment best reflected the circumstances SU/SDs encounter in their decision making. SU/SDs make most staffing decisions prior to the start of an academic year, using enrollment information from the current/past year and projections for the next school year.

---

<sup>2</sup> See Appendix B for a summary of AOE’s CCD-aligned variables, including the function, and category codes that were used to calculate each indicator.

<sup>3</sup> Student enrollment calculations do not include students who attended vocational, technical and career centers.

The agency calculated staff-to-student count ratios using data reported by SU/SDs for the 2017/18 school year. In this report, ratios are reported as a statewide average and for each of Vermont's SU/SDs in operation during the 2017/18 school year.<sup>4</sup>

### **Facilitating Comparisons Among SU/SDs**

The task force recognized the importance of understanding how staffing ratios differ among SU/SDs that serve different types of students and are in different locations across the state. To facilitate comparisons among SU/SDs statewide, the task force identified five groupings for comparison:

1. SU/SD enrollment
2. Percent of students with Individualized Education Programs (IEP)
3. Percent of students from economically-deprived backgrounds
4. Percent of students who are English Language Learners (ELL)
5. Population density of aggregated geographic area covered by a SU/SD

Table 2 provides definitions for each grouping.

For the analysis presented in this report, SU/SDs were compared according to quartiles for each grouping (e.g., mean staffing ratio for SU/SDs comprising quartile 1 of all SU/SDs ranked on percentage of students with disabilities). The task force agreed that reporting mean staff-to-student ratios according to quartiles within each grouping variable provides additional context for understanding variability in staffing profiles across SU/SDs statewide.

### **Staff-to-Student Ratios**

This section presents staff-to-student ratios for Vermont's SU/SDs. Taken together, the reported ratios provide a comprehensive profile of staffing arrangements in Vermont's public education system and support intra-state comparisons among SU/SDs on a range of contextual factors that may impact local staffing decisions.

The task force cannot recommend thresholds or benchmarks for evaluating SU/SD staff-to-student ratios. The task force found no research to support recommendations for statewide standards for class size (student-to-general education teacher), special education teachers, district or school administration, or student support personnel. Accordingly, the ratios presented in this report are intended as a starting point for deliberation and further study.

Similarly, the task force did not have the resources available to investigate the underlying factors influencing staffing patterns, including barriers to staffing flexibility and differences in student need. Instead, as noted above, the task force adopted the approach of categorizing SU/SDs according to five groupings that align with factors believed to influence SU/SD staffing decisions (e.g., students living in or near poverty).

---

<sup>4</sup> The reported statewide staff-to-student count averages were calculated as the average of SU/SD ratios (for educational agencies in operation during the 2017/18 school year), *not* as the total number of staff (by category) employed in the state divided by the total statewide two-year average enrollment.

## Descriptive Profile of Statewide Staff-to-Student Ratios

Table 3 presents a descriptive profile of staff-to-student ratios statewide across the multiple staffing categories identified by the task force.<sup>5</sup> Specifically, Table 3 presents statewide staff-to-student ratios, by category. Ratios are reported as a statewide mean and median, calculated as the average of SU/SD ratios in operation during the 2017-18 school year. In addition, to assist with interpretation, Table 3 also reports the largest (maximum) and smallest (minimum) ratios among the state's SU/SDs, along with the standard deviation for each ratio.

Key observations include:

- **General Education Teachers**

On average, across SU/SDs statewide, there were approximately **13.8 enrolled students per general education** teacher. (Table 3)

Among SU/SDs, the student-to-general education teacher ratio ranged from about 9.3 students in the SU/SD with the lowest ratio to 20.3 students per teacher in the SU/SD with the highest ratio – a difference of 11 students per general education teacher.

- **Special Education Teachers**

On average, across SU/SDs statewide, there were approximately **61 enrolled students per special education** teacher. (Table 3)

Among SU/SDs, the student-to-special education teacher ratio ranged from about 29.4 students in the SU/SD with the lowest ratio to 224.6 students per special education teacher in the SU/SD with the highest ratio – a difference of 195.2 students per special education teacher.

- **School Principals**

On average, across SU/SDs statewide, there were approximately **182.5 enrolled students per school principal**. (Table 3)

Consistent with differences in school size within SU/SDs, there was a substantial difference between the SU/SD with the lowest and highest number of students (81 vs. 306.3 students) per school principal.

- **Student Support Staff**

On average, across SU/SDs statewide, there were approximately **46.8 enrolled students per student support staff person**. (Table 3)

There was considerable variation in the number of enrolled students per support staff person among SU/SDs, with the highest ratio 74 students per staff person and the lowest ratio 28 students per staff person.<sup>6</sup>

---

<sup>5</sup> Appendix C reports staff-to-student ratios for each SU/SD in operation during the 2017-18 school year.

<sup>6</sup> It is important to note that SU/SDs adopt different models for employing support staff, with some relying more/less on staff employed by the district and others on contracted staff, who are not SU/SD employees. The number of contracted staff in a SU/SD is not reported to AOE. As a result, the Task force noted that some of

## Comparisons Among SU/SDs

Tables 4-8 present student-to-staff ratios for the five SU/SD grouping categories: 1) Enrollment; 2) percent of students with IEPs; 3) percent of students living in economically-deprived households; 4) percent of students who are English Language Learners (ELL); and 5) SU/SD population density.

To facilitate comparisons, ratios for each staff type are reported by SU/SD quartiles, ranked according to each grouping category - e.g., student-general education teacher ratios in the SU/SDs with the smallest and largest percentages of students living in economically-deprived households. Ratios are reported as the mean for each quartile, calculated as the average of the SU/SD ratios for each entity included in quartile.

### SU/SD Enrollment

- SU/SDs with **larger student enrollments** also have **larger student-teacher ratios** than SU/SDs with the smallest enrollments. (Table 4)

On average, SU/SDs with the largest student enrollments (quartile 4) have 15.6 students per general education teacher, whereas SU/SDs with the smallest student enrollments (quartile 1) have 12.6 students per general education teacher. There is little difference in the student-to-general education teacher ratio for SU/SDs in quartiles 2 and 3.

Similarly, SU/SDs with the largest student enrollments (quartile 4) have the largest number of students per special education teacher – on average, 66.4 students per teacher. SU/SDs in the bottom three quartiles have smaller and similar ratios of students-to-special education teachers (approximately 60 students per special education teacher).

- SU/SDs with **smaller student enrollments** also have **smaller student-administrative staff ratios** than SU/SDs with the largest enrollments. (Table 4)

On average, SU/SDs with the largest student enrollments (quartile 4) have the most students per SU/SD administrative staff count (100.4 students per staff member), while the smallest SU/SDs (quartile 1) have the smallest number of students (71.3) per staff member. A similar pattern exists for the number of students per school principal, ranging from an average of 220.3 students in the largest SU/SDs (quartile 4) to 165 students in the smallest SU/SDs (quartile 1).

- There is **minimal difference in student support staff ratios** according to differences in SU/SDs enrollment. (Table 4)

### Percent of Students with IEPs

- SU/SDs with **higher percentages of students with IEPs** also have **lower student-teacher ratios** than SU/SDs with fewer students with disabilities. (Table 5)

---

the variability in student support staff counts may be the result of cross-SU/SD differences in employment practices.

On average, SU/SDs with the largest percentages of students with IEPs (quartile 4) have 12.3 students per *general education teacher*, whereas SU/SDs with the smallest percentages of students with disabilities (quartile 1) have 15.5 students per general education teacher. Similarly, on average, SU/SDs with the largest percentages of students with IEPs (quartile 4) have 50.6 students per *special education teacher*, whereas SU/SDs with the smallest percentages of students with disabilities (quartile 1) have 76 students per special education teacher.

- SU/SDs with **higher percentages of students with IEPs** have **more student support staff per enrolled student** than do SU/SDs with fewer students with disabilities. (Table 5)

On average, SU/SDs with the largest percentages of students with IEPs (quartile 4) have 40 students per student support staff person, while SU/SDs with the smallest percentages of students with disabilities (quartile 1) have 48.8 students per student support staff person. A similar pattern exists for student “helping” staff, with SU/SDs with the largest percentages of students (quartile 4) with IEPs having fewer students per “helping” staff person (52.9) and those with the smallest percentages of students (quartile 1) have more students (65.9) per “helping” staff person.

### **Percent of Students Living in Economically-deprived Households**

- SU/SDs with the **lowest percentages of students living in economically-deprived households** also have the **highest student-teacher ratios**. (Table 6)

On average, SU/SDs with the lowest percentage of students living in economically-deprived households (quartile 1) have 70.4 enrolled students per special education teacher and 15.5 students per general education teacher. In contrast, the SU/SDs with the highest share of students living in or near poverty have lower ratios - 50.7 students per special education teacher and 13.7 students per general education teacher.

It is noteworthy, however, that there is little difference in student-teacher ratios among SU/SDs in quartiles 2-4 for percentage of students living in economically-deprived households. This suggests, that comparatively higher ratios are an identifying characteristic of those SU/SDs that serve the smallest shares of students living in or near poverty.

- The **number of student support staff per student in an SU/SD decreases** as the share of **students residing in economically-deprived households increases**. (Table 6)

On average, SU/SDs with the largest share of students living in economically-deprived households (quartile 4) also have the smallest ratios, about 41.2 students per support staff person. The number of students for each student support staff person steadily increases as the share of students living in or near poverty declines. In contrast, in SU/SDs with the smallest share of students living in economically-deprived households (quartile 1) there are approximately 55.4 students for each student support staff member.

### **Percent of Students Who Are English Language Learners (ELL)**

- SU/SDs with the **largest percentages of ELL students** also have the **highest student-teacher ratios**. (Table 7)

On average, SU/SDs with the largest percentages of students who are ELL (quartile 4) have 14.9 enrolled students per general education teacher and 72 students per special education teacher. By comparison, SU/SDs with the smallest percentages of ELL students (quartile 1) have 12.8 students per general education and 57.5 students per special education teacher.

### **Population Density**

- SU/SDs with **lower population density** also have a **smaller student-administrative staff ratios**. (Table 8)

On average, SU/SDs located in the state's most sparsely populated areas (quartile 1) have fewer students per each SU/SD administrative staff member (82 students per staff person) than do SU/SDs located in more populated areas (quartile 4; 95.9 students per staff person).

There is a similar trend for the ratio of students per school principal. On average, SU/SDs in the most sparsely populated areas (quartile 1) have fewer students per school principal (132.8). SU/SDs in the most densely populated areas have, on average, 229.1 students per school principal.

- SU/SDs with **lower population density** have **smaller student-teacher ratios** than do SU/SDs located in more populated areas. (Table 8)

On average, SU/SDs located in the state's sparsely populated areas (quartile 1) have 11.6 students per general education teacher, whereas SU/SDs in the most populated areas (quartile 4) have 15.8 students per teacher. There was no distinguishable pattern in the number of students per special education teacher among SU/SDs located in more and less populated areas.

### **Other Considerations**

The task force was also asked to consider the impact on staff-to-student ratios due to students' enrollment in independent schools. In its deliberations, the task force struggled with how to respond to this request, especially given the limited time and resources available to the group's work. While the AOE's existing Annual Statistical Report collects student enrollment in independent schools, along with the resident public school district, the data are not due to the agency until mid-August. The data, including the student tuitioning data, are then run through a comprehensive series of edit checks and are generally not available for publication until January. The FY2018 data were not available in the allotted time for this work.

Working with the limited data available on student enrollments for the given year, the AOE reviewed the operating governance structures within the SU/SDs, breaking them into three general operating structures:

1. Grouping A – similar pK-12 governance throughout an SU/SDs, all operating at least one high school (34 SU/SDs)<sup>7</sup>

---

<sup>7</sup> Of the 34 SU/SDs in Grouping A, 8 technically belonged in Grouping B. In all instances but one, only one district in each SU tuitioned some grades. In the one exception, three districts tuitioned the same two grades, but in all 8 instances,



2. Grouping B – varied pK-12 governance throughout an SU/SD with some districts tuitioning high school students and some operating a high school (18 SU/SDs)
3. Governing C – similar pK-12 governance, with districts tuitioning some or all grades, but no SU/SDs operating a high school (5 SU/SDs)

There was no discernable pattern in staff-student ratios among SU/SD groupings. That said, descriptively, SU/SDs in Grouping 3 - which did not operate a high school within the SU/SD - had lower student-to-staff ratios than SU/SDs in Groupings 1 and 2. A possible next step for this analysis will be to group SU/SDs according to operating structure and geographic proximity to an approved independent school. This type of analysis, however, was beyond the scope of the time and resources available to this task force.

## Summary

The task force responded to the General Assembly's request for a valid and reliable framework for evaluating staff-to-student ratios among Vermont's SU/SDs. This framework reflects national norms and data, promulgated by the US Department of Education's National Center for Education Statistics. In addition, it leverages data that exist in the AOE's data systems and that are reported annually to the agency by the state's SU/SDs.

The ratios presented in the report provide a descriptive profile of the staffing arrangements in place across the Vermont's SU/SDs in operation during the 2017-18 school year. The task force chose to report multiple staff-to-student ratios – as opposed to a single ratio – to provide decision makers with additional detail about differences in staffing arrangements across SU/SDs.

The task force cannot recommend thresholds or benchmarks to evaluate SU/SD staff-to-student ratios. There is no research evidence on which to base such recommendations. Rather, the reported ratios and rich data can be used to make informed and accurate comparisons among SU/SDs, and to consider dissimilarities in staffing profiles according to different contextual factors (e.g., student poverty). This information should be useful to state and local policymakers as well as educators statewide.

## Recommendations

In the course of its deliberations, the task force identified several recommendations for the General Assembly's consideration.

1. The task force recommends that the General Assembly *not* include in statute specific thresholds or benchmarks for staff-to-student count ratios for FY 2021. Rather, this report provides a basis for further discussion and deliberation on the part of state and local policymakers, administrators, and educators statewide.

---

the either all or the vast majority of those tuitioned students went to schools within the resident SU. These 8 SUs were therefore determined to be more similar in structure to Grouping A than Grouping B.

2. The Task force recommends that the Vermont Agency of Education compute and report on an annual basis the staffing ratios included in this report. This information should be reported by SU/SD as well as according to the SU/SD grouping categories included in this report. This information could be presented on the Agency's existing dashboard of indicators publicized for SU/SDs. An ongoing understanding of staffing arrangements, particularly in light of ongoing changes in educational governance, is essential.
3. The task force recommends additional research on staff-to-student ratios in schools with geographically-proximate independent schools and in SU/SDs with expanded school choice options. In doing so, particular consideration should be given to the implication of enrollment patterns on student-teacher ratios (general and special education) and student support staff ratios.

**Table 1: Staff Count Definitions**

Staff Category	Definition
SU/SD administrative staff	<p>This composite measure includes:</p> <ul style="list-style-type: none"> <li>• <i>Officials &amp; Administrators.</i> Officials and administrators, such as superintendents, assistant superintendents, budget officers and other members of the leadership team.</li> <li>• <i>Administrative Support Staff.</i> Staff members that provide direct support to SU/SD administrators, business office support, data processing, administrative and other clerical staff.</li> <li>• <i>Instruction Coordinators.</i> Staff supervising instructional programs at the school district or sub-district level, including curriculum coordinators, educational technology coordinators, student services directors, and other supervisory staff.</li> </ul>
School staff	<p>This composite measure includes:</p> <ul style="list-style-type: none"> <li>• <i>Principals &amp; Assistant Principals.</i> Staff whose activities are concerned with directing and managing the operation of a particular school.</li> <li>• <i>Teachers.</i> Includes FTE general education, special education, and electives teachers.</li> <li>• <i>Instructional Aides.</i> Staff assigned to assist a teacher with routine activities associated with teaching (i.e., activities requiring minor decisions regarding students), such as monitoring, conducting rote exercises, operating equipment, clerking.</li> <li>• <i>Guidance Counselors.</i> Professional staff assigned specific duties and school time for: counseling students and parents, addressing learning problems, evaluating students' abilities and assisting students in career and personal development.</li> <li>• <i>Librarians.</i> School librarians.</li> </ul>
School principals	<p>Staff whose activities are concerned with directing and managing the operation of a particular school. Category includes principals and assistant principals.</p>
General education teachers	<p>Full-time equivalent general education classroom teachers in grades K-12. <i>Note: Preschool/Pre-Kindergarten teachers are not included in the definition adopted by the task force.</i></p>
Special education teachers	<p>Full-time equivalent special education teachers. <i>Note: Itinerant ungraded teachers are not included in the definition adopted by the task force.</i></p>
Student support staff	<p>Professional staff members whose activities are concerned with the direct support of students and who nurture, but do not instruct students. Includes attendance officers and social workers; staff providing health, psychology, speech pathology, audiology, or social services; and supervisors of the preceding staff. <i>Note: Transportation and food service workers are not included in the definition adopted by the task force, nor are student support staff who are not SU/SD employees (e.g., contracted workers).</i></p>
Student "helping" staff	<p>Professional staff that provide support to students with issues that are not directly classroom related. Staff in this category include guidance, attendance, and social personnel as well as nurses and other professional staff such as psychologists, physical and occupational therapists, speech pathologists, etc. <i>Note: This category was developed by the task force &amp; AOE. Student support staff who are not SU/SD employees (e.g., contracted workers) are not included.</i></p>

Note: Staffing categories are closely aligned with definitions used by the US Department of Education/National Center for Education Statistics in the Common Core of Data (CCD). The definitions described above note where the task force decided to substantially deviate from what is typically reported by ED/NCES. CCD data are available for all states and local education agencies (LEAs) nationwide.

**Table 2: Categories Used to Group SU/SDs for Comparison**

<b>Category</b>	<b>Definition</b>
SU/SD size	Total average SU/SD enrollment during the 2016/17 and 2017/18 academic year. Enrollment was defined as the headcount of students enrolled in a school on October 15, regardless of district of residence.
% IEP	Percentage of students with individualized education programs (IEPs) enrolled in a SU/SD during the 2017/18 academic year. Students with IEPs qualify for special education and related services.
% of students from economically-deprived backgrounds	Percentage of persons in the school district who are aged 6-17 and who are from an economically deprived background, divided by the SU/SD's long-term membership. A person from an economically-deprived background means a person who resides with a family unit receiving nutrition benefits. Persons who do not reside with a family unit who receives nutrition benefits, but for whom English is not the primary language also are counted as economically-deprived. The person count is the 2-year average (2017 and 2018), and corresponds to the same persons used to calculate the poverty average used in the equalized pupil calculation (defined in statute (16 V.S.A. § 4001(8))).
% of students who are English Language Learners (ELL)	Percentage of students identified as English Language Learners enrolled in a SU/SD during the 2017/18 academic year. ELL students were identified by the school districts during the 20-day fall student census.
Population density of aggregated geographic area covered by a SU/SD	The total population for the geographic area covered by an SU/SD, divided by the total square miles covered by the SU/SD. To calculate population and geographic area, the land area of each member town in an SU/SD was aggregated, as was each town's population. Population density is an indicator of an SU/SD's rurality/sparsity.

Note: For each indicator, SU/SDs were ranked and grouped into quartiles. Average staff-to-student ratios are reported for each staffing indicator and grouping category's top and bottom (Q1 and Q4) quartiles to facilitate comparisons according to different aspects of SU/SD context. See Appendix B for additional detail on the method used to calculate staff counts in each category.

**Table 3: Statewide Staff-to-Student Ratios (2017-18 Academic Year)**

<b>Category</b>	<b>Mean</b>	<b>Median</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Standard Deviation</b>
SU/SD Administrative Staff	87.4	82.7	154.8	0.0	28.3
School Staff	5.7	5.6	7.1	4.1	0.7
School Principals	182.5	177.5	306.3	81.0	54.7
General Education Teachers	13.8	13.0	20.3	9.3	2.9
Special Education Teachers	61.0	59.2	224.6	29.4	25.1
Student Support Staff	46.8	44.7	74.0	28.0	12.0
Student "Helping" Staff	60.3	58.8	99.0	36.9	14.9

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix C for staff-to-student ratios by SU/SD.

**Table 4: Staff-to-Student Ratios, By SU/SD Enrollment (2017-18)**

	Quartile Mean Enrollment	SU/SD			General Education	Special Education	Student Support	Student
		Administrative Staff	School Staff	School Principals	Teachers	Teachers	Staff	"Helping" Staff
Statewide Average (Mean)		87.4	5.7	182.5	13.8	61.0	46.8	60.3
Average by IEP Quartile								
Quartile 1 (Smallest)	476	71.3	5.3	165.0	12.6	59.6	51.1	67.7
Quartile 2	922	82.3	5.6	151.4	13.5	59.6	40.9	57.3
Quartile 3	1,362	94.6	5.8	190.4	13.3	58.2	44.9	54.8
Quartile 4 (Largest)	2,470	100.4	6.0	220.3	15.6	66.4	50.2	61.5
Difference Q4-Q1		29.1	0.7	55.3	3.0	6.8	-0.9	-6.2
% difference		40.8%	13.2%	33.5%	23.8%	11.4%	-1.8%	-9.2%

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix D for list of SU/SD’s organized by enrollment quartiles.

**Table 5: Staff-to-Student Ratios, By SU/SD Percent of Students with IEPs (2017-18)**

	Quartile Mean Percent IEP	SU/SD Administrative Staff	School Staff	School Principals	General Education Teachers	Special Education Teachers	Student Support Staff	Student "Helping" Staff
Statewide Average (Mean)		87.4	5.7	182.5	13.8	61.0	46.8	60.3
Average by IEP Quartile								
Quartile 1 (Smallest)	14.0%	89.3	6.2	205.9	15.5	76.0	48.8	65.9
Quartile 2	18.1%	90.4	6.0	180.1	14.3	61.3	50.9	63.1
Quartile 3	21.8%	81.5	5.5	175.6	13.2	57.0	48.2	59.9
Quartile 4 (Largest)	26.9%	88.2	5.1	169.3	12.3	50.6	40.0	52.9
Difference Q4-Q1		-1.1	-1.1	-36.6	-3.2	-25.4	-8.8	-13.0
% difference		-1.2%	-17.7%	-17.8%	-20.6%	-33.4%	-18.0%	-19.7%

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix E for list of SU/SD’s organized by percent IEP quartiles.

**Table 6: Staff-to-Student Ratios, By SU/SD Percent of Students Living in Economically-deprived Households (2017-18)**

	Quartile Mean Percent Poverty	SU/SD			General	Special	Student Support	Student
		Administrative Staff	School Staff	School Principals	Education Teachers	Education Teachers	Staff	"Helping" Staff
Statewide Average (Mean)		87.4	5.7	182.5	13.8	61.0	46.8	60.3
Average by IEP Quartile								
Quartile 1 (Lowest)	10.0%	87.3	6.3	211.4	15.5	79.4	55.4	71.3
Quartile 2	20.2%	87.9	5.7	181.8	13.6	55.5	48.2	58.5
Quartile 3	26.0%	83.8	5.6	162.8	12.3	59.3	42.9	61.7
Quartile 4 (Highest)	36.8%	90.2	5.3	174.4	13.7	50.7	41.2	50.6
Difference Q4-Q1		2.9	-1.0	-37.0	-1.8	-28.7	-14.2	-20.7
% difference		3.3%	-15.9%	-17.5%	-11.6%	-36.1%	-25.6%	-29.0%

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix F for list of SU/SD’s organized by percent students living in economically-deprived households quartiles.



**Table 7: Staff-to-Student Ratios, By SU/SD Percent of Students Who Are English Language Learners (ELL) (2017-18)**

	Quartile Mean Percent ELL	SU/SD Administrative Staff	School Staff	School Principals	General Education Teachers	Special Education Teachers	Student Support Staff	Student "Helping" Staff
Statewide Average (Mean)		87.4	5.7	182.5	13.8	61.0	46.8	60.3
Average by IEP Quartile								
Quartile 1 (Lowest)	0.1%	87.1	5.4	166.4	12.8	57.5	47.2	58.1
Quartile 2	0.4%	88.5	5.7	162.1	13.0	57.8	45.7	57.0
Quartile 3	0.8%	91.1	5.7	183.6	14.4	56.0	45.2	60.4
Quartile 4 (Highest)	6.3%	83.1	5.9	215.4	14.9	72.0	49.1	65.4
Difference Q4-Q1								
		-4.0	0.5	49.0	2.1	14.5	1.9	7.3
% difference								
		-4.6%	9.3%	29.4%	16.4%	25.2%	4.0%	12.6%

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix G for list of SU/SD’s organized by percent ELL quartiles.

**Table 8: Staff-to-Student Ratios, By SU/SD Population Density (2017-18)**

	Quartile Mean Population Density (pop/mi <sup>2</sup> )	SU/SD Administrative Staff	School Staff	School Principals	General Education Teachers	Special Education Teachers	Student Support Staff	Student "Helping" Staff
Statewide Average (Mean)		87.4	5.7	182.5	13.8	61.0	46.8	60.3
Average by IEP Quartile								
Quartile 1 (Least pop)	27.6	82.0	5.2	132.8	11.6	60.0	43.3	57.9
Quartile 2	44.8	82.6	5.5	161.9	12.5	58.3	43.0	59.2
Quartile 3	76.3	88.3	6.0	202.8	15.1	60.8	52.3	64.4
Quartile 4 (Most pop)	891.9	95.9	6.0	229.1	15.8	64.8	48.6	59.9
Difference Q4-Q1		13.9	0.8	96.3	4.2	4.8	5.3	2.0
% difference		17.0%	15.4%	72.5%	36.2%	8.0%	12.2%	3.5%

Note: The ratios are reported as the number of enrolled students per one staff member, as defined by the categories listed – e.g., 5.7 school staff:1 enrolled student. Definitions for each staffing category are provided in Table 1. See Appendix H for list of SU/SD's organized by population density quartiles.

## **Appendix A: Task force Authorization**

### [Act 11 of 2018 \(Special Session\), § H.16](#)

#### Sec. H.16 STAFF-TO-STUDENT RATIOS TASK FORCE

(a) Creation. There is created the Staff-to-Student Ratios Task force, a collaborative effort among government, nonprofit organizations, research experts, and other education stakeholders, that will strive best to ensure education quality while simultaneously ensuring fiscal efficiency in the context of the State's declining student population. Specifically,

(1) reviewing current staff-to-student count ratios for specific categories of schools and school district configurations, and establishing optimal target ratios for different school district configurations;

(2) identifying barriers that hamper staffing flexibility at the local level, including whether aspects of the regulatory environment, including mandatory staffing requirements and collective bargaining or other contractual obligations, contribute to lower staff-to-student ratios;

(3) aligning to the greatest extent possible the work of the Task force with existing research findings and reports, based on studies conducted either nationally or in New England, concerning optimal classroom practices and resources, class and school sizes for successful learning outcomes, and the impact of population decline on rural schools;

(4) attending to compliance with federal rules and regulations, so as to avoid jeopardizing the State's federal funding;

(5) determining a mechanism or mechanisms that account for the effects of familial and community-level poverty and human services need, including student experiences of trauma and familial or community-level addiction, on staffing ratios;

(6) considering the impact on staff-to-student ratios due to students' enrollment with independent schools; and

(7) developing recommended strategies for districts to help them meet targets.

(b) Membership. The Task force shall be composed of the following members:

(1) the Secretary of Education or designee;

(2) the Executive Director of the Vermont Superintendents Association or designee;

(3) the Executive Director of the Vermont School Boards Association or designee;

(4) the Executive Director of the Vermont Principals' Association or designee;

(5) the Executive Director of the Vermont-National Education Association or designee;

(6) one member selected by the Vermont Association of School Business Officials;

(7) two to four members from Vermont postsecondary institutions, selected by the Task force, who have expertise in areas among the following: multi-age classrooms and teaching strategies, interdisciplinary instruction, school realignment and reconfiguration, and the impact of community poverty, trauma, or addiction on education staffing; and

(8) a national expert in rural education, selected by the Task force.

(c) Assistance. The Task force shall have technical assistance from the Agency of Education.

(d) Report. On or before December 15, 2018, the Task force shall present to the House and Senate Committees on Education its findings concerning optimum staff-to-student ratios, including optimum ratios for a variety of school and school district sizes and configurations. The Task force shall include in its report a recommendation as to whether staff-to-student target ratios should be included in statute for fiscal year 2021.

(e) Meetings.

(1) The Secretary of Education or designee shall call the first meeting of the Task force to occur on or before July 1, 2018.

(2) The Task force shall select a chair from among its members at the first meeting.

(3) The Task force shall cease to exist on December 31, 2018.

(f) Compensation and reimbursement. Members of the Task force who are not employees of the State of Vermont and who are not otherwise compensated or reimbursed for their attendance shall be entitled to per diem compensation and reimbursement of expenses pursuant to 32 V.S.A. § 1010 for not more than ten meetings. These payments shall be made from monies appropriated to the Agency of Education.

(g) Appropriation. The sum of \$7,320.00 is appropriated from the General Fund to the Agency of Education to provide funding for the purposes set forth in this section.

## APPENDIX B: ADMINISTRATIVE CODES USED TO GENERATE STAFF COUNTS, BY CATEGORY, CATEGORIES 1 & 2

ED/NCES code	VT AOE Function and Description	VT AOE Staff Category and Description
<b>1. SU/SD staff</b>		
CORSUP	2200 Support Services - Instructional Staff	301 Athletic Directors
CORSUP	2400 Support Services - School Administration	303 Title 1 Coordinators
CORSUP	2200 Support Services - Instructional Staff	305 Curriculum Coordinators
CORSUP	2200 Support Services - Instructional Staff	306 EEE Directors
CORSUP	2400 Support Services - School Administration	309 Special Education Directors
CORSUP	2400 Support Services - School Administration	311 Voc Education and Adult Ed Directors
CORSUP	2200 Support Services - Instructional Staff	312 Workbase Learning Coordinator
LEAADM	2300 Support Services - General Administration	401 Superintendents
LEAADM	2300 Support Services - General Administration	402 Assistant Superintendents
LEAADM	2500 Support Services - Central Services	601 Business Managers
LEASUP	2300 Support Services - General Administration	403 Admin. Assists., Clerical & Secretarial Support Staff
LEASUP	2500 Support Services - Central Services	701 Admin. Assists., Clerical & Secretarial Support Staff
LEASUP	2500 Support Services - Central Services	702 In-service Training Staff (for non-instructional personnel)
LEASUP	2500 Support Services - Central Services	703 Planning, Research, & Development Staff
LEASUP	2500 Support Services - Central Services	704 Statistical, Data Processing & IT Staff
<b>2. School staff</b>		
KGTC	1000 Direct Instructional Services	102 Kindergarten Teachers
ELMTCH	1000 Direct Instructional Services	103 Elementary Teachers (Grades 1-6)
SECTCH	1000 Direct Instructional Services	104 Secondary Teachers (Grades 7-12)
SECTCH	1000 Direct Instructional Services	108 Vocational Teachers
UGTCH	1000 Direct Instructional Services	109 SPED UNGRADED TEACHERS
UGTCH	1000 Direct Instructional Services	110 ITINERATE UNGRADED TEACHERS
PARA	1000 Direct Instructional Services	111 REGULAR EDUCATION PARAPROFESSIONALS
PARA	1000 Direct Instructional Services	112 SPED PARAPROFESSIONALS
ELMGUI	2100 Support Services - Students	202 Guidance Counselors/Directors - Elem (Grades 1-6)
SECGUI	2100 Support Services - Students	203 Guidance Counselors/Directors - Sec (Grades 7-12)
LIBSUP	2200 Support Services - Instructional Staff	302 Audiovisual & Instructional Technology Staff
LIBSPE	2200 Support Services - Instructional Staff	307 Librarians
LIBSUP	2200 Support Services - Instructional Staff	308 School Library Support Staff
SCHADM	2400 Support Services - School Administration	501 Principals
SCHADM	2400 Support Services - School Administration	502 Assistant Principals
SCHADM	2400 Support Services - School Administration	504 Department Heads

## APPENDIX B, continued: ADMINISTRATIVE CODES USED TO GENERATE STAFF COUNTS, BY CATEGORY, CATEGORIES 3 THROUGH 7

ED/NCES code	VT AOE Function and Description	VT AOE Staff Category and Description
<b>3. Principals and assistant principals</b>		
SCHADM	2400 Support Services - School Administration	501 Principals
SCHADM	2400 Support Services - School Administration	502 Assistant Principals
<b>4. General education teachers, preK &amp; CTE excluded</b>		
KGTC	1000 Direct Instructional Services	102 Kindergarten Teachers
ELMTCH	1000 Direct Instructional Services	103 Elementary Teachers (Grades 1-6)
SECTCH	1000 Direct Instructional Services	104 Secondary Teachers (Grades 7-12)
<b>5. Special education teachers</b>		
UGTCH	1000 Direct Instructional Services	109 SPED UNGRADED TEACHERS
<b>6. Student support staff</b>		
STUSUP	2100 Support Services - Students	201 Attendance & Social Work Personnel
STUSUP	2100 Support Services - Students	204 Nurses
STUSUP	2100 Support Services - Students	205 Psychological-Speech Pathology-Audiology-Occupational Therapy
STUSUP	2100 Support Services - Students	206 School Registrars
STUSUP	2100 Support Services - Students	207 Admin. Assists., Clerical & Secretarial Support Staff
STUSUP	2100 Support Services - Students	209 Nurses Aides
SCHSUP	2400 Support Services - School Administration	503 Admin. Assists., Clerical & Secretarial Support Staff
SCHSUP	2400 Support Services - School Administration	505 Bookkeeper
<b>7. Student help staff</b>		
STUSUP	2100 Support Services - Students	201 Attendance & Social Work Personnel
ELMGUI	2100 Support Services - Students	202 Guidance Counselors/Directors - Elem (Grades 1-6)
SECGUI	2100 Support Services - Students	203 Guidance Counselors/Directors - Sec (Grades 7-12)
STUSUP	2100 Support Services - Students	204 Nurses
STUSUP	2100 Support Services - Students	205 Psychological-Speech Pathology-Audiology-Occupational Therapy
STUSUP	2100 Support Services - Students	209 Nurses Aides

# APPENDIX C: STAFF-TO-STUDENT COUNTS, BY SU/SD, ALPHABETICAL (2017-18)

FY2018 Staff and Enrollment data			Enroll18 as % of State total		1 - Enrl per SU/SD staff		2 - Enrl per Schl Staff		3 - Enrl per principals		4 - Enrl per GnEd tchrs		5 - Enrl per SpEd tchrs		6 - Enrl per StuSup Staff		7 - Enrl per StuHelp staff			
Schools	Districts	Enroll18	Enr2YrAvg	Percentile	SU/SD Staff	2yrAvg	School Staff	2yrAvg	PrinVprin	2yrAvg	GenEd Tchrs	2yrAvg	SpEd Tchrs	2yrAvg	StuSup Staff	2yrAvg	StuHelp Staff	2yrAvg		
Averages	295	218	1,328	1,333.6	100.01%	15.13	87.4	230.35	5.7	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3	
SU003	Addison Central SD	9	1	1,698	1,698.0	2.24%	22.50	75.5	293.35	5.8	10.50	161.7	137.80	12.3	26.90	63.1	35.90	47.3	23.68	71.7
SU001	Addison Northeast SU	6	6	1,387	1,402.5	1.83%	13.50	103.9	224.60	6.2	8.00	175.3	123.80	11.3	25.50	55.0	27.60	50.8	21.20	66.2
SU002	Addison Northwest SD	4	1	888	898.0	1.17%	9.80	91.6	144.20	6.2	5.00	179.6	51.55	17.4	15.25	58.9	21.96	40.9	17.50	51.3
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	1.61%	17.50	70.1	245.90	5.0	8.00	153.3	94.20	13.0	22.50	54.5	36.50	33.6	29.20	42.0
SU061	Barre SU	3	3	2,154	2,175.5	2.85%	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU060	Battenkill Valley SU	2	2	372	373.0	0.49%	2.70	138.1	62.50	6.0	2.00	186.5	30.50	12.2	7.00	53.3	9.90	37.7	6.60	56.5
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	1.51%	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU057	Blue Mountain Union SD	1	1	384	379.0	0.51%	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	52.6	6.60	57.4	4.60	82.4	
SU015	Burlington SD	9	1	3,439	3,471.5	4.54%	26.96	128.8	561.76	6.2	14.00	248.0	173.97	20.0	51.70	67.1	86.30	40.2	78.00	44.5
SU009	Caledonia Central SU	4	4	625	633.0	0.83%	7.65	82.7	119.25	5.3	5.00	126.6	64.63	9.8	12.40	51.0	15.45	41.0	10.20	62.1
SU008	Caledonia North SU	5	6	914	884.0	1.21%	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU014	Champlain Valley SD	5	1	3,824	3,823.5	5.05%	29.50	129.6	593.02	6.4	13.00	294.1	225.14	17.0	53.40	71.6	85.53	44.7	61.38	62.3
SU012	Chittenden East SU	9	2	2,374	2,370.0	3.14%	22.86	103.7	368.75	6.4	12.00	197.5	119.30	19.9	41.85	56.6	43.73	54.2	34.24	69.2
SU007	Colchester SD	5	1	2,089	2,089.0	2.76%	31.20	67.0	323.81	6.5	9.00	232.1	140.40	14.9	9.30	224.6	35.43	59.0	30.50	68.5
SU055	Dresden Interstate SD	1	1	294	296.0	0.39%	-	-	48.97	6.0	2.00	296.0	18.72	15.8	4.60	64.3	4.00	74.0	3.00	98.7
SU019	Essex North SU	1	5	178	177.5	0.24%	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	3.00	59.2	2.50	71.0	3.00	59.2
SU065	Essex Westford SD	9	1	3,551	3,575.5	4.69%	42.50	84.1	542.55	6.6	12.90	277.2	201.65	17.7	59.84	59.8	56.55	63.2	58.90	60.7
SU018	Essex-Caledonia SU	3	8	375	375.0	0.50%	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	1.97%	9.70	152.4	275.59	5.4	9.00	164.3	133.94	11.0	21.60	68.4	27.00	54.8	22.90	64.6
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	2.57%	12.70	154.8	390.07	5.0	8.00	245.8	158.50	12.4	38.67	50.9	54.20	36.3	40.90	48.1
SU022	Franklin West SU	4	3	1,521	1,511.5	2.01%	13.05	115.8	239.27	6.3	6.00	251.9	87.78	17.2	16.80	90.0	20.48	73.8	18.49	81.7
SU024	Grand Isle SU	5	5	576	571.0	0.76%	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU054	Hartford SD	5	1	1,387	1,384.5	1.83%	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU042	Harwood USD	8	1	1,693	1,716.0	2.24%	13.55	126.6	279.52	6.1	10.80	158.9	102.50	16.7	28.05	61.2	30.10	57.0	28.60	60.0
SU025	Lamoille North SU	7	2	1,642	1,648.0	2.17%	26.00	63.4	292.60	5.6	9.00	183.1	151.30	10.9	29.40	56.1	39.00	42.3	33.20	49.6
SU026	Lamoille South SU	6	2	1,541	1,567.0	2.04%	14.25	110.0	233.45	5.7	6.05	259.0	91.50	17.1	23.00	68.1	35.39	44.3	26.64	58.8
SU023	Maple Run USD	4	1	2,436	2,444.0	3.22%	29.55	82.7	417.49	6.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU033	Mill River SD	5	1	823	821.0	1.09%	11.15	73.6	150.04	5.5	6.00	136.8	47.00	17.5	16.00	51.3	19.96	41.1	11.40	72.0
SU010	Milton SD	3	1	1,480	1,488.5	1.96%	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU045	Montpelier SD	3	1	1,050	1,033.5	1.39%	16.65	62.1	145.53	7.1	6.00	172.3	55.80	18.5	14.00	73.8	19.00	54.4	14.00	73.8
SU031	North Country SU	12	13	2,333	2,357.0	3.08%	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU027	Orange East SU	5	5	1,099	1,114.5	1.45%	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU029	Orange North SU	4	3	661	664.5	0.87%	8.30	80.1	105.25	6.3	4.50	147.7	42.35	15.7	10.00	66.5	13.30	50.0	9.30	71.5
SU028	Orange Southwest USD	4	1	806	812.0	1.07%	11.97	67.8	115.65	7.0	5.00	162.4	53.00	15.3	13.00	62.5	16.99	47.8	10.65	76.2
SU034	Orleans Central SU	7	8	1,050	1,044.5	1.39%	10.75	97.2	198.19	5.3	9.00	116.1	90.75	11.5	20.84	50.1	23.01	45.4	17.31	60.3
SU035	Orleans Southwest SU	6	8	945	968.5	1.25%	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU064	Rivendell Interstate SD	3	1	447	445.5	0.59%	7.49	59.5	87.01	5.1	4.00	111.4	32.27	13.8	6.60	67.5	6.58	67.7	4.80	92.8
SU037	Rutland Central SU	4	3	859	876.0	1.14%	6.97	125.7	158.19	5.5	6.00	146.0	64.07	13.7	15.84	55.3	24.44	35.8	17.41	50.3
SU040	Rutland City SD	5	1	2,039	2,065.5	2.69%	22.00	93.9	325.32	6.3	11.00	187.8	159.32	13.0	41.00	50.4	42.20	48.9	38.50	53.6
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	1.79%	21.50	62.7	238.91	5.6	6.90	195.4	115.60	11.7	22.00	61.3	29.57	45.6	24.40	55.3
SU038	Rutland Southwest SU	4	4	531	524.0	0.70%	7.80	67.2	97.23	5.4	5.00	104.8	42.50	12.3	9.00	58.2	15.57	33.7	8.90	58.9
SU016	South Burlington SD	5	1	2,470	2,429.0	3.26%	21.63	112.3	341.92	7.1	8.00	303.6	131.60	18.5	30.50	79.6	52.25	46.5	30.43	79.8
SU005	Southwest Vermont SU	8	6	2,673	2,694.0	3.53%	41.00	65.7	484.08	5.6	14.00	192.4	187.56	14.4	91.67	29.4	59.50	45.3	62.40	43.2
SU056	Springfield SD	4	1	1,181	1,206.0	1.56%	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU011	St. Johnsbury SD	1	1	609	612.5	0.80%	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.8	8.50	72.1
SU063	Two Rivers SU	6	10	961	951.5	1.27%	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU032	Washington Central SU	6	6	1,422	1,439.5	1.88%	20.50	70.2	214.87	6.7	7.50	191.9	120.80	11.9	22.15	65.0	32.52	44.3	25.92	55.5
SU041	Washington Northeast SU	2	2	475	487.0	0.63%	7.90	61.6	96.76	5.0	3.00	162.3	43.33	11.2	8.03	60.6	9.19	53.0	6.50	74.9
SU043	Washington South SU	3	2	565	578.0	0.75%	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU030	White River Valley SU	9	10	1,207	1,247.5	1.59%	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.1	18.00	69.3	34.07	36.6	26.35	47.3
SU046	Windham Central SU	8	10	725	741.0	0.96%	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU047	Windham Northeast SU	6	5	1,094	1,110.5	1.45%	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU048	Windham Southeast SU	9	6	2,326	2,320.0	3.07%	24.35	95.3	453.55	5.1	13.00	178.5	130.68	17.8	53.11	43.7	51.18	45.3	43.14	53.8
SU049	Windham Southwest SU	5	6	565	567.5	0.75%	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU051	Windsor Central SU	7	8	926	919.0	1.22%	8.18	112.3	170.79	5.4	6.80	135.1	81.34	11.3	11.50	79.9	24.16	38.0	15.90	57.8
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	1.45%	17.60	63.4	179.95	6.2	7.00	159.4	89.45	12.5	14.50	77.0	16.80	66.4	20.00	55.8
SU017	Winooski SD	3	1	770	752.5	1.02%	10.40	72.4	154.10	4.9	3.00	250.8	73.25	10.3	20.00	37.6	22.41	33.6	20.41	36.9

# APPENDIX D: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING TO STUDENT ENROLLMENT (2017-18)

FY2018 Staff and Enrollment data		Enroll18 as % of State total					1 - Enrl per SU/SD staff		2 - Enrl per Schl Staff		3 - Enrl per principals		4 - Enrl per GnEd tchrs		5 - Enrl per SpEd tchrs		6 - Enrl per StuSup Staff		7 - Enrl per StuHelp staff	
		Schools	Districts	Enroll18	Enr2YrAvg	Percentile	SU/SD Staff	2YrAvg	School Staff	2YrAvg	PrinVprin	2YrAvg	GenEd Tchrs	2YrAvg	SpEd Tchrs	2YrAvg	StuSup Staff	2YrAvg	StuHelp Staff	2YrAvg
		295	218	1,328	1,333.6	19.43%	15.13	87.4	230.35	5.7	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3
SU019	Essex North SU	1	5	178	177.5	0.24%	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	3.00	59.2	2.50	71.0	3.00	59.2
SU055	Dresden Interstate SD	1	1	294	296.0	0.39%	-	-	48.97	6.0	1.00	296.0	18.72	15.8	4.60	64.3	4.00	74.0	3.00	98.7
SU060	Battenkill Valley SU	2	2	372	373.0	0.49%	2.70	138.1	62.50	6.0	2.00	186.5	30.50	12.2	7.00	53.3	9.90	37.7	6.60	56.5
SU018	Essex-Caledonia SU	3	8	375	375.0	0.50%	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU057	Blue Mountain Union SD	1	1	384	379.0	0.51%	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	7.20	52.6	6.60	57.4	4.60	82.4
SU064	Rivendell Interstate SD	3	1	447	445.5	0.59%	7.49	59.5	87.01	5.1	4.00	111.4	32.27	13.8	6.60	67.5	6.58	67.7	4.80	92.8
SU041	Washington Northeast SU	2	2	475	487.0	0.63%	7.90	61.6	96.76	5.0	3.00	162.3	43.33	11.2	8.03	60.6	9.19	53.0	6.50	74.9
SU038	Rutland Southwest SU	4	4	531	524.0	0.70%	7.80	67.2	97.23	5.4	5.00	104.8	42.50	12.3	9.00	58.2	15.57	33.7	8.90	58.9
SU043	Washington South SU	3	2	565	578.0	0.75%	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU049	Windham Southwest SU	5	6	565	567.5	0.75%	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU024	Grand Isle SU	5	5	576	571.0	0.76%	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU011	St. Johnsbury SD	1	1	609	612.5	0.80%	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.8	8.50	72.1
SU009	Caledonia Central SU	4	4	625	633.0	0.83%	7.65	82.7	119.25	5.3	5.00	126.6	64.63	9.8	12.40	51.0	15.45	41.0	10.20	62.1
SU029	Orange North SU	4	3	661	664.5	0.87%	8.30	80.1	105.25	6.3	4.50	147.7	42.35	15.7	10.00	66.5	13.30	50.0	9.30	71.5
SU046	Windham Central SU	8	10	725	741.0	0.96%	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU017	Winooski SD	3	1	770	752.5	1.02%	10.40	72.4	154.10	4.9	3.00	250.8	73.25	10.3	20.00	37.6	22.41	33.6	20.41	36.9
SU028	Orange Southwest USD	4	1	806	812.0	1.07%	11.97	67.8	115.65	7.0	5.00	162.4	53.00	15.3	13.00	62.5	16.99	47.8	10.65	76.2
SU033	Mill River SD	5	1	823	821.0	1.09%	11.15	73.6	150.04	5.5	6.00	136.8	47.00	17.5	16.00	51.3	19.96	41.1	11.40	72.0
SU037	Rutland Central SU	4	3	859	876.0	1.14%	6.97	125.7	158.19	5.5	6.00	146.0	64.07	13.7	15.84	55.3	24.44	35.8	17.41	50.3
SU002	Addison Northwest SD	4	1	888	898.0	1.17%	9.80	91.6	144.20	6.2	5.00	179.6	51.55	17.4	15.25	58.9	21.96	40.9	17.50	51.3
SU008	Caledonia North SU	5	6	914	884.0	1.21%	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU051	Windsor Central SU	7	8	926	919.0	1.22%	8.18	112.3	170.79	5.4	6.80	135.1	81.34	11.3	11.50	79.9	24.16	38.0	15.90	57.8
SU035	Orleans Southwest SU	6	8	945	968.5	1.25%	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU063	Two Rivers SU	6	10	961	951.5	1.27%	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU034	Orleans Central SU	7	8	1,050	1,044.5	1.39%	10.75	97.2	198.19	5.3	9.00	116.1	90.75	11.5	20.84	50.1	23.01	45.4	17.31	60.3
SU045	Montpelier SD	3	1	1,050	1,033.5	1.39%	16.65	62.1	145.53	7.1	6.00	172.3	55.80	18.5	14.00	73.8	19.00	54.4	14.00	73.8
SU047	Windham Northeast SU	6	5	1,094	1,110.5	1.45%	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	1.45%	17.60	63.4	179.95	6.2	7.00	159.4	89.45	12.5	14.50	77.0	16.80	66.4	20.00	55.8
SU027	Orange East SU	5	5	1,099	1,114.5	1.45%	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	1.51%	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU056	Springfield SD	4	1	1,181	1,206.0	1.56%	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU030	White River Valley SU	9	10	1,207	1,247.5	1.59%	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.1	18.00	69.3	34.07	36.6	26.35	47.3
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	1.61%	17.50	70.1	245.90	5.0	8.00	153.3	94.20	13.0	22.50	54.5	36.50	33.6	29.20	42.0
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	1.79%	21.50	62.7	238.91	5.6	6.90	195.4	115.60	11.7	22.00	61.3	29.57	45.6	24.40	55.3
SU001	Addison Northeast SU	6	6	1,387	1,402.5	1.83%	13.50	103.9	224.60	6.2	8.00	175.3	123.80	11.3	25.50	55.0	27.60	50.8	21.20	66.2
SU054	Hartford SD	5	1	1,387	1,384.5	1.83%	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU032	Washington Central SU	6	6	1,422	1,439.5	1.88%	20.50	70.2	214.87	6.7	7.50	191.9	120.80	11.9	22.15	65.0	32.52	44.3	25.92	55.5
SU010	Milton SD	3	1	1,480	1,488.5	1.96%	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	1.97%	9.70	152.4	275.59	5.4	9.00	164.3	133.94	11.0	21.60	68.4	27.00	54.8	22.90	64.6
SU022	Franklin West SU	4	3	1,521	1,511.5	2.01%	13.05	115.8	239.27	6.3	6.00	251.9	87.78	17.2	16.80	90.0	20.48	73.8	18.49	81.7
SU026	Lamoille South SU	6	2	1,541	1,567.0	2.04%	14.25	110.0	233.45	6.7	6.05	259.0	91.50	17.1	23.00	68.1	35.39	44.3	26.64	58.8
SU025	Lamoille North SU	7	2	1,642	1,648.0	2.17%	26.00	63.4	292.60	5.6	9.00	183.1	151.30	10.9	29.40	56.1	39.00	42.3	33.20	49.6
SU042	Harwood UUSD	8	1	1,693	1,716.0	2.24%	13.55	126.6	279.52	6.1	10.80	158.9	102.50	16.7	28.05	61.2	30.10	57.0	28.60	60.0
SU003	Addison Central SD	9	1	1,698	1,698.0	2.24%	22.50	75.5	293.35	5.8	10.50	161.7	137.80	12.3	26.90	63.1	35.90	47.3	23.68	71.7
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	2.57%	12.70	154.8	390.07	5.0	8.00	245.8	158.50	12.4	38.67	50.9	54.20	36.3	40.90	48.1
SU040	Rutland City SD	5	1	2,039	2,065.5	2.69%	22.00	93.9	325.32	6.3	11.00	187.8	159.32	13.0	41.00	50.4	42.20	48.9	38.50	53.6
SU007	Colchester SD	5	1	2,089	2,089.0	2.76%	31.20	67.0	323.81	6.5	9.00	232.1	140.40	14.9	9.30	224.6	35.43	59.0	30.50	68.5
SU061	Barre SU	3	3	2,154	2,175.5	2.85%	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU048	Windham Southeast SU	9	6	2,326	2,320.0	3.07%	24.35	95.3	453.55	5.1	13.00	178.5	130.68	17.8	53.11	43.7	51.18	45.3	43.14	53.8
SU031	North Country SU	12	13	2,333	2,357.0	3.08%	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU012	Chittenden East SU	9	2	2,374	2,370.0	3.14%	22.86	103.7	368.75	6.4	12.00	197.5	119.30	19.9	41.85	56.6	43.73	54.2	34.24	69.2
SU023	Maple Run USD	4	1	2,436	2,444.0	3.22%	29.55	82.7	417.49	5.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU016	South Burlington SD	5	1	2,470	2,429.0	3.26%	21.63	112.3	341.92	7.1	8.00	303.6	131.60	18.5	30.50	79.6	52.25	46.5	30.43	79.8
SU005	South Vermont SU	8	6	2,673	2,															



# APPENDIX E: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING TO PERCENT OF STUDENTS WITH IEPS (2017-18)

FY2018 Staff and Enrollment data			IEP count vs enrollment		1 - Enrl per SU/SD staff		2 - Enrl per Schl Staff		3 - Enrl per principals		4 - Enrl per GnEd tchrs		5 - Enrl per SpEd tchrs		6 - Enrl per StuSup Staff		7 - Enrl per StuHelp staff				
Schools	Districts	Enroll18	Enr2yrAvg	IEP count	Percentage	SU/SD Staff	2yrAvg	School Staff	2yrAvg	Principals	2yrAvg	GenEd Tchrs	2yrAvg	SpEd Tchrs	2yrAvg	StuSup Staff	2yrAvg	StuHelp Staff	2yrAvg		
295	218	1,328	1,333.6	258	19.43%	15.13	87.4	230.35	5.7	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3		
SU051	Windsor Central SU	7	8	926	919.0	101	10.91%	8.18	112.3	170.79	5.4	6.80	135.1	11.3	11.50	79.9	24.16	38.0	15.90	57.8	
SU045	Montpelier SD	3	1	1,050	1,033.5	115	10.95%	16.65	62.1	145.53	7.1	6.00	172.3	18.5	14.00	73.8	19.00	54.4	14.00	73.8	
SU016	South Burlington SD	5	1	2,470	2,429.0	313	12.67%	21.63	112.3	341.92	7.1	8.00	303.6	18.5	30.50	79.6	52.25	46.5	30.43	79.8	
SU003	Addison Central SD	9	1	1,698	1,698.0	222	13.07%	22.50	75.5	293.35	5.8	10.50	161.7	12.3	26.90	63.1	35.90	47.3	23.68	71.7	
SU014	Champlain Valley SD	5	1	3,824	3,823.5	503	13.15%	29.50	129.6	593.02	6.4	13.00	294.1	17.0	53.40	71.6	85.53	44.7	61.38	62.3	
SU026	Lamoille South SU	6	2	1,541	1,567.0	215	13.95%	14.25	110.0	233.45	6.7	6.05	259.0	17.1	23.00	68.1	35.39	44.3	26.64	58.8	
SU007	Colchester SD	5	1	2,089	2,089.0	300	14.36%	31.20	67.0	323.81	6.5	9.00	232.1	14.0	9.30	224.6	35.43	59.0	30.50	68.5	
SU001	Addison Northeast SU	6	6	1,387	1,402.5	201	14.49%	13.50	103.9	224.60	6.2	8.00	175.3	11.3	25.50	55.0	27.60	50.8	21.20	66.2	
SU033	Mill River SD	5	1	823	821.0	121	14.70%	11.15	73.6	150.04	5.5	6.00	136.8	17.5	16.00	51.3	19.96	41.1	11.40	72.0	
SU041	Washington Northeast SU	2	2	475	487.0	71	14.95%	7.90	61.6	96.76	5.0	3.00	162.3	11.2	8.03	60.6	9.19	53.0	6.50	74.9	
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	206	15.21%	21.50	62.7	238.91	5.6	6.90	195.4	11.7	22.00	61.3	29.57	45.6	24.40	55.3	
SU002	Addison Northwest SD	4	1	888	898.0	140	15.77%	9.80	91.6	144.20	6.2	5.00	179.6	17.4	15.25	58.9	21.96	40.9	17.50	51.3	
SU065	Essex Westford SD	9	1	3,551	3,575.5	566	15.94%	42.50	84.1	542.55	6.6	12.90	277.2	17.7	59.84	59.8	56.55	63.2	58.90	60.7	
SU012	Chittenden East SU	9	2	2,374	2,370.0	387	16.30%	22.86	103.7	368.75	6.4	12.00	197.5	19.9	41.85	56.6	43.73	54.2	34.24	69.2	
SU032	Washington Central SU	6	6	1,422	1,439.5	232	16.32%	20.50	70.2	214.87	6.7	7.50	191.9	11.9	22.15	65.0	32.52	44.3	25.92	55.5	
SU055	Dresden Interstate SD	1	1	294	296.0	48	16.33%	-	-	48.97	6.0	1.00	296.0	18.72	4.60	64.3	4.00	74.0	3.00	98.7	
SU040	Hardwood UUSD	8	1	1,693	1,716.0	282	16.66%	13.55	126.6	279.52	6.1	10.80	158.9	16.7	28.05	61.2	30.10	57.0	28.60	60.0	
SU042	Rutland City SD	5	1	2,039	2,065.5	345	16.92%	22.00	93.9	325.32	6.3	11.00	187.8	13.0	41.00	50.4	42.20	48.9	38.50	53.6	
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	252	16.94%	9.70	152.4	275.59	5.4	9.00	164.3	11.0	21.60	68.4	27.00	54.8	22.90	64.6	
SU064	Rivendell Interstate SD	3	1	447	445.5	80	17.90%	7.49	59.5	87.01	5.1	4.00	111.4	13.8	6.60	67.5	67.7	4.80	92.8		
SU048	Windham Southeast SU	9	6	2,326	2,320.0	426	18.31%	24.35	95.3	453.55	5.1	13.00	178.5	13.0	53.11	43.7	51.18	45.3	43.14	53.8	
SU029	Orange North SU	4	3	661	664.5	122	18.46%	8.30	80.1	105.25	6.3	4.50	147.7	15.7	10.00	66.5	13.30	50.0	9.30	71.5	
SU015	Burlington SD	9	1	3,439	3,471.5	635	18.46%	26.96	128.8	561.76	6.2	14.00	248.0	17.3	51.70	67.1	86.30	40.2	78.00	44.5	
SU037	Rutland Central SU	4	3	859	876.0	161	18.74%	6.97	125.7	158.19	5.5	6.00	146.0	13.7	15.84	55.3	24.44	35.8	17.41	50.3	
SU025	Lamoille North SU	7	2	1,642	1,648.0	311	18.94%	26.00	63.4	292.60	5.6	9.00	183.1	10.9	29.40	56.1	39.00	42.3	33.20	49.6	
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	213	19.43%	17.60	63.4	179.95	6.2	7.00	159.4	12.5	14.50	77.0	16.80	66.4	20.00	55.8	
SU028	Orange Southwest USD	4	1	806	812.0	157	19.48%	11.97	67.8	115.65	7.0	5.00	162.4	15.3	13.00	62.5	16.99	47.8	10.65	76.2	
SU060	Battenkill Valley SU	2	2	372	373.0	74	19.89%	2.70	138.1	62.50	6.0	2.00	186.5	30.50	7.00	53.3	9.90	37.7	6.60	56.5	
SU038	Rutland Southwest SU	4	4	531	524.0	106	19.96%	7.80	67.2	97.23	5.4	5.00	104.8	12.2	9.00	58.2	15.57	33.7	8.90	58.9	
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	407	20.94%	12.70	154.8	390.07	5.0	8.00	245.8	12.4	38.67	50.9	54.20	36.3	40.90	48.1	
SU022	Franklin West SU	4	3	1,521	1,511.5	321	21.10%	13.05	115.8	239.27	6.3	6.00	251.9	17.2	16.80	90.0	20.48	73.8	18.49	81.7	
SU009	Caledonia Central SU	4	4	625	633.0	133	21.28%	7.65	82.7	119.25	5.3	5.00	126.6	9.8	12.40	51.0	15.45	41.0	10.20	62.1	
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	261	21.38%	17.50	70.1	245.90	5.0	8.00	153.3	13.0	22.50	54.5	36.50	33.6	29.20	42.0	
SU010	Milton SD	3	1	1,480	1,488.5	319	21.55%	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU019	Essex North SU	1	5	178	177.5	39	21.91%	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	59.2	2.50	71.0	3.00	59.2	
SU034	Orleans Central SU	7	8	1,050	1,044.5	231	22.00%	10.75	97.2	198.19	5.3	9.00	116.1	11.5	20.84	50.1	23.01	45.4	17.31	60.3	
SU056	Springfield SD	4	1	1,181	1,206.0	262	22.18%	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU043	Washington South SU	3	2	565	578.0	126	22.30%	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU049	Windham Southwest SU	5	6	565	567.5	126	22.30%	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU057	Blue Mountain Union SD	1	1	384	379.0	86	22.40%	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	7.20	52.6	6.60	57.4	4.60	82.4
SU023	Maple Run USD	4	1	2,436	2,444.0	560	22.99%	29.55	82.7	417.49	5.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU035	Orleans Southwest SU	6	8	945	968.5	219	23.17%	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU054	Hartford SD	5	1	1,387	1,384.5	326	23.50%	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU017	Winooski SD	3	1	770	752.5	183	23.77%	10.40	72.4	154.10	4.9	3.00	250.8	73.25	10.3	20.00	37.6	22.41	33.6	20.41	36.9
SU005	Southwest Vermont SU	8	6	2,673	2,694.0	636	23.79%	41.00	65.7	484.08	5.6	14.00	192.4	187.56	14.4	91.67	29.4	59.50	45.3	62.40	43.2
SU030	White River Valley SU	9	10	1,207	1,247.5	290	24.03%	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.0	69.3	34.07	36.6	26.35	47.3	
SU061	Barre SU	3	3	2,154	2,175.5	525	24.37%	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU047	Windham Northeast SU	6	5	1,094	1,110.5	268	24.50%	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU063	Two Rivers SU	6	10	961	951.5	236	24.56%	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU027	Orange East SU	5	5	1,099	1,114.5	284	25.84%	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU046	Windham Central SU	8	10	725	741.0	192	26.48%	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU031	North Country SU	12	13	2,333	2,357.0	634	27.18%	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU018	Essex-Caledonia SU	3	8	375	375.0	107	28.53%	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU008	Caledonia North SU	5	6	914	884.0	266	29.10%	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU024	Grand Isle SU	5	5	576	571.0	173	30.03%	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	369	32.37%	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU011	St. Johnsbury SD	1	1	609	612.5	214	35.14%	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.8	8.50	72.1

# APPENDIX F: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING TO PERCENT OF STUDENTS FROM ECONOMICALLY-DEPRIVED HOUSEHOLDS (2017-18)

FY2018 Staff and Enrollment data	2-Yr Povavg vs enrollment						1- Enrl per SU/SD staff		2- Enrl per Schl Staff		3- Enrl per principals		4- Enrl per Gned tchrs		5- Enrl per SpEd tchrs		6- Enrl per StuSup Staff		7- Enrl per StuHelp staff		
	Schools	Districts	Enroll18	Enr2YrAvg	2-Yr Povavg	Percentage	SU/SD Staff	2YrAvg	School Staff	2YrAvg	Principals	2YrAvg	GenEd Tchrs	2YrAvg	SpEd Tchrs	2YrAvg	StuSup Staff	2YrAvg	StuHelp Staff	2YrAvg	
	295	218	1,328	1,333.6	292.39	22.02%	15.13	87.4	230.35	5.7	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3	
SU055	Dresden Interstate SD	1	1	294	296.0	13.25	4.51%	-	-	48.97	6.0	1.00	296.0	18.72	15.8	4.60	64.3	4.00	74.0	3.00	98.7
SU012	Chittenden East SU	9	2	2,374	2,370.0	150.50	6.34%	22.86	103.7	368.75	6.4	12.00	197.5	119.30	19.9	41.85	56.6	43.73	54.2	34.24	69.2
SU032	Washington Central SU	6	6	1,422	1,439.5	100.25	7.05%	20.50	70.2	214.87	6.7	7.50	191.9	120.80	11.9	22.15	65.0	32.52	44.3	25.92	55.5
SU014	Champlain Valley SD	5	1	3,824	3,823.5	288.00	7.53%	29.50	129.6	593.02	6.4	13.00	294.1	225.14	17.0	53.40	71.6	85.53	44.7	61.38	62.3
SU022	Franklin West SU	4	3	1,521	1,511.5	115.00	7.56%	13.05	115.8	239.27	6.3	6.00	251.9	87.78	17.2	16.80	90.0	20.48	73.8	18.49	81.7
SU016	South Burlington SD	5	1	2,470	2,429.0	189.75	7.68%	21.63	112.3	341.92	7.1	8.00	303.6	131.60	18.5	30.50	79.6	52.25	46.5	30.43	79.8
SU065	Essex Westford SD	9	1	3,551	3,575.5	314.25	8.85%	42.50	84.1	542.55	6.6	12.90	277.2	201.65	17.7	59.84	59.8	56.55	63.2	58.90	60.7
SU042	Harwood UUSD	8	1	1,693	1,716.0	162.75	9.61%	13.55	126.6	279.52	6.1	10.80	158.9	102.50	16.7	28.05	61.2	30.10	57.0	28.60	60.0
SU051	Windsor Central SU	7	8	926	919.0	103.00	11.12%	8.18	112.3	170.79	5.4	6.80	135.1	81.34	11.3	11.50	79.9	24.16	38.0	15.90	57.8
SU064	Rivendell Interstate SD	3	1	447	445.5	55.50	12.42%	7.49	59.5	87.01	5.1	4.00	111.4	32.27	13.8	6.60	67.5	6.58	67.7	4.80	92.8
SU001	Addison Northeast SU	6	6	1,387	1,402.5	189.25	13.64%	13.50	103.9	224.60	6.2	8.00	175.3	123.80	11.3	25.50	55.0	27.60	50.8	21.20	66.2
SU045	Montpelier SD	3	1	1,050	1,033.5	149.75	14.26%	16.65	62.1	145.53	7.1	6.00	172.3	55.80	18.5	14.00	73.8	19.00	54.4	14.00	73.8
SU007	Colchester SD	5	1	2,089	2,089.0	305.25	14.61%	31.20	67.0	323.81	6.5	9.00	232.1	140.40	14.9	9.30	224.6	35.43	59.0	30.50	68.5
SU003	Addison Central SD	9	1	1,698	1,698.0	249.50	14.69%	22.50	75.5	293.35	5.8	10.50	161.7	137.80	12.3	26.90	63.1	35.90	47.3	23.68	71.7
SU033	Mill River SD	5	1	823	821.0	129.75	15.77%	11.15	73.6	150.04	5.5	6.00	136.8	47.00	17.5	16.00	51.3	19.96	41.1	11.40	72.0
SU002	Addison Northwest SD	4	1	888	898.0	143.25	16.13%	9.80	91.6	144.20	6.2	5.00	179.6	51.55	17.4	15.25	58.9	21.96	40.9	17.50	51.3
SU026	Lamoille South SU	6	2	1,541	1,567.0	251.00	16.29%	14.25	110.0	233.45	6.7	6.05	259.0	91.50	17.1	23.00	68.1	35.39	44.3	26.64	58.8
SU010	Milton SD	3	1	1,480	1,488.5	247.25	16.71%	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU054	Hartford SD	5	1	1,387	1,384.5	269.75	19.45%	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	227.75	20.78%	17.60	63.4	179.95	6.2	7.00	159.4	89.45	12.5	14.50	77.0	16.80	66.4	20.00	55.8
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	404.00	20.78%	12.70	154.8	390.07	5.0	8.00	245.8	158.50	12.4	38.67	50.9	54.20	36.3	40.90	48.1
SU037	Rutland Central SU	4	3	859	876.0	186.00	21.65%	6.97	125.7	158.19	5.5	6.00	146.0	64.07	13.7	15.84	55.3	24.44	35.8	17.41	50.3
SU057	Blue Mountain Union SD	1	1	384	379.0	83.25	21.65%	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	7.20	52.6	6.60	57.4	4.60	82.4
SU023	Maple Run USD	4	1	2,436	2,444.0	536.00	22.00%	29.55	82.7	417.49	5.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU029	Orange North SU	4	3	661	664.5	145.75	22.05%	8.30	80.1	105.25	6.3	4.50	147.7	42.35	15.7	10.00	66.5	13.30	50.0	9.30	71.5
SU019	Essex North SU	1	5	178	177.5	40.75	22.89%	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	3.00	59.2	2.50	71.0	3.00	59.2
SU009	Caledonia Central SU	4	4	625	633.0	146.50	23.44%	7.65	82.7	119.25	5.3	5.00	126.6	64.63	9.8	12.40	51.0	15.45	41.0	10.20	62.1
SU063	Two Rivers SU	6	10	961	951.5	229.25	23.86%	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU038	Rutland Southwest SU	4	4	531	524.0	127.50	24.01%	7.80	67.2	97.23	5.4	5.00	104.8	42.50	12.3	9.00	58.2	15.57	33.7	8.90	58.9
SU043	Washington South SU	3	2	565	578.0	136.50	24.16%	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU025	Lamoille North SU	7	2	1,642	1,648.0	399.50	24.33%	26.00	63.4	292.60	5.6	9.00	183.1	151.30	10.9	29.40	56.1	39.00	42.3	33.20	49.6
SU049	Windham Southwest SU	5	6	565	567.5	139.50	24.69%	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU028	Orange Southwest USD	4	1	806	812.0	199.25	24.72%	11.97	67.8	115.65	7.0	5.00	162.4	53.00	15.3	13.00	62.5	16.99	47.8	10.65	76.2
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	334.75	24.72%	21.50	62.7	238.91	5.6	6.90	195.4	115.60	11.7	22.00	61.3	29.57	45.6	24.40	55.3
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	286.50	25.13%	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU046	Windham Central SU	8	10	725	741.0	188.50	26.00%	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU041	Washington Northeast SU	2	2	475	487.0	124.75	26.26%	7.90	61.6	96.76	5.0	3.00	162.3	43.33	11.2	8.03	60.6	9.19	53.0	6.50	74.9
SU060	Battenkill Valley SU	2	2	372	373.0	100.50	27.02%	2.70	138.1	62.50	6.0	2.00	186.5	30.50	12.2	7.00	53.3	9.90	37.7	6.60	56.5
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	331.00	27.11%	17.50	70.1	245.90	5.0	8.00	153.3	94.20	13.0	22.50	54.5	36.50	33.6	29.20	42.0
SU027	Orange East SU	5	5	1,099	1,114.5	308.50	28.07%	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU030	White River Valley SU	9	10	1,207	1,247.5	343.50	28.46%	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.1	18.00	69.3	34.07	36.6	26.35	47.3
SU061	Barre SU	3	3	2,154	2,175.5	626.25	29.07%	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU034	Orleans Central SU	7	8	1,050	1,044.5	307.50	29.29%	10.75	97.2	198.19	5.3	9.00	116.1	90.75	11.5	20.84	50.1	23.01	45.4	17.31	60.3
SU048	Windham Southeast SU	9	6	2,326	2,320.0	685.00	29.45%	24.35	95.3	453.55	5.1	13.00	178.5	130.68	17.8	53.11	43.7	51.18	45.3	43.14	53.8
SU035	Orleans Southwest SU	6	8	945	968.5	283.50	30.00%	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU031	North Country SU	12	13	2,333	2,357.0	707.75	30.34%	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU047	Windham Northeast SU	6	5	1,094	1,110.5	333.00	30.44%	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU056	Springfield SD	4	1	1,181	1,206.0	375.25	31.77%	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU008	Caledonia North SU	5	6	914	884.0	291.75	31.92%	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	482.75	32.44%	9.70	152.4	275.59	5.4	9.00	164.3	133.94	11.0	21.60	68.4	27.00	54.8	22.90	64.6
SU015	Burlington SD	9	1	3,439	3,471.5	1,124.50	32.70%	26.96	128.8	561.76	6.2	14.00	248.0	173.97	20.0	51.70	67.1	86.30	40.2	78.00	44.5
SU024	Grand Isle SU	5	5	576	571.0	209.50	36.37%	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU040	Rutland City SD	5	1	2,039	2,065.5	775.25	38.02%	22.00	93.9	325.32	6.3	11.00	187.8	159.32	13.0	41.00	50.4	42.20	48.9	38.50	53.6
SU018	Essex-Caledonia SU	3	8	375	375.0	143.75	38.33%	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU005	Southwest Vermont SU	8	6	2,673	2,694.0	1,024.75	38.34%	41.00	65.7	484.08	5.6	14.00	192.4	187.56	14.4	91.67	29.4	59.50	45.3	62.40	43.2
SU011	St. Johnsbury SD	1	1	609	612.5	364.75	59.89%	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.		

# APPENDIX G: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING TO PERCENT OF STUDENTS WHO ARE ENGLISH LANGUAGE LEARNERS (ELL) (2017-18)

FY2018 Staff and Enrollment data		Schools				ELL count vs enrollment		1 - Enrl per SU/SD staff		2 - Enrl per Schl Staff		3 - Enrl per principals		4 - Enrl per GnEd tchrs		5 - Enrl per SpEd tchrs		6 - Enrl per StuSup Staff		7 - Enrl per StuHelp staff	
		Schools	Districts	Enroll18	Enr2YrAvg	01Oct18 ELL	Percentile	SU/SD Staff	2YrAvg	School Staff	2YrAvg	Principals	2YrAvg	GenEd Tchrs	2YrAvg	SpEd Tchrs	2YrAvg	StuSup Staff	2YrAvg	StuHelp Staff	2YrAvg
		295	218	1,328	1,333.6	33	2.48%	15.13	87.4	230.35	5.7	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3
SU019	Essex North SU	1	5	178	177.5	-	-	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	3.00	59.2	2.50	71.0	3.00	59.2
SU011	St. Johnsbury SD	1	1	609	612.5	-	-	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.8	8.50	72.1
SU009	Caledonia Central SU	4	4	625	633.0	-	-	7.65	82.7	119.25	5.3	5.00	126.6	64.63	9.8	12.40	51.0	15.45	41.0	10.20	62.1
SU029	Orange North SU	4	3	661	664.5	-	-	8.30	80.1	105.25	6.3	4.50	147.7	42.35	15.7	10.00	66.5	13.30	50.0	9.30	71.5
SU033	Mill River SD	5	1	823	821.0	-	-	11.15	73.6	150.04	5.5	6.00	136.8	47.00	17.5	16.00	51.3	19.96	41.1	11.40	72.0
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	-	-	17.60	63.4	179.95	6.2	7.00	159.4	89.45	12.5	14.50	77.0	16.80	66.4	20.00	55.8
SU031	North Country SU	12	13	2,333	2,357.0	2	0.09%	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	2	0.16%	17.50	70.1	245.90	5.0	8.00	153.3	94.20	13.0	22.50	54.5	36.50	33.6	29.20	42.0
SU025	Lamoille North SU	7	2	1,642	1,648.0	3	0.18%	26.00	63.4	292.60	5.6	9.00	183.1	151.30	10.9	29.40	56.1	39.00	42.3	33.20	49.6
SU034	Orleans Central SU	7	8	1,050	1,044.5	2	0.19%	10.75	97.2	198.19	5.3	9.00	116.1	90.75	11.5	20.84	50.1	23.01	45.4	17.31	60.3
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	3	0.20%	9.70	152.4	275.59	5.4	9.00	164.3	133.94	11.0	21.60	68.4	27.00	54.8	22.90	64.6
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	3	0.22%	21.50	62.7	238.91	5.6	6.90	195.4	115.60	11.7	22.00	61.3	29.57	45.6	24.40	55.3
SU060	Battenkill Valley SU	2	2	372	373.0	1	0.27%	2.70	138.1	62.50	6.0	2.00	186.5	30.50	12.2	7.00	53.3	9.90	37.7	6.60	56.5
SU047	Windham Northeast SU	6	5	1,094	1,110.5	3	0.27%	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU032	Washington Central SU	6	6	1,422	1,439.5	4	0.28%	20.50	70.2	214.87	6.7	7.50	191.9	120.80	11.9	22.15	65.0	32.52	44.3	25.92	55.5
SU049	Windham Southwest SU	5	6	565	567.5	2	0.35%	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU037	Rutland Central SU	4	3	859	876.0	3	0.35%	6.97	125.7	158.19	5.5	6.00	146.0	64.07	13.7	15.84	55.3	24.44	35.8	17.41	50.3
SU027	Orange East SU	5	5	1,099	1,114.5	4	0.36%	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU001	Addison Northeast SU	6	6	1,387	1,402.5	5	0.36%	13.50	103.9	224.60	6.2	8.00	175.3	123.80	11.3	25.50	55.0	27.60	50.8	21.20	66.2
SU028	Orange Southwest USD	4	1	806	812.0	3	0.37%	11.97	67.8	115.65	7.0	5.00	162.4	53.00	15.3	13.00	62.5	16.99	47.8	10.65	76.2
SU005	Southwest Vermont SU	8	6	2,673	2,694.0	10	0.37%	41.00	65.7	484.08	5.6	14.00	192.4	187.56	14.4	91.67	29.4	59.50	45.3	62.40	43.2
SU042	Harwood UUSD	8	1	1,693	1,716.0	7	0.41%	13.55	126.6	279.52	6.1	10.80	158.9	102.50	16.7	28.05	61.2	30.10	57.0	28.60	60.0
SU064	Rivendell Interstate SD	3	1	447	445.5	2	0.45%	7.49	59.5	87.01	5.1	4.00	111.4	32.27	13.8	6.60	67.5	6.58	67.7	4.80	92.8
SU010	Millton SD	3	1	1,480	1,488.5	7	0.47%	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU030	White River Valley SU	9	10	1,207	1,247.5	6	0.50%	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.1	18.00	69.3	34.07	36.6	26.35	47.3
SU024	Grand Isle SU	5	5	576	571.0	3	0.52%	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU026	Lamoille South SU	6	2	1,541	1,567.0	8	0.52%	14.25	110.0	233.45	6.7	6.05	259.0	91.50	17.1	23.00	68.1	35.39	44.3	26.64	58.8
SU018	Essex-Caledonia SU	3	8	375	375.0	2	0.53%	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU043	Washington South SU	3	2	565	578.0	3	0.53%	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU046	Windham Central SU	8	10	725	741.0	4	0.55%	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU035	Orleans Southwest SU	6	8	945	968.5	6	0.63%	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU012	Chittenden East SU	9	2	2,374	2,370.0	16	0.67%	22.86	103.7	368.75	6.4	12.00	197.5	119.30	19.9	41.85	56.6	43.73	54.2	34.24	69.2
SU023	Maple Run USD	4	1	2,436	2,444.0	17	0.70%	29.55	82.7	417.49	5.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU038	Rutland Southwest SU	4	4	531	524.0	4	0.75%	7.80	67.2	97.23	5.4	5.00	104.8	42.50	12.3	9.00	58.2	15.57	33.7	8.90	58.9
SU056	Springfield SD	4	1	1,181	1,206.0	9	0.76%	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU022	Franklin West SU	4	3	1,521	1,511.5	12	0.79%	13.05	115.8	239.27	6.3	6.00	251.9	87.78	17.2	16.80	90.0	20.48	73.8	18.49	81.7
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	16	0.82%	12.70	154.8	390.07	5.0	8.00	245.8	158.50	12.4	38.67	50.9	54.20	36.3	40.90	48.1
SU063	Two Rivers SU	6	10	961	951.5	8	0.83%	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU040	Rutland City SD	5	1	2,039	2,065.5	19	0.93%	22.00	93.9	325.32	6.3	11.00	187.8	159.32	13.0	41.00	50.4	42.20	48.9	38.50	53.6
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	11	0.96%	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU054	Hartford SD	5	1	1,387	1,384.5	14	1.01%	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU061	Barre SU	3	3	2,154	2,175.5	24	1.11%	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU002	Addison Northwest SD	4	1	888	898.0	10	1.13%	9.80	91.6	144.20	6.2	5.00	179.6	51.55	17.4	15.25	58.9	21.96	40.9	17.50	51.3
SU051	Windsor Central SU	7	8	926	919.0	11	1.19%	8.18	112.3	170.79	5.4	6.80	135.1	81.34	11.3	11.50	79.9	24.16	38.0	15.90	57.8
SU008	Caledonia North SU	5	6	914	884.0	12	1.31%	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU055	Dresden Interstate SD	1	1	294	296.0	4	1.36%	-	-	48.97	6.0	1.00	296.0	18.72	15.8	4.60	64.3	4.00	74.0	3.00	98.7
SU048	Windham Southeast SU	9	6	2,326	2,320.0	37	1.59%	24.35	95.3	453.55	5.1	13.00	178.5	130.68	17.8	53.11	43.7	51.18	45.3	43.14	53.8
SU041	Washington Northeast SU	2	2	475	487.0	8	1.68%	7.90	61.6	96.76	5.0	3.00	162.3	43.33	11.2	8.03	60.6	9.19	53.0	6.50	74.9
SU057	Blue Mountain Union SD	1	1	384	379.0	8	2.08%	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	7.20	52.6	6.60	57.4	4.60	82.4
SU003	Addison Central SD	9	1	1,698	1,698.0	36	2.12%	22.50	75.5	293.35	5.8	10.50	161.7	137.80	12.3	26.90	63.1	35.90	47.3	23.68	71.7
SU014	Champlain Valley SD	5	1	3,824	3,823.5	102	2.67%	29.50	129.6	593.02	6.4	13.00	294.1	225.14	17.0	53.40	71.6	85.53	44.7	61.38	62.3
SU007	Colchester SD	5	1	2,089	2,089.0	65	3.11%	31.20	67.0	323.81	6.5	9.00	232.1	140.40	14.9	9.30	224.6	35.43	59.0	30.50	68.5
SU065	Essex Westford SD	9	1	3,551	3,575.5	146	4.11%	42.50	84.1	542.55	6.6	12.90	277.2	201.65	17.7	59.84	59.8	56.55	63.2	58.90	60.7
SU045	Montpelier SD	3	1	1,050	1,033.5	44	4.19%	16.65	62.1	145.53	7.1	6.00	172.3	55.80	18.5	14.00	73.8	19.00	54.4	14.00	73.8
SU016	South Burlington SD	5	1	2,470	2,429.0	187	7.57%	21.63	112.3	341.92	7.1	8.00	303.6	131.60	18.5	30.50	79.6	52.25	46.5	30.43	79.8
SU015	Burlington SD	9	1	3,439	3,471.5	601	17.48%	26.96	128.8	561.76	6.2	14.00	248.0	173.97	20.0	51.70	67.1	86.30	40.2	78.00	44.5
SU017	Winooski SD	3	1	770	752.5	335	43.51%	10.40	72.4	154.10	4.9	3.00	250.8	73.25	10.3	20.00	37.6	22.41	33.6	20.41	36.9

## APPENDIX H: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING POPULATION DENSITY (2017-18)

FY2018 Staff and Enrollment data			1 - Enrl per SU/SD staff		2 - Enrl per Schl Staff		3 - Enrl per principals		4 - Enrl per GnEd tchrs		5 - Enrl per SpEd tchrs		6 - Enrl per StuSup Staff		7 - Enrl per StuHelp staff					
Schools	Districts	Enroll18	EnrYrAvg	2010Pop/mi²	SU/SD Staff	2yrAvg	School Staff	2yrAvg	PrinVprin	2yrAvg	GenEd Tchrs	2yrAvg	SpEd Tchrs	2yrAvg	StuSup Staff	2yrAvg	StuHelp Staff	2yrAvg		
295	218	1,328	1,333.6	271.2	15.13	87.4	230.35	182.5	7.25	182.5	95.34	13.8	24.12	61.0	29.60	46.8	23.63	60.3		
SU019	Essex North SU	1	5	178	177.5	9.0	4.00	44.4	43.48	4.1	1.00	177.5	16.50	10.8	3.00	59.2	2.50	71.0	3.00	59.2
SU018	Essex-Caledonia SU	3	8	375	375.0	15.8	5.80	64.7	80.20	4.7	3.00	125.0	38.25	9.8	6.00	62.5	11.45	32.8	9.70	38.7
SU046	Windham Central SU	8	10	725	741.0	25.5	8.59	86.3	136.14	5.4	7.35	100.8	67.12	11.0	9.02	82.2	24.06	30.8	11.41	64.9
SU049	Windham Southwest SU	5	6	565	567.5	25.9	9.90	57.3	119.10	4.8	5.50	103.2	61.00	9.3	9.50	59.7	15.40	36.9	12.60	45.0
SU057	Blue Mountain Union SD	1	1	384	379.0	26.9	5.50	68.9	65.95	5.7	2.00	189.5	34.60	11.0	7.20	52.6	6.60	57.4	4.60	82.4
SU051	Windsor Central SU	7	8	926	919.0	27.0	8.18	112.3	170.79	5.4	6.80	135.1	81.34	11.3	11.50	79.9	24.16	38.0	15.90	57.8
SU030	White River Valley SU	9	10	1,207	1,247.5	27.7	9.26	134.7	241.21	5.2	9.80	127.3	111.97	11.1	18.00	69.3	34.07	36.6	26.35	47.3
SU009	Caledonia Central SU	4	4	625	633.0	29.1	7.65	82.7	119.25	5.3	5.00	126.6	64.63	9.8	12.40	51.0	15.45	41.0	10.20	62.1
SU064	Rivendell Interstate SD	3	1	447	445.5	29.3	7.49	59.5	87.01	5.1	4.00	111.4	32.27	13.8	6.60	67.5	6.58	67.7	4.80	92.8
SU006	Bennington-Rutland SU	6	11	1,140	1,146.5	31.4	15.80	72.6	218.94	5.2	8.00	143.3	79.54	14.4	22.15	51.8	31.90	35.9	23.50	48.8
SU060	Battenkill Valley SU	2	2	372	373.0	32.2	2.70	138.1	62.50	6.0	2.00	186.5	30.50	12.2	7.00	53.3	9.90	37.7	6.60	56.5
SU063	Two Rivers SU	6	10	961	951.5	34.4	16.40	58.0	179.24	5.3	7.00	135.9	66.53	14.3	18.60	51.2	25.35	37.5	19.15	49.7
SU024	Grand Isle SU	5	5	576	571.0	35.8	8.00	71.4	117.25	4.9	7.05	81.0	48.05	11.9	11.60	49.2	15.40	37.1	12.80	44.6
SU034	Orleans Central SU	7	8	1,050	1,044.5	35.8	10.75	97.2	198.19	5.3	9.00	116.1	90.75	11.5	20.84	50.1	23.01	45.4	17.31	60.3
SU035	Orleans Southwest SU	6	8	945	968.5	37.2	14.15	68.4	175.09	5.5	7.00	138.4	70.99	13.6	14.45	67.0	28.90	33.5	20.20	47.9
SU020	Franklin Northeast SU	7	5	1,488	1,478.5	39.5	9.70	152.4	275.59	5.4	9.00	164.3	133.94	11.0	21.60	68.4	27.00	54.8	22.90	64.6
SU031	North Country SU	12	13	2,333	2,357.0	40.9	25.75	91.5	448.36	5.3	16.80	140.3	161.78	14.6	47.00	50.1	57.74	40.8	45.19	52.2
SU033	Mill River SD	5	1	823	821.0	41.1	11.15	73.6	150.04	5.5	6.00	136.8	47.00	17.5	16.00	51.3	19.96	41.1	11.40	72.0
SU041	Washington Northeast SU	2	2	475	487.0	41.4	7.90	61.6	96.76	5.0	3.00	162.3	43.33	11.2	8.03	60.6	9.19	53.0	6.50	74.9
SU036	Rutland Northeast SU	6	2	1,354	1,348.5	42.0	21.50	62.7	238.91	5.6	6.90	195.4	115.60	11.7	22.00	61.3	29.57	45.6	24.40	55.3
SU027	Orange East SU	5	5	1,099	1,114.5	42.9	10.43	106.9	210.73	5.3	5.00	222.9	102.53	10.9	18.57	60.0	28.31	39.4	20.50	54.4
SU008	Caledonia North SU	5	6	914	884.0	43.0	10.42	84.8	183.53	4.8	5.90	149.8	91.36	9.7	20.64	42.8	22.77	38.8	13.78	64.2
SU029	Orange North SU	4	3	661	664.5	46.5	8.30	80.1	105.25	6.3	4.50	147.7	42.35	15.7	10.00	66.5	13.30	50.0	9.30	71.5
SU025	Lamoille North SU	7	2	1,642	1,648.0	47.6	26.00	63.4	292.60	5.6	9.00	183.1	151.30	10.9	29.40	56.1	39.00	42.3	33.20	49.6
SU004	Addison-Rutland SU	5	7	1,221	1,226.5	50.4	17.50	70.1	245.90	5.0	8.00	153.3	94.20	13.0	22.50	54.5	36.50	33.6	29.20	42.0
SU001	Addison Northeast SU	6	6	1,387	1,402.5	50.6	13.50	103.9	224.60	6.2	8.00	175.3	123.80	11.3	25.50	55.0	27.60	50.8	21.20	66.2
SU038	Rutland Southwest SU	4	4	531	524.0	51.4	7.80	67.2	97.23	5.4	5.00	104.8	42.50	12.3	9.00	58.2	15.57	33.7	8.90	58.9
SU032	Washington Central SU	6	6	1,422	1,439.5	52.6	20.50	70.2	214.87	6.7	7.50	191.9	120.80	11.9	22.15	65.0	32.52	44.3	25.92	55.5
SU042	Harwood UUSD	8	1	1,693	1,716.0	54.3	13.55	126.6	279.52	6.1	10.80	158.9	102.50	16.7	28.05	61.2	30.10	57.0	28.60	60.0
SU002	Addison Northwest SD	4	1	888	898.0	54.9	9.80	91.6	144.20	6.2	5.00	179.6	51.55	17.4	15.25	58.9	21.96	40.9	17.50	51.3
SU003	Addison Central SD	9	1	1,698	1,698.0	57.1	22.50	75.5	293.35	5.8	10.50	161.7	137.80	12.3	26.90	63.1	35.90	47.3	23.68	71.7
SU028	Orange Southwest USD	4	1	806	812.0	57.3	11.97	67.8	115.65	7.0	5.00	162.4	53.00	15.3	13.00	62.5	16.99	47.8	10.65	76.2
SU026	Lamoille South SU	6	2	1,541	1,567.0	63.4	14.25	110.0	233.45	6.7	6.05	259.0	91.50	17.1	23.00	68.1	35.39	44.3	26.64	58.8
SU021	Franklin Northwest SU	5	5	1,944	1,966.5	67.2	12.70	154.8	390.07	5.0	8.00	245.8	158.50	12.4	38.67	50.9	54.20	36.3	40.90	48.1
SU047	Windham Northeast SU	6	5	1,094	1,110.5	68.5	12.53	88.6	239.52	4.6	8.12	136.8	93.44	11.9	24.72	44.9	39.73	28.0	27.21	40.8
SU012	Chittenden East SU	9	2	2,374	2,370.0	76.0	22.86	103.7	368.75	6.4	12.00	197.5	119.30	19.9	41.85	56.6	43.73	54.2	34.24	69.2
SU055	Dresden Interstate SD	1	1	294	296.0	76.4	-	-	48.97	6.0	1.00	296.0	18.72	15.8	4.60	64.3	4.00	74.0	3.00	98.7
SU043	Washington South SU	3	2	565	578.0	80.5	6.40	90.3	88.00	6.6	3.00	192.7	35.40	16.3	8.50	68.0	9.60	60.2	6.40	90.3
SU052	Windsor Southeast SU	4	4	1,096	1,116.0	81.2	17.60	63.4	179.95	6.2	7.00	159.4	89.45	12.5	14.50	77.0	16.80	66.4	20.00	55.8
SU022	Franklin West SU	4	3	1,521	1,511.5	81.5	13.05	115.8	239.27	6.3	6.00	251.9	87.78	17.2	16.80	90.0	20.48	73.8	18.49	81.7
SU023	Maple Run USD	4	1	2,436	2,444.0	113.0	29.55	82.7	417.49	5.9	10.00	244.4	197.22	12.4	43.90	55.7	42.70	57.2	44.20	55.3
SU005	Southwest Vermont SU	8	6	2,673	2,694.0	137.2	41.00	65.7	484.08	5.6	14.00	192.4	187.56	14.4	91.67	29.4	59.50	45.3	62.40	43.2
SU048	Windham Southwest SU	9	6	2,326	2,320.0	139.5	24.35	95.3	453.55	5.1	13.00	178.5	130.68	17.8	53.11	43.7	51.18	45.3	43.14	53.8
SU014	Champlain Valley SD	5	1	3,824	3,823.5	145.6	29.50	129.6	593.02	6.4	13.00	294.1	225.14	17.0	53.40	71.6	85.53	44.7	61.38	62.3
SU010	Milton SD	3	1	1,480	1,488.5	170.0	19.90	74.8	227.70	6.5	7.00	212.6	101.50	14.7	33.00	45.1	23.50	63.3	23.00	64.7
SU037	Rutland Central SU	4	3	859	876.0	180.8	6.97	125.7	158.19	5.5	6.00	146.0	64.07	13.7	15.84	55.3	24.44	35.8	17.41	50.3
SU056	Springfield SD	4	1	1,181	1,206.0	189.6	18.00	67.0	204.40	5.9	6.00	201.0	59.50	20.3	33.50	36.0	39.00	30.9	29.30	41.2
SU011	St. Johnsbury SD	1	1	609	612.5	206.9	5.50	111.4	124.00	4.9	2.00	306.3	38.00	16.1	9.90	61.9	9.75	62.8	8.50	72.1
SU054	Hartford SD	5	1	1,387	1,384.5	216.9	11.59	119.5	266.17	5.2	7.50	184.6	122.50	11.3	41.10	33.7	42.49	32.6	36.97	37.4
SU065	Essex Westford SD	9	1	3,551	3,575.5	275.0	42.50	84.1	542.55	6.6	12.90	277.2	201.65	17.7	59.84	59.8	56.55	63.2	58.90	60.7
SU007	Colchester SD	5	1	2,089	2,089.0	291.4	31.20	67.0	323.81	6.5	9.00	232.1	140.40	14.9	9.30	224.6	35.43	59.0	30.50	68.5
SU061	Barre SU	3	3	2,154	2,175.5	489.2	23.00	94.6	387.05	5.6	9.00	241.7	169.01	12.9	67.00	32.5	32.32	67.3	21.97	99.0
SU016	South Burlington SD	5	1	2,470	2,429.0	605.3	21.63	112.3	341.92	7.1	8.00	303.6	131.60	18.5	30.50	79.6	52.25	46.5	30.43	79.8
SU045	Montpelier SD	3	1	1,050	1,033.5	770.1	16.65	62.1	145.53	7.1	6.00	172.3	55.80	18.5	14.00	73.8	19.00	54.4	14.00	73.8
SU040	Rutland City SD	5	1	2,039	2,065.5	2,147.8	22.00	93.9	325.32	6.3	11.00	187.8	159.32	13.0	41.00	50.4	42.20	48.9	38.50	53.6
SU015	Burlington SD	9	1	3,439	3,471.5	2,738.3	26.96	128.8	561.76	6.2	14.00	248.0	173.97	20.0	51.70	67.1	86.30	40.2	78.00	44.5
SU017	Winooski SD	3	1	770	752.5	4,812.6	10.40	72.4	154.10	4.9	3.00	250.8	73.25	10.3	20.00	37.6	22.41	33.6	20.41	36.9

# APPENDIX I: STAFF-TO-STUDENT COUNTS, BY SU/SD RANK ACCORDING SU GOVERNANCE STRUCTURE (2017-18)

## FY2018 Staff and Enrollment data

	GovGroup	Schools	Districts	Enroll18	Enr2yrAvg	1 - Enrl per SU/SD staff SU/SD Staff	2yrAvg	2 - Enrl per Schl Staff School Staff	2yrAvg	3 - Enrl per principals PrinVprin	2yrAvg	4 - Enrl per GnEd tchrs GenEd Tchrs	2yrAvg
Averages	na	295	218	25,226	25,338.7	287.51	86.4	4,376.68	5.5	137.66	165.3	1,811.55	13.1
34 similar governance through out, all operating HS	A	188	101	55,234	55,430.5	633.78	87.5	9,286.65	6.0	280.85	197.4	3,751.17	14.8
18 varied governance - tuitioning HS and operating HS	B	87	86	16,829	16,996.5	183.23	92.8	3,119.48	5.4	106.17	160.1	1,388.27	12.2
5 tuition some or all grades, no HS	C	20	31	3,614	3,589.0	45.52	78.8	723.92	5.0	25.95	138.3	295.20	12.2

## FY2018 Staff and Enrollment data

	GovGroup	Schools	Districts	Enroll18	Enr2yrAvg	5 - Enrl per SpEd tchrs SpEd Tchrs	2yrAvg	6 - Enrl per StuSup Staff StuSup Staff	2yrAvg	7 - Enrl per StuHelp staff StuHelp Staff	2yrAvg
Statewide numbers	na	295	218	25,226	25,338.7	287.51	86.4	4,376.68	5.5	137.66	165.3
34 similar governance through out, all operating HS	A	188	101	55,234	55,430.5	1,030.99	53.8	1,186.64	46.7	971.78	57.0
18 varied governance - tuitioning HS and operating HS	B	87	86	16,829	16,996.5	273.57	62.1	409.28	41.5	306.77	55.4
5 tuition some or all grades, no HS	C	20	31	3,614	3,589.0	70.29	51.1	91.27	39.3	68.28	52.6

### Grouping A - similar governance through out, all operating HS

SU001	Addison Northeast SU	SU032	Washington Central SU
SU002	Addison Northwest SD	SU033	Mill River SD
SU003	Addison Central SD	SU034	Orleans Central SU
SU004	Addison-Rutland SU	SU040	Rutland City SD
SU005	Southwest Vermont SU	SU041	Washington Northeast SU
SU007	Colchester SD	SU042	Harwood UUSD
SU010	Milton SD	SU045	Montpelier SD
SU012	Chittenden East SU	SU048	Windham Southeast SU
SU014	Champlain Valley SD	SU051	Windsor Central SU
SU015	Burlington SD	SU054	Hartford SD
SU016	South Burlington SD	SU055	Dresden Interstate SD
SU017	Winooski SD	SU056	Springfield SD
SU023	Maple Run USD	SU057	Blue Mountain Union SD
SU025	Lamoille North SU	SU061	Barre SU
SU026	Lamoille South SU	SU063	Two Rivers SU
SU028	Orange Southwest USD	SU064	Rivendell Interstate SD
SU031	North Country SU	SU065	Essex Westford SD

### Grouping B - varied governance - tuitioning HS and operating HS

SU009	Caledonia Central SU
SU019	Essex North SU
SU020	Franklin Northeast SU
SU021	Franklin Northwest SU
SU022	Franklin West SU
SU027	Orange East SU
SU029	Orange North SU
SU030	White River Valley SU
SU035	Orleans Southwest SU
SU036	Rutland Northeast SU
SU037	Rutland Central SU
SU038	Rutland Southwest SU
SU043	Washington South SU
SU046	Windham Central SU
SU047	Windham Northeast SU
SU049	Windham Southwest SU
SU052	Windsor Southeast SU
SU060	Battenkill Valley SU

### Grouping C - tuition some or all grades, no HS

SU006	Bennington-Rutland SU
SU008	Caledonia North SU
SU011	St. Johnsbury SD
SU018	Essex-Caledonia SU
SU024	Grand Isle SU

### Grouping B SUs moved to Grouping A SUs

SU004	Hubbardton	9-12	most tuitioned to FUHS
SU005	North Bennington ID	K-6	tuition elementary only
SU031	Coventry	9-12	~2/5 to NCUHS, ~1/2 to LRUHS
SU034	Westmore	K-8	tuition elementary, mostly within SU schools
SU047	A, G, & W	7-8	~1/2 attending school within SU
SU048	Vernon	7-12	only 23 not attending BUHS
SU051	Pittsfield	K-12	~3/4 attending schools within SU
SU063	Baltimore	K-12	have subsequently unified within SU