

Why the proposed Education Transformation Plan can be great for the students and educators of Vermont

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Nate Levenson



- Former school board member and superintendent
- Advised 300+ districts nationally, including 20+ in Vermont over the past 15 years
- Experience and expertise with school budgeting, school funding formulas, and staffing allocations
- Vermont-specific experience supporting small schools, special education and regionalization efforts (ACT 173, ACT 46, and creation of Vermont Learning Collaborative)

Not involved in designing the proposed education transformation plan and funding formula

The transformation plan and funding formula are practical, grounded in reality and aligned to nearly all teaching and learning best practices

The proposed plan

- Puts teaching and learning first
- Aligns to education and management best practices
- Provides more resources for students and staff
- Reflects Vermont's values of local control, local schools and equity

The proposed plan allows for a continued high degree of local control

Sample ways in which districts might tailor spending to meet local priorities

- Keeping smaller elementary schools through thoughtful staffing
- Keeping smaller elementary schools through shifting resources from consolidated and efficient middle and high schools with shared staff, part time staff and aligned bell schedules
- Expanding mental health and behavior support services
- Enhancing electives and special programs based on community priorities

The funding formula provides more than ample funds for an extremely high-quality education

If I were superintendent of a new school district with 12,000 students

- Dramatic increase in supports for students
- Significant expansion of mental health and behavior services
- Fund two district run magnet schools
- Expand career readiness programming and supports
- \$10,000 pay increase per teacher
- Keep small elementary schools open, but staffed thoughtfully

Requires class sizes in K-3 of 13 and average class size of 22 students in grades 4 -12 .

**The proposed
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**Four factors make the transformation plan
good for students and tax payers**

- 1. More effective governance structure**
- 2. Reduced central office costs**
- 3. More staff sharing, less "rounding up"**
- 4. Moving towards more typical class sizes**

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1. More effective governance structure

- Enables better budgeting, more efficient staffing, and district-wide cost-saving strategies to be approved
- Many past efforts to reduce costs in a good for students manner have not been approved
- A school board with a district wide perspective governs and budgets better

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2. Reduced central office costs

Economies of scale significantly reduce central office costs

- From 10 superintendents to 1
- From 10 assistant superintendents to 1
- From 10 business officers to 1
- From 10 special education directors to 1

Total savings likely exceed 50% of current spending after expanding mid level managers

Added benefits

- Dedicated director of literacy
- Dedicated directors for math, English, science, social studies, world language, music, arts and career readiness
- Dedicated director of mental health and behavior support
- Specialized cost containment director
- Special education cost analyst

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3. More staff sharing, less "rounding up"

Avoiding rounding up (from 0.6 FTE to 1.0 FTE) can save hundreds of thousands of dollars per school in many districts

A few real Vermont examples

- In one Vermont district that did not share elementary art, music, and PE teachers, rounding up added over \$250,000 to staffing costs per elementary school.
- A middle school in a supervisory union that did not share staff had nearly \$700,000 in rounding up costs.
- A high school in another supervisory union incurred over \$400,000 in additional staffing expenses due to rounding up.

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4. Moving towards more typical class sizes

- Small classes drive up costs and have not improved student outcomes
- Small classes have reduced teacher pay, limited investment in mental health, academic support and career readiness
- Small classes actually reduce student outcomes given the large number of provisionally certified staff needed
- Achieving class size targets set in the transformation plan likely saves \$100 million or more!
- The transformation plan calls for class sizes that are considered very small at the elementary level and typical at the secondary level in most of the country

The proposed plan benefits teachers and staff

Higher Pay

- Savings from economies of scale, better budgeting, and more typical class sizes can be reinvested in teacher salaries
- Increase pay of \$5,000 per teacher

More Support

- Increases access to high-quality curriculum materials, aligned lesson plans, instructional coaching, and professional development
- Expands behavior and mental health staffing

Districts can successfully manage this change, with support

- Guidance and training on effective governance
- Cost effective small schools models
- Transition planning assistance
- Precision staffing, sharing of staff and coordinated scheduling technical assistance
- Model central office staffing

Questions ?
