Deciding to Build Your Own Tutoring Program

Purpose: The tool helps districts assess their capacity to design and implement a self-run tutoring program. By evaluating key factors like expertise, staffing, and data systems, leaders can determine whether to build internally or partner with a provider, ensuring alignment with district priorities.

Instructions

1. Review the "Should You Build Your Own Tutoring Program?" table below.
2. Document your responses in the table.
3. Complete the Deciding to Build Your Own Tutoring Program Reflection.

Should You Build Your Own Tutoring Program?			
Consideration	**Answer**	**If NO, then . . .**	
1. Does your district's curricula already use **High Quality Instructional Materials** (HQIM)?		Partner with a provider and focus on HQIM work	**OR** Ensure adequate capacity to develop and implement tutoring without infringing on HQIM efforts
2. Does your district have **internal staff expertise** in . . . ☐ designing tutoring models, ☐ implementing instructional training for new educators, ☐ and delivery of HQIM and pedagogical experience in your focus area?		Partner with a provider	**OR** Hire new staff with this expertise and/or train existing staff
3. Does your district have **staff who have capacity** to . . . ☐ design a tutoring model, ☐ collaborate with the HR department to hire tutors, ☐ design and implement pre-service & ongoing training, ☐ and develop guidance to support teachers & administrators to implement the model?		Partner with a provider	**OR** Hire new staff and/or contract out for these roles

4. Based on program scale, do you have **enough time to plan for implementation**?		Partner with a provider	**OR**	Conduct a smaller-scale pilot program
5. Does your district have a <u>diverse talent pool</u> at your **desired tutor experience level**?		Partner with a provider	**OR**	Contract out recruitment and selection
6. Does your district have <u>robust internal systems</u> to **collect data and measure impact**?		Partner with a provider	**OR**	Hire an external evaluator
*All **YES** or planned for?* **Your district has what it takes to build its own tutoring program.**				

Deciding to Build Your Own Tutoring Program Reflection

1. <u>Which areas</u> most strongly **indicate that your district is well-positioned** to develop your own tutoring program? Why is this? Can it be addressed?

2. <u>Which areas</u> most strongly **indicate that your district may not be ready** to develop your own tutoring program, and should instead partner with a provider? Why is this? Can it be addressed?

3. Are there <u>any other factors not identified</u> through this reflection that may **help you assess your district's level of preparedness** for designing and implementing its own tutoring program?