Determining a Tutoring Approach: Decision-Making Guide

Purpose: This tool helps districts identify the most effective tutoring approach by assessing their capacity.

Part I: Understand and Compare the Three Tutoring Approaches

The three tutoring approaches are:

1. **Partner with a Proven Provider:** Collaborate with an established tutoring provider to implement a high-impact model while leveraging their expertise and resources.
2. **Build Your Own Program:** Build an in-house tutoring program using district resources and community talent for greater control over implementation and customization.
3. **Leverage Provider Expertise:** Combines district-led implementation with select external provider expertise to customize support and share responsibilities.

Partner With a Provider			
	Potential Advantages	**Considerations**	**District Context Notes**
High-Quality Instructional Materials	Proven success of the curriculum ensures a strong foundation for implementation.	Integration of the tutoring curriculum with the existing curriculum may present challenges.	
Time	Program implementation could potentially be quicker.	Availability of program type options (virtual vs. in-person) may be limited.	
Capacity	Use of external resources eliminates the need for existing district human resources. Recruitment, hiring, and training of tutors are done by a provider.	Tutor hiring processes may not adequately represent the diversity of the student population. Quality is controlled externally, and student data-sharing protocols must be developed.	

Build Your Own Program*			
	Potential Advantages	**Considerations**	**District Context Notes**
High-Quality Instructional Materials	Easier integration with existing High-Quality Instructional Materials (HQIM).	Centralized monitoring is required to ensure consistency in implementation.	
Time	Greater district control over the detailed design and implementation process.	Quick start-up may be hindered by the hiring process, scheduling, curriculum development, and/or decision-making.	
Capacity	Increased opportunities for growth and pay for the existing talent pool.	Greater district responsibility for staffing, training, and program improvement.	

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Leverage Provider Expertise
This approach is a "Build Your Own" method that combines district-led implementation with select external provider expertise. If leaning toward "Build Your Own", complete the [Build Your Own Flowchart]().
Consider outsourcing one or more of the following to a tutoring provider: ● **Designing and implementing tutoring:** A partner can provide technical assistance when building your own program. This support might look like program development aligning with evidence-based practices, scaling and sustainability planning, or even addressing logistical or operational challenges. ● **Hiring staff:** A provider can assist in hiring staff for a high-impact tutoring program by offering expertise, resources, and a streamlined process to ensure the recruitment of qualified personnel. ● **Sourcing curriculum for tutoring:** A partner may provide a high-quality, evidence-based tutoring curriculum designed to align seamlessly with existing curricula and educational standards. ● **Supporting technology:** A provider can support technology by managing the platform provision and integration with existing systems. This can include training and support for users. ● **Housing data:** A partner may offer a data management system for data storage and provide training on its use, including data collection, analysis, and interpretation to evaluate program effectiveness.

Part II: Use the guiding questions below to determine which model best fits your district's needs.

	Respond to the Key Questions applied to your district context:
Focus Area	**Think it through!** ● Can all student groups benefit from the current district resources, or would some student groups be excluded? ● Can existing resources be adapted to support multilingual learners, students with disabilities, or those in alternative settings? ✔ **Key Question:** **If YES** → Consider **building your own program** **If NO** → Consider **partnering with a provider**
High-Quality Instructional Materials (HQIM)	**Think it through!** ● Can the existing curriculum be adapted for tutoring? ● Do potential partners offer a curriculum that aligns with district needs? ● Can external materials supplement district resources for a blended approach? ✔ **Key Question:** Does the district have existing high-quality instructional materials that can be integrated into tutoring? **If YES** → Consider **building your own program** and training tutors to align with district standards. **If NO** → Consider **partnering with a provider** that offers structured, research-based instructional resources.
Timeframe	**Think it through!** ● Does the district need an RFP to partner with a provider? ● Can the district recruit and train tutors within the timeframe? ● Can tutoring be scheduled without disrupting core instruction? ✔ **Key Question:** How soon does the district need to launch tutoring? **If FLEXIBLE (e.g., planned for next year)** → A **build your own or leveraging tutor expertise** may allow time to recruit, train, and integrate tutoring effectively. **If FAST (e.g., within the current school year)** → **Partnering with a Provider** may be the best option for quick implementation.

Capacity	**Think it through!** ● Does the district have HR capacity for hiring and onboarding tutors? ● Can the district provide high-quality professional development? ● Are systems in place for data tracking and continuous improvement? ✔ **Key Question:** Does the district have the capacity to recruit, train, and oversee tutors? **If YES →** A **build your own program** could be a strong option, allowing direct oversight and alignment with district priorities. **If NO →** **Partnering with a provider** can **reduce administrative burden** while ensuring tutor quality.

Scenario	Recommended Approach
Strong internal instructional resources + available staffing + flexible timeline	**Build Your Own Program** (Develop tutoring program in-house)
Limited internal resources + need for quick implementation + need for structured curriculum	**Partner with a Provider** (Contract with an external tutoring organization)
Some internal capacity + need for external support with curriculum/tutors + phased implementation	**Leverage Provider Expertise:** (Blend in-house tutoring with provider support)