Determining the Quantity of Tutors

Purpose: This tool helps districts determine how many tutors they need by considering student needs, dosage, workload, and tutor-to-student ratio. Districts can use these factors to create a tutoring model tailored to their specific needs, ensuring efficient use of resources and maximum student impact.

Factor	Key Questions	Considerations
Students	*How many students will receive tutoring?*	• Serving more students requires more tutors. • More significant caseloads may lead to tutors struggling to build meaningful individual connections with each student.
Dosage	*How many hours of tutoring per week will each student be given?*	More hours per student means more tutors are needed. Recommended dosage: • **Session Lengths:** Older students can participate in 30-to 60-minute sessions, whereas young students benefit from shorter sessions. • **Number of Sessions:** Three or more weekly sessions for at least ten weeks. • **Scheduling Consideration:** The number of tutoring groups running simultaneously impacts the number of tutors needed. Assess the tutoring schedule to ensure enough tutors are available for concurrent sessions.
Workload	*How many hours will each tutor offer per week?*	• Fewer tutors are required when they work more hours. • Consider only facilitation hours (session time). • Exclude prep, training, and paperwork. • **Formula:** Daily tutoring hours × Days worked per week = Maximum Weekly Hours.
Ratio	*How many students will each tutor work with at one time?*	• Districts need fewer tutors when student-tutor ratios are higher. • When proper training and supervision are provided, research recommends that tutors work with groups of up to **three students at a time**.

Determining the Number of Tutors Needed

Questions		Answers	
Students	*How many students will receive tutoring?*		Students
Dosage	*How many hours of tutoring will each student receive per week?*		Tutoring Hours / Week
Workload	*How many hours of tutoring will each tutor provide per week?*		Weekly Hours of Tutoring / Tutor
Ratio*	*How many students will each tutor work with simultaneously?*		Students per Tutor
Use the formula below to calculate the minimum number of tutors needed			**Tutors Needed**

* Guidance for Number of Students Effectively Managed by Tutor Experience Level and Training+Support Provided		
Tutor Experience Level	**Minimal Training**	**Thorough Training**
Novice	1	3
Experienced	1	3
Master	3	3

To estimate **how many tutors a district will need**, use the following calculation:

$$\frac{\#\ of\ Students\ \times\ Dosage}{Workload\ \times\ Ratio} = \#\ of\ Tutors\ Needed$$

Note: This calculation represents the minimum number of tutors required, assuming tutor availability aligns with the school's tutoring schedule. Additional tutors will be needed to meet demand if tutoring simultaneously occurs for all students. Other factors like scheduling constraints and tutor availability may also impact the final number.

Example: A district will need at least **40 tutors** to tutor 1,000 students for 3 hours a week if the tutors can tutor 25 hours per week with 3 students in each session.				
# of students who need tutoring:		**1,000** students need tutoring		
× *Hours of tutoring per pupil per week:*	×	**3** hours	=	**3,000** hours/week
÷ *Hours of tutoring per tutor per week:*	÷	**25** hours	=	**120** Tutors at 1:1
÷ *Students per tutor during a session:*	÷	**3** students	=	**40** Tutors at **3:1**
Minimum tutors needed				**40 Tutors**