Provider Guidance for Determining Tutor Type

Purpose: Choosing an appropriate tutor involves assessing expertise, availability levels, and cost implications to meet specific district needs. This guidance enables providers to make decisions that support program objectives while staying within budget limits and scaling appropriately.

Types of Tutors Overview

Tutors from diverse backgrounds, including paraprofessionals and classroom teachers, have demonstrated effective results when their experience and skills align with their roles. Providers achieve instructional and operational goals more effectively when strategically matching tutor types factors such as grade level, student needs, session frequency, and budget constraints. This section lists the most common tutor types selected by providers.

- **Certified Teachers:** Most effective but costly; often needed for high-challenge focus areas.
- **Paraprofessionals**: Teacher assistants and instructional aides represent school staff members who function within current roles in the school system. In some cases, families may be recruited to these positions.
- **Volunteers (Paid Service Program Participants):** Individuals participating in service-oriented programs, such as AmeriCorps or similar initiatives, are provided stipends and, with proper training and oversight, can achieve strong results.
- **College Students:** Effective in specific programs; college students need significant training and supervision to achieve strong results.
- **Families:** With training and resources, parents can effectively support their children, especially in home-based programs.

Key Considerations for Tutor Selection (By Tutor Type)

Certified Teachers	
Focus Area	Suitable for high-need areas like advanced content, ELLs, or students with IEPs.
Student-Tutor Ratio	Effective in both one-on-one and small-group settings due to pedagogical expertise.
Dosage	Suitable for regular, structured sessions during the school day, though feasibility may vary depending on teacher availability and scheduling constraints.
Recruitment	High cost and limited availability; often require additional incentives.
Support and Training	Typically require minimal pedagogical training but may need program-specific orientation to align with curriculum and session structure.

Sustainability	May not be feasible long-term due to costs, but is generally highly effective.

Paraprofessionals	
Focus Area	Suitable for foundational skills and early grades; may require additional training for advanced areas. Family and community members can effectively tutor students when recruited into paraprofessional roles, particularly for culturally or linguistically aligned interventions.
Student-Tutor Ratio	Effective for small groups; tutors benefit from targeted training in behavior management strategies.
Dosage	Well-suited for consistent, in-school schedules.
Recruitment	Readily available in schools; leveraging families strengthens cultural alignment and trust.
Support and Training	Paraprofessionals need training in pedagogy, classroom management, and specific program goals. Continuous coaching and feedback are essential for success.
Sustainability	Builds long-term capacity through para-to-teacher pipelines and enhances community engagement.

Paid Service Program Participants	
Focus Area	Effective for supplemental support; may not be as suitable for high-stakes or advanced areas.
Student-Tutor Ratio	Effective in one-on-one or small-group settings.
Dosage	Program structure often supports consistent schedules but may be less flexible than other tutor types.
Recruitment	Generally available through service programs like AmeriCorps, which provide stipends and oversees participant training. Districts and schools can partner with these programs to streamline recruitment and ensure consistent support.
Support and Training	Requires extensive onboarding to ensure tutors understand effective instructional practices, program-specific goals, and student engagement strategies. Ongoing professional development and oversight are crucial.

Sustainability	High turnover may require ongoing recruitment, but strong program partnerships can maintain a steady pipeline.

College Students	
Focus Area	Effective for middle-grade or less complex content; otherwise, can recruit for specific majors and content expertise.
Student-Tutor Ratio	Small groups or one-on-one settings.
Dosage	Flexible scheduling; can align with college coursework, though semester differences may pose challenges in ensuring consistency.
Support and Training	Needs foundational training in pedagogy, classroom management, and program-specific expectations. Regular check-ins and performance coaching are key to building effectiveness. Sometimes, training and support are provided through college or university programs, such as EPPs or tutoring courses.
Recruitment	Partner with universities for work-study or credit-earning programs.
Sustainability	Offers a steady pipeline of potential future educators.

Private Tutors	
Focus Area	Often employed by for-profit or non-profit tutoring organizations for specialized or intensive support.
Student-Tutor Ratio	Flexible, depending on the program's structure.
Dosage	Can adapt to clients' needs, offering both intensive and supplemental tutoring.
Support and Training	Can hire tutors with existing expertise to reduce training needs.
Recruitment	Provide program-specific orientation and resources to align with organizational goals.
Sustainability	Highly flexible and scalable based on demand and resources.

Families	
Focus Area	Parents as tutors, typically in home-based or supplemental programs.
Student-Tutor Ratio	One-on-one, with parents supporting their children.
Dosage	Dependent on family schedules and commitment.
Support and Training	It involves providing training and resources for parents to act as effective tutors.
Recruitment	Requires materials and training to help families tutor effectively.
Sustainability	Varies widely based on engagement and program design.