

Annual Snapshot Ratings: 2023 Point Value Reference Tables

ENGLISH LANGUAGE ARTS (ELA)/READING

ELA/Reading is an indicator for the Academic Proficiency domain based on test scores from Vermont’s state ELA/Reading assessment. Vermont’s state ELA assessment asks students to demonstrate and apply their knowledge and skills in areas such as critical thinking and analytical writing as defined by the Common Core State Standards.

The Annual Snapshot reports on scale scores which reflect student performance on the current school year. To standardize reporting on different data, the Annual Snapshot converts scale scores to a 5–point scale. The table below lists the point value conversion for ELA assessment data to point values on the 5–point scale.

English Language Arts (ELA) Scale Scores

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH
1.0	<1728	<1745	<1723	<1731	<1731	<1729	<1711
1.1	1732	1748	1725	1734	1735	1732	1713
1.2	1735	1751	1728	1738	1738	1736	1717
1.3	1738	1754	1730	1742	1742	1739	1720
1.4	1741	1757	1733	1745	1745	1743	1723
1.5	1745	1760	1735	1749	1749	1746	1727
1.6	1748	1763	1738	1753	1753	1750	1730
1.7	1751	1765	1740	1756	1756	1753	1733
1.8	1754	1768	1743	1759	1760	1756	1736
1.9	1757	1771	1745	1763	1763	1760	1739
2.0	1760	1774	1748	1766	1767	1763	1742
2.1	1764	1776	1750	1770	1770	1766	1745
2.2	1768	1779	1753	1773	1773	1770	1748
2.3	1771	1781	1755	1775	1776	1773	1751
2.4	1774	1784	1758	1779	1779	1776	1754
2.5	1778	1787	1760	1782	1783	1780	1758
2.6	1781	1789	1762	1785	1785	1783	1762
2.7	1784	1792	1765	1788	1789	1786	1765
2.8	1787	1794	1767	1791	1792	1789	1768
2.9	1791	1797	1770	1794	1795	1793	1771
3.0	1794	1799	1773	1797	1798	1797	1774

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH
3.1	1797	1801	1776	1800	1802	1801	1778
3.2	1800	1804	1779	1804	1806	1805	1782
3.3	1803	1806	1783	1807	1810	1809	1786
3.4	1806	1808	1786	1810	1814	1813	1790
3.5	1808	1811	1789	1813	1819	1817	1794
3.6	1810	1813	1792	1816	1823	1821	1799
3.7	1813	1816	1796	1820	1827	1825	1803
3.8	1816	1818	1799	1823	1831	1829	1807
3.9	1819	1821	1802	1827	1835	1833	1811
4.0	1821	1823	1805	1830	1838	1837	1816
4.1	1824	1825	1809	1833	1842	1841	1820
4.2	1827	1828	1812	1836	1846	1845	1824
4.3	1830	1830	1815	1839	1850	1849	1829
4.4	1832	1833	1819	1843	1854	1853	1833
4.5	1835	1835	1822	1846	1859	1857	1838
4.6	1837	1837	1826	1849	1863	1862	1842
4.7	1840	1840	1829	1853	1867	1866	1847
4.8	1843	1842	1832	1856	1871	1870	1851
4.9	1845	1844	1836	1860	1875	1874	1856
5.0	>1845	>1844	>1836	>1860	>1875	>1874	>1856
Range of Possible Scores	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000

MATH

Math is an indicator for the Academic Proficiency domain based on test scores from Vermont’s state math assessment. Vermont’s state math assessment asks students to demonstrate and apply their knowledge and skills in areas such as critical thinking and problem-solving as defined by the Common Core State Standards.

The Annual Snapshot reports on scale scores which reflect student performance on the current school year. To standardize reporting on different data, the Annual Snapshot converts scale scores to a 5–point scale. The table below lists the point value conversion for math assessment data to point values on the 5–point scale.

Math Scale Scores

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH
1.0	<1651	<1642	<1685	<1713	<1707	<1701	<1705
1.1	1655	1647	1689	1718	1712	1705	1708
1.2	1660	1653	1694	1723	1716	1709	1711
1.3	1664	1658	1698	1728	1720	1712	1715
1.4	1669	1663	1702	1733	1724	1716	1718
1.5	1673	1668	1706	1738	1728	1719	1721
1.6	1678	1673	1711	1743	1732	1723	1724
1.7	1682	1678	1715	1748	1735	1726	1727
1.8	1686	1683	1719	1753	1739	1730	1731
1.9	1691	1689	1723	1758	1743	1733	1735
2.0	1695	1694	1728	1763	1747	1736	1738
2.1	1699	1699	1732	1767	1750	1739	1741
2.2	1703	1704	1735	1772	1754	1743	1744
2.3	1706	1708	1739	1777	1758	1746	1749
2.4	1710	1713	1744	1781	1762	1750	1752
2.5	1714	1718	1748	1786	1765	1753	1755
2.6	1718	1723	1751	1790	1768	1756	1759
2.7	1722	1728	1755	1795	1772	1759	1762
2.8	1725	1732	1760	1799	1776	1762	1767
2.9	1729	1737	1763	1803	1779	1765	1770
3.0	1733	1742	1768	1808	1783	1768	1774
3.1	1737	1746	1771	1811	1785	1770	1777
3.2	1743	1750	1773	1814	1789	1773	1780
3.3	1747	1755	1776	1817	1791	1775	1783
3.4	1751	1759	1779	1820	1795	1778	1787
3.5	1756	1763	1782	1823	1797	1780	1791
3.6	1760	1767	1786	1826	1800	1782	1793
3.7	1764	1771	1788	1829	1803	1785	1797
3.8	1768	1776	1791	1833	1806	1787	1801
3.9	1773	1780	1794	1836	1809	1790	1803
4.0	1777	1784	1797	1838	1812	1792	1807

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH
4.1	1781	1788	1801	1841	1814	1794	1811
4.2	1786	1792	1803	1844	1818	1797	1814
4.3	1790	1797	1806	1847	1820	1799	1817
4.4	1794	1801	1809	1850	1824	1801	1821
4.5	1799	1805	1812	1853	1826	1803	1825
4.6	1802	1809	1816	1856	1829	1805	1828
4.7	1806	1813	1818	1859	1832	1808	1832
4.8	1810	1818	1822	1862	1835	1810	1835
4.9	1814	1822	1824	1865	1839	1813	1838
5.0	>1814	>1822	>1824	>1865	>1839	>1813	>1838
Range of Possible Scores	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000	1500-2000

SCIENCE

Science is an indicator for the Academic Proficiency domain based on test scores from Vermont’s state science assessment. Vermont’s science math assessment asks students to demonstrate and apply their knowledge and skills in areas such as critical thinking and problem-solving as defined by the Next Generation Science Standards.

The Annual Snapshot reports on scale scores which reflect student performance on the current school year. To standardize reporting on different data, the Annual Snapshot converts scale scores to a 5-point scale. The table below lists the point value conversion for science assessment data to point values on the 5-point scale.

Science Scale Scores

POINT VALUE	5TH	8TH	11TH
1.0	<1714	<1712	<1712
1.1	1716	1715	1714
1.2	1719	1718	
1.3			1717
1.4	1723	1721	
1.5			1720
1.6	1726	1725	
1.7			1723
1.8	1729	1728	
1.9			

POINT VALUE	5TH	8TH	11TH
2.0	1732	1731	1726
2.1	1735		
2.2		1735	1729
2.3	1739		
2.4		1738	1733
2.5	1742		
2.6	1745	1741	
2.7			1736
2.8	1748	1745	
2.9			
3.0	1752	1748	1739
3.1	1755	1751	1743
3.2		1755	1746
3.3	1758		1750
3.4		1758	1754
3.5	1761	1761	1761
3.6	1765	1764	1765
3.7		1767	1768
3.8	1768		1772
3.9		1770	1776
4.0	1771	1774	1779
4.1	1774	1776	1783
4.2		1779	1790
4.3	1777	1782	1794
4.4	1780		1798
4.5		1785	1805
4.6	1783	1788	1809
4.7	1786	1791	1812
4.8		1794	1816
4.9	1789	1796	1823
5.0	>1789	>1796	>1823
Range of Possible Scores	1500-2000	1500-2000	1500-2000

ENGLISH LANGUAGE PROFICIENCY

Annual progress toward English proficiency is an indicator for the Academic Proficiency domain. ACCESS for English Language Learners (ACCESS) is an assessment that measures students' academic English language in four language domains: listening, speaking, reading and writing. Vermont uses the online format of ACCESS for Grades 1-12. Students' ACCESS scores reflect proficiency levels ranging from Level 1 (Entering) to Level 6 (Reaching). The scores reported below represent the percentage of students making annual progress toward English proficiency. This percentage is converted to a point value for reporting on the Annual Snapshot. The table below lists the point value conversion for the ACCESS assessment data to point values on the 5-point scale.

POINT VALUE	% ENGLISH LEARNERS
1.0	<36
1.1	36
1.2	37
1.3	38
1.4	39
1.5	40
1.6	41
1.7	42
1.8	43
1.9	44
2.0	45
2.1	47
2.2	48
2.3	50
2.4	51
2.5	53
2.6	54
2.7	56
2.8	57
2.9	59
3.0	60
3.1	62
3.2	63
3.3	65

POINT VALUE	% ENGLISH LEARNERS
3.4	66
3.5	68
3.6	69
3.7	71
3.8	72
3.9	74
4.0	76
4.1	78
4.2	81
4.3	83
4.4	86
4.5	88
4.6	90
4.7	93
4.8	95
4.9	98
5.0	100
Range of Possible Scores	0-100

GRADUATION RATES

Both 4- and 6-year graduation rates (percentage of students graduating in four or six years) are indicators for the Academic Proficiency domain. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

POINT VALUE	4-YEAR COHORT RATE (%)	6-YEAR COHORT RATE (%)
1.0	<58.0	<58.0
1.1	58.0	58.0
1.2	59.0	59.0
1.3	60.0	60.0
1.4	61.0	61.0
1.5	62.0	62.0
1.6	63.0	63.0
1.7	64.0	64.0

POINT VALUE	4-YEAR COHORT RATE (%)	6-YEAR COHORT RATE (%)
1.8	65.0	65.0
1.9	66.0	66.0
2.0	67.0	67.0
2.1	68.0	68.0
2.2	69.0	69.0
2.3	71.0	71.0
2.4	72.0	72.0
2.5	73.0	73.0
2.6	75.0	75.0
2.7	76.0	76.0
2.8	77.0	77.0
2.9	78.0	78.0
3.0	80.0	80.0
3.1	82.0	82.0
3.2	83.0	83.0
3.3	85.0	85.0
3.4	86.0	86.0
3.5	88.0	88.0
3.6	89.0	89.0
3.7	91.0	91.0
3.8	92.0	92.0
3.9	94.0	94.0
4.0	95.0	95.0
4.1	95.5	95.5
4.2	96.0	96.0
4.3	96.5	96.5
4.4	97.0	97.0
4.5	97.5	97.5
4.6	98.0	98.0
4.7	98.5	98.5
4.8	99.0	99.0
4.9	99.5	99.5

POINT VALUE	4-YEAR COHORT RATE (%)	6-YEAR COHORT RATE (%)
5.0	100.0	100.0
Range of Possible Scores	0-100	0-100

COLLEGE/CAREER-READINESS ASSESSMENTS

The CCR Assessments indicator gauges the percentage of students who have demonstrated proficiency on at least one measure of career/college readiness by the end of 12th grade. Consistent with Act 77 and the Education Quality Standards, a student can demonstrate proficiency in a number of flexible manners, including achieving a predetermined score on a CCR assessment, receiving at least a “C” in a college course or earning an approved Industry Recognized Credential (IRC) through a Career Technology Center. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

COLLEGE/CAREER-READY OUTCOMES WITHIN 16 MONTHS OF GRADUATION

The CCR Post-graduation Outcomes indicator gauges how many graduates are pursuing college/career opportunities within 16 months after graduation. A student can demonstrate their readiness by being enrolled in college. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

College/Career-Readiness (applies to both Assessments & Outcomes)

POINT VALUE	SCORE (%)
1.0	<30.00
1.1	31.67
1.2	33.33
1.3	35.00
1.4	36.67
1.5	38.33
1.6	40.00
1.7	41.67
1.8	43.33
1.9	45.00
2.0	46.67
2.1	48.33
2.2	50.00
2.3	51.67
2.4	53.33
2.5	55.00
2.6	56.67
2.7	58.33

POINT VALUE	SCORE (%)
2.8	60.00
2.9	61.78
3.0	63.56
3.1	65.33
3.2	67.11
3.3	68.89
3.4	70.67
3.5	72.44
3.6	74.22
3.7	76.00
3.8	77.85
3.9	79.70
4.0	81.54
4.1	83.39
4.2	85.23
4.3	87.08
4.4	88.92
4.5	90.77
4.6	92.62
4.7	94.46
4.8	96.31
4.9	98.15
5.0	100.00

STUDENT PARTICIPATION IN FLEXIBLE PATHWAYS

Act 77 and the Education Quality Standards identified that students must be provided the opportunity to learn through flexible and multiple pathways, one of the five essential attributes of personalized learning. This indicator reports the percentage of students who have participated in dual enrollment, career and technology education, early college, work-based learning, virtual learning, or expanded learning opportunities by the end of 12th grade. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

POINT VALUE	PARTICIPATION RATE (%)
1.0	<58.0

POINT VALUE	PARTICIPATION RATE (%)
1.1	58.0
1.2	59.0
1.3	60.0
1.4	61.0
1.5	62.0
1.6	63.0
1.7	64.0
1.8	65.0
1.9	66.0
2.0	67.0
2.1	68.0
2.2	69.0
2.3	71.0
2.4	72.0
2.5	73.0
2.6	75.0
2.7	76.0
2.8	77.0
2.9	78.0
3.0	80.0
3.1	82.0
3.2	83.0
3.3	85.0
3.4	86.0
3.5	88.0
3.6	89.0
3.7	91.0
3.8	92.0
3.9	94.0
4.0	95.0
4.1	95.5
4.2	96.0

POINT VALUE	PARTICIPATION RATE (%)
4.3	96.5
4.4	97.0
4.5	97.5
4.6	98.0
4.7	98.5
4.8	99.0
4.9	99.5
5.0	100.0
Range of Possible Scores	0-100

SCHOOL OFFERINGS IN FLEXIBLE PATHWAYS

Act 77 and the Education Quality Standards identified that students must be provided the opportunity to learn through flexible and multiple pathways, one of the five essential attributes of personalized learning. This indicator reports how many of the following flexible pathways were available to students at a particular school or supervisory union/district in a given year: dual enrollment, career technical education, early college, work-based learning, virtual/blended learning, high school completion program, and expanded learning opportunities. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

POINT VALUE	PATHWAYS OFFERED
1.00	0
1.57	1
2.14	2
2.71	3
3.29	4
3.86	5
4.43	6
5.00	7
Range of Possible Scores	0-7

DISCIPLINARY EXCLUSION

This indicator reflects the amount of school days missed as a result of out-of-school suspensions relative to the number of students enrolled during the school year selected. As exclusion rates fluctuate substantially according to grade level, a rate is calculated for each grade. A school or SU/ SD rate represents the rate of exclusion of all students served by the school or SU/SD of interest. The following the table shows the point value conversion to a 5-point scale for the Annual Snapshot.

POINT VALUE	KG	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH	11TH	12TH
1.0	0.3636	0.1091	0.4000	0.1961	0.3000	0.4762	0.5000	0.5513	0.3070	0.4888	0.3939	0.4835	0.2756
1.1	0.3503	0.1032	0.3908	0.1837	0.2830	0.4550	0.4839	0.5353	0.2988	0.4685	0.3879	0.4563	0.2683
1.2	0.3371	0.0973	0.3815	0.1714	0.2659	0.4339	0.4678	0.5194	0.2905	0.4482	0.3818	0.4291	0.2611
1.3	0.3238	0.0914	0.3723	0.1590	0.2489	0.4127	0.4517	0.5035	0.2823	0.4278	0.3758	0.4019	0.2538
1.4	0.3105	0.0855	0.3631	0.1467	0.2319	0.3916	0.4356	0.4875	0.2741	0.4075	0.3697	0.3747	0.2465
1.5	0.2972	0.0795	0.3538	0.1343	0.2148	0.3704	0.4195	0.4716	0.2658	0.3872	0.3636	0.3475	0.2392
1.6	0.2839	0.0736	0.3446	0.1220	0.1978	0.3493	0.4034	0.4556	0.2576	0.3669	0.3576	0.3203	0.2320
1.7	0.2706	0.0677	0.3354	0.1096	0.1807	0.3282	0.3873	0.4397	0.2494	0.3466	0.3515	0.2931	0.2247
1.8	0.2573	0.0618	0.3262	0.0973	0.1637	0.3070	0.3712	0.4238	0.2411	0.3263	0.3455	0.2659	0.2174
1.9	0.2441	0.0559	0.3169	0.0849	0.1467	0.2859	0.3551	0.4078	0.2329	0.3060	0.3394	0.2387	0.2102
2.0	0.2308	0.0500	0.3077	0.0726	0.1296	0.2647	0.3390	0.3919	0.2246	0.2857	0.3333	0.2115	0.2029
2.1	0.2183	0.0479	0.2870	0.0708	0.1254	0.2502	0.3103	0.3765	0.2105	0.2679	0.3235	0.2055	0.1976
2.2	0.2058	0.0459	0.2664	0.0689	0.1212	0.2358	0.2817	0.3611	0.1964	0.2501	0.3137	0.1995	0.1923
2.3	0.1933	0.0438	0.2458	0.0671	0.1169	0.2213	0.2531	0.3458	0.1822	0.2323	0.3038	0.1935	0.1870
2.4	0.1808	0.0418	0.2251	0.0653	0.1127	0.2068	0.2244	0.3304	0.1681	0.2145	0.2940	0.1875	0.1817
2.5	0.1683	0.0397	0.2045	0.0635	0.1085	0.1924	0.1958	0.3150	0.1540	0.1967	0.2842	0.1815	0.1764
2.6	0.1558	0.0376	0.1838	0.0616	0.1042	0.1779	0.1672	0.2996	0.1399	0.1789	0.2743	0.1755	0.1712
2.7	0.1433	0.0356	0.1632	0.0598	0.1000	0.1634	0.1385	0.2842	0.1257	0.1611	0.2645	0.1695	0.1659
2.8	0.1309	0.0335	0.1426	0.0580	0.0958	0.1489	0.1099	0.2689	0.1116	0.1433	0.2547	0.1635	0.1606
2.9	0.1184	0.0315	0.1219	0.0562	0.0915	0.1345	0.0813	0.2535	0.0975	0.1255	0.2448	0.1575	0.1553
3.0	0.1059	0.0294	0.1013	0.0543	0.0873	0.1200	0.0526	0.2381	0.0833	0.1077	0.2350	0.1515	0.1500
3.1	0.1053	0.0275	0.0964	0.0518	0.0836	0.1143	0.0485	0.2205	0.0793	0.0986	0.2298	0.1444	0.1494
3.2	0.1047	0.0255	0.0915	0.0492	0.0798	0.1085	0.0444	0.2030	0.0754	0.0896	0.2247	0.1372	0.1488
3.3	0.1041	0.0236	0.0867	0.0466	0.0761	0.1028	0.0403	0.1854	0.0714	0.0806	0.2195	0.1301	0.1482
3.4	0.1035	0.0216	0.0818	0.0440	0.0724	0.0970	0.0361	0.1679	0.0674	0.0715	0.2143	0.1229	0.1476
3.5	0.1029	0.0197	0.0769	0.0415	0.0687	0.0913	0.0320	0.1503	0.0634	0.0625	0.2092	0.1158	0.1470
3.6	0.1024	0.0177	0.0721	0.0389	0.0649	0.0855	0.0279	0.1327	0.0594	0.0534	0.2040	0.1086	0.1464
3.7	0.1018	0.0158	0.0672	0.0363	0.0612	0.0798	0.0237	0.1152	0.0554	0.0444	0.1988	0.1015	0.1458
3.8	0.1012	0.0138	0.0624	0.0337	0.0575	0.0740	0.0196	0.0976	0.0514	0.0353	0.1937	0.0943	0.1452
3.9	0.1006	0.0119	0.0575	0.0311	0.0537	0.0682	0.0155	0.0801	0.0475	0.0263	0.1885	0.0872	0.1446
4.0	0.1000	0.0099	0.0526	0.0286	0.0500	0.0625	0.0114	0.0625	0.0435	0.0172	0.1833	0.0800	0.1440
4.1	0.0900	0.0089	0.0497	0.0257	0.0450	0.0563	0.0102	0.0563	0.0391	0.0155	0.1650	0.0720	0.1296

POINT VALUE	KG	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH	11TH	12TH
4.2	0.0800	0.0079	0.0444	0.0229	0.0400	0.0500	0.0091	0.0500	0.0348	0.0138	0.1467	0.0640	0.1152
4.3	0.0700	0.0069	0.0392	0.0200	0.0350	0.0438	0.0080	0.0438	0.0304	0.0121	0.1283	0.0560	0.1008
4.4	0.0600	0.0059	0.0339	0.0171	0.0300	0.0375	0.0068	0.0375	0.0261	0.0103	0.1100	0.0480	0.0864
4.5	0.0500	0.0050	0.0286	0.0143	0.0250	0.0313	0.0057	0.0313	0.0217	0.0086	0.0917	0.0400	0.0720
4.6	0.0400	0.0040	0.0234	0.0114	0.0200	0.0250	0.0045	0.0250	0.0174	0.0069	0.0733	0.0320	0.0576
4.7	0.0300	0.0030	0.0181	0.0086	0.0150	0.0188	0.0034	0.0188	0.0130	0.0052	0.0550	0.0240	0.0432
4.8	0.0200	0.0020	0.0128	0.0057	0.0100	0.0125	0.0023	0.0125	0.0087	0.0034	0.0367	0.0160	0.0288
4.9	0.0100	0.0010	0.0076	0.0029	0.0050	0.0063	0.0011	0.0063	0.0043	0.0017	0.0183	0.0080	0.0144
5.0	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000

PROPERLY LICENSED TEACHERS

The Properly Licensed Educators indicator reports the percentage of educators working in a district in a given year who hold a Level I, Level II, or Retired Vermont license in the endorsement area at the instruction level at which he or she is teaching. The table below lists the point value conversion to a 5-point scale for the Annual Snapshot.

POINT VALUE	% LICENSED
1.0	40.00
1.1	41.11
1.2	42.22
1.3	43.33
1.4	44.44
1.5	45.56
1.6	46.67
1.7	47.78
1.8	48.89
1.9	50.00
2.0	52.80
2.1	55.56
2.2	58.33
2.3	61.11
2.4	63.89
2.5	66.67
2.6	69.44

POINT VALUE	% LICENSED
2.7	72.22
2.8	75.00
2.9	76.67
3.0	78.33
3.1	80.00
3.2	81.67
3.3	83.33
3.4	85.00
3.5	86.67
3.6	88.33
3.7	90.00
3.8	90.77
3.9	91.54
4.0	92.31
4.1	93.08
4.2	93.85
4.3	94.62
4.4	95.38
4.5	96.15
4.6	96.92
4.7	97.69
4.8	98.46
4.9	99.23
5.0	100.00

EDUCATOR RETENTION

The Educator Retention indicator reports the percentage of educators who have been in their current placement for at least the past three years. The teacher rate is reported for schools, SU/SDs, and the state levels. The principal rate is reported at the SU/SD and the state levels. The superintendent rate is reported at the state level, only. The table below lists the point value conversion for Educator Retention to a 5-point scale for the Annual Snapshot.

POINT VALUE	3-YEAR RETENTION RATE (%)
1.0	20

POINT VALUE	3-YEAR RETENTION RATE (%)
1.1	22
1.2	24
1.3	26
1.4	28
1.5	30
1.6	32
1.7	34
1.8	36
1.9	38
2.0	40
2.1	42
2.2	44
2.3	46
2.4	48
2.5	50
2.6	52
2.7	54
2.8	56
2.9	58
3.0	60
3.1	62
3.2	64
3.3	66
3.4	68
3.5	70
3.6	72
3.7	74
3.8	76
3.9	78
4.0	80
4.1	82
4.2	84

POINT VALUE	3-YEAR RETENTION RATE (%)
4.3	86
4.4	88
4.5	90
4.6	92
4.7	94
4.8	96
4.9	98
5.0	100

EDUCATION QUALITY STANDARDS STAFFING RATIO

This indicator reports a school, SU/SD, or the state ratios of educators to students relative to standards published in the Vermont Education Quality Standards (EQS). Standards are reported for teachers, school counselors, school librarians, school nurses, and school principals. The teacher and school counselor ratios are disaggregated by primary and secondary levels. For all ratios in this indicator, a Not Meeting rating can be assigned for either a too high or too low ratio. For example, a Not Meeting rating would be assigned if a school had a high student-teacher ratio of 100 to 1 or a low ratio of 2 to 1. As defined by EQS, the principal ratio represents the ratio of principals to teachers, rather than principals to students. The table below lists the point value conversion for EQS to a 5-point scale for the Annual Snapshot.

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
1.0	22.50	28.13	15.00	450.00	300.00	450.00	750.00
1.1	22.08	27.61	14.72	441.67	294.44	441.67	736.11
1.2	21.67	27.09	14.44	433.33	288.89	433.33	722.22
1.3	21.25	26.57	14.17	425.00	283.33	425.00	708.33
1.4	20.84	26.05	13.89	416.67	277.78	416.67	694.44
1.5	20.42	25.52	13.61	408.33	272.22	408.33	680.56
1.6	20.00	25.00	13.33	400.00	266.67	400.00	666.67
1.7	19.58	24.48	13.06	391.67	261.11	391.67	652.78
1.8	19.17	23.96	12.78	383.33	255.56	383.33	638.89
1.9	18.75	23.44	12.50	375.00	250.00	375.00	625.00
2.0	18.33	22.92	12.22	366.67	244.44	366.67	611.11
2.1	17.92	22.40	11.94	358.33	238.89	358.33	597.22
2.2	17.50	21.88	11.67	350.00	233.33	350.00	583.33
2.3	17.08	21.36	11.39	341.67	227.78	341.67	569.44
2.4	16.67	20.83	11.11	333.33	222.22	333.33	555.56

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
2.5	16.25	20.31	10.83	325.00	216.67	325.00	541.67
2.6	15.83	19.79	10.56	316.67	211.11	316.67	527.78
2.7	15.42	19.27	10.28	308.33	205.56	308.33	513.89
2.8	15.00	18.75	10.00	300.00	200.00	300.00	500.00
2.9	14.79	18.49	9.86	295.83	197.22	295.83	493.06
3.0	14.58	18.23	9.72	291.67	194.44	291.67	486.11
3.1	14.38	17.97	9.58	287.50	191.67	287.50	479.17
3.2	14.17	17.71	9.44	283.33	188.89	283.33	472.22
3.3	13.96	17.45	9.30	279.17	186.11	279.17	465.28
3.4	13.75	17.19	9.17	275.00	183.33	275.00	458.33
3.5	13.55	16.93	9.03	270.83	180.56	270.83	451.39
3.6	13.34	16.67	8.89	266.67	177.78	266.67	444.44
3.7	13.13	16.41	8.75	262.50	175.00	262.50	437.50
3.8	12.99	16.23	8.65	259.62	173.08	259.62	432.69
3.9	12.84	16.05	8.56	256.73	171.15	256.73	427.88
4.0	12.70	15.87	8.46	253.85	169.23	253.84	423.08
4.1	12.55	15.69	8.37	250.96	167.31	250.96	418.27
4.2	12.41	15.51	8.27	248.08	165.38	248.08	413.46
4.3	12.26	15.33	8.17	245.19	163.46	245.19	408.65
4.4	12.12	15.14	8.08	242.31	161.54	242.31	403.85
4.5	11.97	14.96	7.98	239.42	159.62	239.42	399.04
4.6	11.83	14.78	7.88	236.54	157.69	236.54	394.23
4.7	11.68	14.60	7.79	233.65	155.77	233.65	389.42
4.8	11.54	14.42	7.69	230.77	153.85	230.77	384.62
4.9	11.39	14.24	7.60	227.88	151.92	227.88	379.81
5.0	11.25	14.06	7.50	225.00	150.00	225.00	375.00
4.9	11.18	13.97	7.45	223.56	149.04	223.56	372.60
4.8	11.11	13.88	7.40	222.12	148.08	222.12	370.19
4.7	11.03	13.79	7.36	220.67	147.12	220.67	367.79
4.6	10.96	13.70	7.31	219.23	146.15	219.23	365.38
4.5	10.89	13.61	7.26	217.79	145.19	217.79	362.98
4.4	10.82	13.52	7.21	216.35	144.23	216.35	360.58

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
4.3	10.74	13.43	7.17	214.90	143.27	214.90	358.17
4.2	10.67	13.34	7.12	213.46	142.31	213.46	355.77
4.1	10.60	13.25	7.07	212.02	141.35	212.02	353.37
4.0	10.53	13.16	7.02	210.58	140.39	210.58	350.96
3.9	10.45	13.07	6.98	209.13	139.42	209.13	348.56
3.8	10.38	12.98	6.93	207.69	138.46	207.69	346.15
3.7	10.31	12.89	6.88	206.25	137.50	206.25	343.75
3.6	10.21	12.76	6.81	204.17	136.11	204.17	340.28
3.5	10.10	12.63	6.74	202.08	134.72	202.08	336.81
3.4	10.00	12.50	6.67	200.00	133.33	200.00	333.33
3.3	9.90	12.37	6.60	197.92	131.94	197.92	329.86
3.2	9.79	12.24	6.53	195.83	130.56	195.83	326.39
3.1	9.69	12.11	6.46	193.75	129.17	193.75	322.92
3.0	9.59	11.98	6.39	191.67	127.78	191.67	319.44
2.9	9.48	11.85	6.32	189.58	126.39	189.58	315.97
2.8	9.38	11.72	6.25	187.50	125.00	187.50	312.50
2.7	9.28	11.59	6.18	185.42	123.61	185.42	309.03
2.6	9.17	11.46	6.11	183.33	122.22	183.33	305.56
2.5	9.07	11.33	6.04	181.25	120.83	181.25	302.08
2.4	8.96	11.20	5.98	179.17	119.44	179.17	298.61
2.3	8.86	11.07	5.91	177.08	118.06	177.08	295.14
2.2	8.75	10.94	5.84	175.00	116.67	175.00	291.67
2.1	8.65	10.81	5.77	172.92	115.28	172.92	288.19
2.0	8.54	10.68	5.70	170.83	113.89	170.83	284.72
1.9	8.44	10.55	5.63	168.75	112.50	168.75	281.25
1.8	8.34	10.42	5.56	166.67	111.11	166.67	277.78
1.7	8.23	10.29	5.49	164.58	109.72	164.58	274.30
1.6	8.13	10.16	5.42	162.50	108.33	162.50	270.83
1.5	8.02	10.03	5.35	160.42	106.94	160.42	267.36
1.4	7.92	9.90	5.28	158.33	105.56	158.33	263.89
1.3	7.81	9.77	5.21	156.25	104.17	156.25	260.42
1.2	7.71	9.64	5.14	154.17	102.78	154.17	256.95

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
1.1	7.60	9.51	5.07	152.08	101.39	152.08	253.47
1.0	7.50	9.38	5.00	150.00	100.00	150.00	250.00