







Vermont

School Management	C	
Finance	B	
Staffing: Hiring & Evaluation	C	
Staffing: Removing Ineffective Teachers	A	
Data	C	
Pipeline to Postsecondary	C	
Technology	C	
State Reform Environment	?	
Gold Stars		

School Management. Vermont does a mediocre job managing its schools in a way that encourages thoughtful innovation. The state has lower-than-average academic standards and does not have a charter school law. However, the state sanctions low-performing schools and rewards high-performing or improving ones.

Finance. Overall, Vermont earns an above-average grade in this category. While the state does not have a performance pay program for teachers, Vermont gets a solid mark for the simplicity of its state funding mechanism. Districts in the state also have full authority over teacher pay.

Staffing: Hiring & Evaluation. Vermont receives an average mark for its teacher hiring and evaluation system. Fifteen percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. Vermont also requires incoming teachers to pass basic skills and subject-knowledge tests.

Staffing: Removing Ineffective Teachers. Vermont receives a very good score on the ability to remove poor-performing teachers from the classroom. Forty-five percent of principals report that tenure is a barrier to removing poor-performing teachers. That is 27 percentage points below the national average. In addition, only 4% of principals report that resistance from parents is a barrier to dismissal. Still, 70% of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, which is 9 percentage points above the national average of 61%.

Data. Vermont gets a mediocre mark for its state data system. Although the state does not publicly report college remediation data, Vermont does have the ability to match individual students' test records from year to year.

Pipeline to Postsecondary. Vermont receives a mediocre mark for its efforts to improve college and career readiness. Sixty-six percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is slightly higher than the national average of 65%. However, Vermont does not require a college- and career-ready diploma.

Technology. Vermont receives an average grade in this category. While the state has not established a virtual school, it does require technology testing for teachers. Vermont also needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Vermont supports common academic standards and factors a reliable graduation rate into its accountability system.
