

# Annual Snapshot Ratings: 2019 Point Value Reference Tables

## ENGLISH LANGUAGE ARTS (ELA)/READING

ELA/Reading is an indicator for the Academic Proficiency domain based on test scores from the Smarter Balanced assessment. The Smarter Balanced ELA assessment asks students to demonstrate and apply their knowledge and skills in areas such as critical thinking and analytical writing.

The Annual Snapshot reports on both scale and growth scores. Scale scores reflect student performance on the current school year. Growth scores reflect how students improved over the past three years compared to their academic peers. To standardize reporting on different data, the Annual Snapshot converts scale and growth 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	ELA GROWTH
1.0	<2369	<2414	<2441	<2453	<2475	<2486	<2489	0
1.1	2372	2417	2444	2457	2479	2490	2493	3
1.2	2375	2420	2447	2461	2483	2494	2497	5
1.3	2378	2423	2450	2465	2487	2498	2501	8
1.4	2381	2426	2453	2469	2491	2502	2505	10
1.5	2384	2429	2456	2473	2495	2506	2510	13
1.6	2387	2432	2459	2477	2499	2510	2514	15
1.7	2390	2435	2462	2481	2503	2514	2518	18
1.8	2393	2438	2465	2485	2507	2518	2522	20
1.9	2396	2441	2468	2489	2511	2522	2526	23
2.0	2399	2444	2471	2493	2515	2526	2530	25
2.1	2402	2447	2474	2497	2519	2530	2534	28
2.2	2406	2450	2477	2501	2523	2534	2538	30
2.3	2409	2453	2480	2504	2526	2538	2542	33
2.4	2412	2456	2483	2508	2530	2542	2546	35
2.5	2416	2459	2486	2512	2534	2546	2551	38
2.6	2419	2462	2489	2516	2537	2550	2555	40
2.7	2422	2465	2492	2520	2541	2554	2559	43
2.8	2425	2468	2495	2523	2545	2558	2563	45
2.9	2429	2471	2498	2527	2548	2562	2567	48

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH	ELA GROWTH
3.0	2432	2473	2502	2531	2552	2567	2571	50
3.1	2435	2476	2506	2535	2557	2572	2576	53
3.2	2438	2479	2510	2540	2562	2577	2581	55
3.3	2441	2482	2514	2544	2567	2582	2586	58
3.4	2444	2485	2518	2549	2572	2587	2591	60
3.5	2446	2488	2522	2553	2577	2592	2596	63
3.6	2449	2491	2526	2557	2582	2597	2601	65
3.7	2452	2494	2530	2562	2587	2602	2606	68
3.8	2455	2497	2534	2566	2592	2607	2611	70
3.9	2458	2500	2538	2571	2597	2612	2616	73
4.0	2461	2503	2542	2575	2601	2618	2621	75
4.1	2464	2506	2546	2579	2606	2623	2626	78
4.2	2467	2509	2550	2584	2611	2628	2631	80
4.3	2470	2512	2554	2588	2616	2633	2636	83
4.4	2473	2515	2558	2593	2621	2638	2641	85
4.5	2476	2518	2562	2597	2626	2643	2646	88
4.6	2479	2521	2566	2601	2631	2648	2651	90
4.7	2482	2524	2570	2606	2636	2653	2656	93
4.8	2485	2527	2574	2610	2641	2658	2661	95
4.9	2488	2530	2578	2615	2646	2663	2666	98
5.0	>2488	>2530	>2578	>2615	>2646	>2663	>2666	100
Range of Possible Scores	2001-2811	2032-2867	2056-2916	2079-2937	2082-2964	2097-2989	2102-3032	0-100

## MATH

Math is an indicator for the Academic Proficiency domain based on test scores from the Smarter Balanced assessment. The Smarter Balanced math assessment asks students to demonstrate and apply their knowledge and skills in areas such as critical thinking and problem solving.

The Annual Snapshot reports on both scale and growth scores. Scale scores reflect student performance on the current school year. Growth scores reflect how students improved over the past three years compared to their academic peers. To standardize reporting on different data, the Annual Snapshot converts scale and growth 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	MATH GROWTH
1.0	<2378	<2407	<2451	<2472	<2485	<2504	<2517	0
1.1	2381	2411	2455	2476	2489	2508	2521	3
1.2	2384	2415	2459	2480	2493	2512	2525	5
1.3	2387	2419	2463	2484	2497	2516	2530	8
1.4	2390	2423	2467	2488	2501	2520	2534	10
1.5	2393	2427	2471	2492	2505	2524	2538	13
1.6	2396	2431	2475	2496	2509	2528	2542	15
1.7	2399	2435	2479	2500	2513	2532	2546	18
1.8	2402	2439	2483	2504	2517	2536	2551	20
1.9	2405	2443	2487	2508	2521	2540	2555	23
2.0	2408	2447	2491	2512	2525	2544	2559	25
2.1	2411	2451	2495	2516	2529	2548	2563	28
2.2	2414	2455	2498	2520	2533	2552	2567	30
2.3	2416	2458	2502	2524	2538	2557	2572	33
2.4	2419	2462	2506	2528	2542	2561	2576	35
2.5	2422	2466	2510	2532	2546	2565	2580	38
2.6	2425	2470	2513	2536	2550	2569	2584	40
2.7	2428	2474	2517	2540	2554	2573	2588	43
2.8	2430	2477	2521	2544	2559	2578	2593	45
2.9	2433	2481	2524	2548	2563	2582	2597	48
3.0	2436	2485	2528	2552	2567	2586	2601	50
3.1	2439	2488	2531	2555	2570	2589	2605	53
3.2	2443	2491	2533	2558	2574	2593	2608	55
3.3	2446	2495	2536	2561	2577	2596	2612	58
3.4	2449	2498	2538	2564	2581	2600	2616	60
3.5	2453	2501	2541	2567	2584	2603	2620	63
3.6	2456	2504	2544	2570	2587	2606	2623	65
3.7	2459	2507	2546	2573	2591	2610	2627	68
3.8	2462	2511	2549	2576	2594	2613	2631	70
3.9	2466	2514	2551	2579	2598	2617	2634	73
4.0	2469	2517	2554	2581	2601	2620	2638	75

POINT VALUE	3RD	4TH	5TH	6TH	7TH	8TH	9TH	MATH GROWTH
4.1	2472	2520	2557	2584	2604	2623	2642	78
4.2	2476	2523	2559	2587	2608	2627	2645	80
4.3	2479	2527	2562	2590	2611	2630	2649	83
4.4	2482	2530	2564	2593	2615	2634	2653	85
4.5	2486	2533	2567	2596	2618	2637	2657	88
4.6	2489	2536	2570	2599	2621	2640	2660	90
4.7	2492	2539	2572	2602	2625	2644	2664	93
4.8	2495	2543	2575	2605	2628	2647	2668	95
4.9	2499	2546	2577	2608	2632	2651	2671	98
5.0	>2499	>2546	>2577	>2608	>2632	>2651	>2671	100
Range of Possible Scores	2071-2762	2090-2834	2095-2891	2103-2911	2108-2964	2113-2993	2118-3085	0-100

## SCIENCE

Science is an indicator for the Academic Proficiency domain based on test scores from the Vermont Science Assessment (VTSA). VTSA is fully aligned with the Next Generation Science Standards (NGSS), the academic content standards that Vermont adopted in 2013. This computer-based assessment is administered each spring in grades 5, 8, and 11 for all publicly funded students. The scale score is converted to a point value to standardize reporting on the Annual Snapshot. The table below lists the point value conversion for the VTSA assessment data to point values on the 5-point scale. Note that grey cells represent point values that do not have a corresponding scale score.

### Science Scale Scores

POINT VALUE	5TH	8TH	11TH
1.0	<43	<44	<45
1.1	43	44	45
1.2	44	45	
1.3			46
1.4	45	46	
1.5			47
1.6	46	47	
1.7			48
1.8	47	48	
1.9			
2.0	48	49	49

POINT VALUE	5TH	8TH	11TH
2.1	49		
2.2		50	50
2.3	50		
2.4		51	51
2.5	51		
2.6	52	52	
2.7			52
2.8	53	53	
2.9			
3.0	54	54	53
3.1	55	55	54
3.2		56	55
3.3	56		56
3.4		57	57
3.5	57	58	59
3.6	58	59	60
3.7		60	61
3.8	59		62
3.9		61	63
4.0	60	62	64
4.1	61	63	65
4.2		64	67
4.3	62	65	68
4.4	63		69
4.5		66	71
4.6	64	67	72
4.7	65	68	73
4.8		69	74
4.9	66	70	76
5.0	>66	>70	>76
Range of Possible Scores	0-100	0-100	0-100

## PHYSICAL EDUCATION

The Vermont Physical Education Assessment (VTPEA) suite includes FitnessGram, the Brockport Physical Fitness test, and the Individual Fitness Assessment. Together, these assessments collect health-related fitness data for Vermont students of all abilities in grades 4, 7, and 9 in four fitness domains: aerobic capacity, abdominal muscular strength and endurance, upper body muscular strength and endurance, and flexibility. The percentage is converted to a point value to standardize reporting on the Annual Snapshot. The table below lists the point value conversion for the VTPEA assessment data to point values on the 5-point scale.

POINT VALUE	% STUDENTS IN HEALTHY FITNESS ZONE
1.0	<58.0
1.1	58.5
1.2	59.0
1.3	59.5
1.4	60.0
1.5	60.5
1.6	61.0
1.7	61.5
1.8	62.0
1.9	62.5
2.0	63.0
2.1	63.6
2.2	64.2
2.3	64.8
2.4	65.4
2.5	66.0
2.6	66.6
2.7	67.2
2.8	67.8
2.9	68.4
3.0	69.0
3.1	69.6
3.2	70.2
3.3	70.8
3.4	71.4

<b>POINT VALUE</b>	<b>% STUDENTS IN HEALTHY FITNESS ZONE</b>
3.5	72.0
3.6	72.6
3.7	73.2
3.8	73.8
3.9	74.4
4.0	75.0
4.1	77.5
4.2	80.0
4.3	82.5
4.4	85.0
4.5	87.5
4.6	90.0
4.7	92.5
4.8	95.0
4.9	97.5
5.0	100.0

## **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.

<b>POINT VALUE</b>	<b>% ENGLISH LEARNERS</b>
1.0	<36
1.1	36
1.2	37
1.3	38
1.4	39
1.5	40

<b>POINT VALUE</b>	<b>% ENGLISH LEARNERS</b>
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
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



POINT VALUE	% ENGLISH LEARNERS
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
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

POINT VALUE	4-YEAR COHORT RATE (%)	6-YEAR COHORT RATE (%)
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
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, pursuing post-secondary training, being active duty in the military, or being employed in accordance with the Bureau of Labor Statistics definition of employment. 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
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

POINT VALUE	SCORE (%)
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
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

POINT VALUE	PARTICIPATION RATE (%)
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
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	1.1250	1.0769	1.1042	4.6182	4.1176	6.8889	3.3438	3.6406	3.2308	4.6765	3.4943	2.4103	0.5913
1.1	1.0489	0.9892	1.0138	4.1879	3.7630	6.2300	3.0555	3.3632	2.9508	4.3501	3.2368	2.2244	0.5560
1.2	0.9728	0.9015	0.9233	3.7577	3.4084	5.5711	2.7673	3.0858	2.6708	4.0238	2.9794	2.0386	0.5206
1.3	0.8967	0.8138	0.8329	3.3275	3.0538	4.9122	2.4791	2.8084	2.3908	3.6974	2.7220	1.8528	0.4852
1.4	0.8206	0.7262	0.7425	2.8972	2.6992	4.2533	2.1909	2.5310	2.1109	3.3711	2.4646	1.6670	0.4498
1.5	0.7445	0.6385	0.6521	2.4670	2.3445	3.5944	1.9026	2.2536	1.8309	3.0448	2.2071	1.4812	0.4144
1.6	0.6684	0.5508	0.5617	2.0367	1.9899	2.9356	1.6144	1.9763	1.5509	2.7184	1.9497	1.2954	0.3790
1.7	0.5923	0.4631	0.4713	1.6065	1.6353	2.2767	1.3262	1.6989	1.2710	2.3921	1.6923	1.1095	0.3436
1.8	0.5162	0.3754	0.3808	1.1763	1.2807	1.6178	1.0380	1.4215	0.9910	2.0657	1.4349	0.9237	0.3082
1.9	0.4401	0.2877	0.2904	0.7460	0.9261	0.9589	0.7498	1.1441	0.7110	1.7394	1.1774	0.7379	0.2728
2.0	0.3636	0.2000	0.2000	0.3158	0.5714	0.3000	0.4615	0.8667	0.4310	1.4130	0.9200	0.5521	0.2375
2.1	0.3400	0.1913	0.1925	0.2990	0.5325	0.2900	0.4310	0.8204	0.4058	1.3388	0.8983	0.5264	0.2229
2.2	0.3164	0.1826	0.1850	0.2822	0.4935	0.2800	0.4005	0.7740	0.3806	1.2646	0.8767	0.5007	0.2084
2.3	0.2928	0.1739	0.1775	0.2654	0.4545	0.2700	0.3700	0.7277	0.3555	1.1904	0.8550	0.4750	0.1939

POINT VALUE	KG	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH	11TH	12TH
2.4	0.2692	0.1652	0.1700	0.2487	0.4156	0.2600	0.3394	0.6814	0.3303	1.1162	0.8333	0.4492	0.1794
2.5	0.2456	0.1565	0.1625	0.2319	0.3766	0.2500	0.3089	0.6351	0.3051	1.0420	0.8116	0.4235	0.1649
2.6	0.2220	0.1477	0.1550	0.2151	0.3377	0.2400	0.2784	0.5888	0.2799	0.9678	0.7900	0.3978	0.1503
2.7	0.1984	0.1390	0.1475	0.1983	0.2987	0.2300	0.2478	0.5425	0.2547	0.8937	0.7683	0.3721	0.1358
2.8	0.1748	0.1303	0.1400	0.1815	0.2597	0.2200	0.2173	0.4961	0.2295	0.8195	0.7466	0.3464	0.1213
2.9	0.1512	0.1216	0.1325	0.1647	0.2208	0.2100	0.1868	0.4498	0.2043	0.7453	0.7250	0.3207	0.1068
3.0	0.1277	0.1129	0.1250	0.1480	0.1818	0.2000	0.1563	0.4035	0.1791	0.6711	0.7033	0.2950	0.0923
3.1	0.1216	0.1070	0.1182	0.1409	0.1761	0.1880	0.1478	0.3813	0.1701	0.6364	0.6523	0.2788	0.0864
3.2	0.1155	0.1010	0.1114	0.1338	0.1705	0.1760	0.1393	0.3592	0.1612	0.6017	0.6014	0.2627	0.0805
3.3	0.1094	0.0951	0.1046	0.1266	0.1648	0.1639	0.1308	0.3370	0.1522	0.5670	0.5504	0.2465	0.0746
3.4	0.1033	0.0892	0.0979	0.1195	0.1591	0.1519	0.1223	0.3148	0.1433	0.5324	0.4995	0.2303	0.0687
3.5	0.0972	0.0832	0.0911	0.1124	0.1534	0.1399	0.1138	0.2927	0.1343	0.4977	0.4485	0.2142	0.0628
3.6	0.0911	0.0773	0.0843	0.1053	0.1477	0.1279	0.1054	0.2705	0.1254	0.4630	0.3976	0.1980	0.0569
3.7	0.0850	0.0714	0.0775	0.0982	0.1420	0.1159	0.0969	0.2483	0.1164	0.4283	0.3466	0.1818	0.0510
3.8	0.0789	0.0654	0.0707	0.0911	0.1364	0.1039	0.0884	0.2262	0.1075	0.3937	0.2957	0.1657	0.0451
3.9	0.0728	0.0595	0.0639	0.0840	0.1307	0.0918	0.0799	0.2040	0.0985	0.3590	0.2447	0.1495	0.0392
4.0	0.0667	0.0536	0.0571	0.0769	0.1250	0.0798	0.0714	0.1818	0.0896	0.3243	0.1938	0.1333	0.0333
4.1	0.0600	0.0482	0.0514	0.0692	0.1125	0.0718	0.0643	0.1636	0.0806	0.2919	0.1744	0.1200	0.0300
4.2	0.0533	0.0429	0.0457	0.0615	0.1000	0.0639	0.0571	0.1455	0.0716	0.2595	0.1550	0.1067	0.0267
4.3	0.0467	0.0375	0.0400	0.0538	0.0875	0.0559	0.0500	0.1273	0.0627	0.2270	0.1357	0.0933	0.0233
4.4	0.0400	0.0321	0.0343	0.0462	0.0750	0.0479	0.0429	0.1091	0.0537	0.1946	0.1163	0.0800	0.0200
4.5	0.0333	0.0268	0.0286	0.0385	0.0625	0.0399	0.0357	0.0909	0.0448	0.1622	0.0969	0.0667	0.0167
4.6	0.0267	0.0214	0.0229	0.0308	0.0500	0.0319	0.0286	0.0727	0.0358	0.1297	0.0775	0.0533	0.0133
4.7	0.0200	0.0161	0.0171	0.0231	0.0375	0.0239	0.0214	0.0545	0.0269	0.0973	0.0581	0.0400	0.0100
4.8	0.0133	0.0107	0.0114	0.0154	0.0250	0.0160	0.0143	0.0364	0.0179	0.0649	0.0388	0.0267	0.0067
4.9	0.0067	0.0054	0.0057	0.0077	0.0125	0.0080	0.0071	0.0182	0.0090	0.0324	0.0194	0.0133	0.0033
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.

<b>POINT VALUE</b>	<b>% LICENSED</b>
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
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



POINT VALUE	% LICENSED
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
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

POINT VALUE	3-YEAR RETENTION RATE (%)
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
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
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

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
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
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

POINT VALUE	ELEMENTARY TEACHERS	SECONDARY TEACHERS	PRINCIPALS	ELEMENTARY COUNSELORS	SECONDARY COUNSELORS	LIBRARIANS	NURSES
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
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