PARTNERSHIP FOR Student Success

TYPICAL TUTOR-TO-SUPERVISOR RATIOS IN HIGH-IMPACT TUTORING PROGRAMS

Partnership for Student Success
Everyone Graduates Center,
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October 2026

Overview

What is the typical tutor-to-supervisor ratio in tutoring programs across the country? While a robust body of research documents the optimal tutor-to-student ratio in high-impact tutoring programs serving P-12 students, little published information addresses the typical or optimal tutor-to-supervisor ratio.

The Partnership for Student Success (PSS), based at the Johns Hopkins University Everyone Graduates Center, set out to learn more about this question during the summer of 2026 by conducting a survey of tutoring providers in its national network of over 250 nonprofit organizations, school districts, and higher education institutions that work to expand evidence-based and people-powered K-12 student supports.

The Partnership for Student Success is a national coalition committed to expanding evidence-based and people-powered supports so that every student has the support they need to succeed and thrive. This report is a publication of the Partnership for Student Success at the Johns Hopkins University Everyone Graduates Center.

Through a convenience-sample survey of tutoring programs, PSS gained initial insights into tutor-to-supervisor ratios across a range of tutoring programs. Overall, tutoring programs that responded to the survey reported a wide range of tutor-to-supervisor ratios in their programs, from two tutors per supervisor to 80 tutors per supervisor. **While typical ratios of tutors to supervisors in tutoring programs that completed the survey varied widely, the vast majority of programs reported ratios of more than two tutors per supervisor and found these higher ratios to be effective.**

Survey Details and Methodology

The survey was fielded by the PSS to a convenience sample of tutoring providers during the summer of 2026 as part of an effort to gather information on typical and optimal ratios of tutors to supervisors in high-impact tutoring programs. The survey was promoted broadly including via promotional emails sent to the PSS network of over 6,000 contacts, many of whom work in the high-impact tutoring field, as well as with tutoring-specific virtual working groups. Each program that completed the full survey was entered into a drawing through which four respondents received a $25 gift card. The 23 respondents to this survey provide a non-representative convenience sample.

Survey respondents include tutoring programs providing tutoring in all 50 states and DC, and include providers that operate locally, regionally, state-wide, and nationally. Nineteen respondents reported providing in-person tutoring and 10 reported providing virtual tutoring (with some providing both modes of tutoring). A total of 17 respondents reported providing tutoring during afterschool hours, 17 during school, and 9 during the summer months. Three respondents reported providing tutoring to students in early childhood education programs or PreK, 21 provided tutoring to elementary school students, 14 to middle school students, and 6 to high school students. Thus, the survey provides a snapshot into tutor-to-supervisor ratios across a wide range of high-impact tutoring scenarios.

Key Findings

Wide Variability: Tutor-to-supervisor ratios vary widely in high-impact tutoring programs. Programs that responded to the survey reported ratios ranging from two tutors to 80 tutors to a single supervisor.

Tutor to Supervisor Ratios: Of programs that reported a ratio of tutors to supervisors (21), 14% reported that the typical supervisor of tutors in their program is responsible for managing between two and four tutors, 14% reported a typical ratio of five to nine tutors per supervisor, 14% reported a typical ratio of 10 to 14 tutors per supervisor, 5% reported a typical ratio of 20 to 24 tutors per supervisor, 10% reported a ratio of 25 to 29 tutors per supervisor, and 29% reported a typical ratio of 30 or more tutors per supervisor.[1]

Higher Ratio Than NGS: When compared to the National Guideline Standards for Tutor Apprenticeship programs, nearly all programs that responded to the survey had a higher ratio of tutors to supervisors than the guideline ratio of up to two tutor apprentices to one journeyworker. Specifically, 90% of programs reported typical ratios of three or more tutors to a single supervisor.

Higher Ratios Are Effective: When asked the extent to which programs consider their current typical ratio of tutors to supervisors to be effective when it comes to adequate supervision and management of tutors (on a scale of one to five, one being poor and five being excellent), 81% of programs that responded reported excellent or near excellent (scores of four or five).

In summary, while typical tutor-to-supervisor ratios in tutoring programs that completed the survey varied widely, most programs reported ratios of more than two tutors per supervisor and found these higher ratios effective.

[1] For survey respondents that listed a range in response to this question, we chose the lower end of the range for the purposes of this analysis.

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