



## Assessment on the Education Workforce

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As required by line item 7010-0005 of the FY2025 Enacted Budget, this report summarizes the current state of the education workforce including counts of those who have recently completed a certification program in high-need subject areas and the ratio of teachers to students in each school district. A future report will address counts of teacher vacancies and ratio of vacancies in high-need subject areas when these vacancy data are available.

June 13, 2025

This document was prepared by the Massachusetts Department of Elementary and Secondary Education

Patrick Tutwiler, Interim Commissioner

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June 13, 2025

Dear Members of the General Court:

I am pleased to submit this interim report, *Assessment on the Education Workforce*, pursuant to line item 7010-0005 of the FY2025 Enacted Budget.

Within this report, you will find a summary of the current state of the education workforce including counts of teacher candidates who have recently completed a certification program in high-need subject areas and the ratio of teachers to students in each school district. A future report, to be submitted in November 2025, will address the outstanding legislative request for counts of teacher vacancies and ratio of vacancies in high-need subject areas.

Sincerely,

A handwritten signature in blue ink, appearing to be "PT", with a long horizontal flourish extending to the right.

Patrick Tutwiler  
Interim Commissioner of Elementary and Secondary Education

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## Introduction

The Department of Elementary and Secondary Education (DESE; The Department) respectfully submits this Report to the Legislature: Assessment on the Education Workforce pursuant to line item 7010-0005 of the FY2025 Enacted Budget:

...the department of elementary and secondary education shall conduct an assessment on the education workforce in school districts across the commonwealth; provided further, that the assessment shall include, but not be limited to: (i) the number of teachers who have completed a certification program in high-need subject areas, which may include, but shall not be limited to science, technology, mathematics, computer science, special education, and English as a second language; (ii) the number of teacher vacancies in high-need subject areas by school district; (iii) the number of vacancies in high-need subject areas as compared to the total number of teacher vacancies; and (iv) the ratio of teachers to students in each school district...

The subsequent sections of this report follow the order described in the above legislation.

School Year definition:

Teacher preparation programs follow the federal definition of an academic year that runs from September 1<sup>st</sup> through August 31<sup>st</sup>. At the time of this report, the most recent complete school year is SY2024 running from September 1<sup>st</sup>, 2023 through August 31<sup>st</sup>, 2024.

## Certification Program Completers

- (i) *the number of teachers who have completed a certification program in high-need subject areas, which may include, but shall not be limited to science, technology, mathematics, computer science, special education, and English as a second language*

The Department annually reports counts of all [program completers by licensure program](#) on its Public Profiles website. Table 1 summarizes the number of program completers in SY2024 for initial licenses in the high-need subject areas defined by this legislation. Data for prior years are available on Public Profiles, and data for SY2025 will be available after the completion of the school year.

Table 1. Number of Program Completers in SY2024 by High-Needs Subject Area

<b>High-Needs Subject Area</b>	<b>Licensure Program</b>	<b>Count</b>
<b>Science</b>		<b>151</b>
	Academic: Teacher, Biology, 8-12, Initial	59
	Academic: Teacher, Chemistry, 8-12, Initial	24
	Academic: Teacher, Earth and Space Science, 8-12, Initial	2
	Academic: Teacher, General Science, 5-8, Initial	42
	Academic: Teacher, Middle School Mathematics/Science, 5-8, Initial	6
	Academic: Teacher, Physics, 8-12, Initial	18
<b>Technology</b>		<b>25</b>
	Academic: Teacher, Technology/Engineering, 5-12, Initial	14
	Academic: Specialist Teacher, Instructional Technology Specialist, All Levels, Initial	11
<b>Mathematics</b>		<b>178</b>
	Academic: Teacher, Mathematics, 5-8, Initial	51
	Academic: Teacher, Mathematics, 8-12, Initial	121
	Academic: Teacher, Middle School Mathematics/Science, 5-8, Initial	6
<b>Computer Science</b>		<b>8</b>
	Academic: Teacher, Digital Literacy/Computer Science, 5-12, Initial	8
<b>Special Education</b>		<b>812</b>
	Academic: Teacher, Deaf and Hard-of-Hearing - ASL/TC, All Levels, Initial	4
	Academic: Teacher, Moderate Disabilities, 5-12, Initial	138
	Academic: Teacher, Moderate Disabilities, PreK-8, Initial	350
	Academic: Teacher, Severe Disabilities, All Levels, Initial	96
	Academic: Teacher, Visually Impaired, All Levels, Initial	15
	Academic: Specialist Teacher, Speech Language and Hearing Disorders, All Levels, Initial	209

English as a Second Language	<b>119</b>
Academic: Teacher, English as a Second Language, 5-12, Initial	52
Academic: Teacher, English as a Second Language, PreK-6, Initial	67
<b>Total (unduplicated)</b>	<b>1,287</b>

## Teacher Vacancies

- (ii) ...the number of teacher vacancies in high-need subject areas by school district;
- (iii) the number of vacancies in high-need subject areas as compared to the total number of teacher vacancies...

The Department does not systematically collect teacher vacancy data.

The Department is pursuing various avenues to collect vacancy data that meet the definitions in this line item and anticipates submitting a subsequent report that contains vacancy data **by November 30, 2025**.

# Student to Teacher Ratios

(iv) ...the ratio of teachers to students in each school district...

The Department annually reports [student to teacher ratios](#) at both district and school levels on its Public Profiles website. Table 2 lists the student to teacher ratios for all districts in SY2024, as well as a statewide average of 11.8 students per teacher. District-specific ratios range from a low of 5.2 to a high of 23.6 students per teacher. Data for prior years are available on Public Profiles, and data for SY2025 will be available soon.

Table 2.

District Name	Student / Teacher Ratio
Abby Kelley Foster Charter Public (District)	11.3 to 1
Abington	13.4 to 1
Academy Of the Pacific Rim Charter Public (District)	8.1 to 1
Acton-Boxborough	12.9 to 1
Acushnet	12.5 to 1
Advanced Math and Science Academy Charter (District)	11.3 to 1
Agawam	12.6 to 1
Alma del Mar Charter School (District)	12.2 to 1
Amesbury	10.7 to 1
Amherst	8.8 to 1
Amherst-Pelham	11.1 to 1
Andover	11.6 to 1
Argosy Collegiate Charter School (District)	12.2 to 1
Arlington	12.2 to 1
Ashburnham-Westminster	13.6 to 1
Ashland	13.1 to 1
Assabet Valley Regional Vocational Technical	9.9 to 1
Athol-Royalston	12.8 to 1
Atlantis Charter (District)	12.5 to 1
Attleboro	14.9 to 1
Auburn	13.4 to 1
Avon	9.7 to 1
Ayer Shirley School District	12.1 to 1
Barnstable	11.2 to 1
Baystate Academy Charter Public School (District)	7.1 to 1
Bedford	11.2 to 1
Belchertown	12.3 to 1

Bellingham	12.9 to 1
Belmont	15.0 to 1
Benjamin Banneker Charter Public (District)	16.5 to 1
Benjamin Franklin Classical Charter Public (District)	16.3 to 1
Berkley	12.2 to 1
Berkshire Arts and Technology Charter Public (District)	10.4 to 1
Berkshire Hills	10.0 to 1
Berlin-Boylston	11.9 to 1
Beverly	11.9 to 1
Billerica	13.6 to 1
Blackstone Valley Regional Vocational Technical	11.6 to 1
Blackstone-Millville	12.9 to 1
Blue Hills Regional Vocational Technical	11.2 to 1
Boston	10.4 to 1
Boston Collegiate Charter (District)	8.4 to 1
Boston Day and Evening Academy Charter (District)	11.2 to 1
Boston Green Academy Horace Mann Charter School (District)	10.7 to 1
Boston Preparatory Charter Public (District)	10.9 to 1
Boston Renaissance Charter Public (District)	11.3 to 1
Bourne	10.7 to 1
Boxford	10.8 to 1
Braintree	12.6 to 1
Brewster	9.2 to 1
Bridge Boston Charter School (District)	9.8 to 1
Bridgewater-Raynham	15.9 to 1
Brimfield	10.3 to 1
Bristol County Agricultural	12.8 to 1
Bristol-Plymouth Regional Vocational Technical	12.8 to 1
Brockton	15.5 to 1
Brooke Charter School (District)	12.2 to 1
Brookfield	11.6 to 1
Brookline	12.1 to 1
Burlington	10.7 to 1
Cambridge	9.1 to 1
Canton	12.6 to 1
Cape Cod Lighthouse Charter (District)	11.2 to 1
Cape Cod Regional Vocational Technical	10.3 to 1
Carlisle	10.1 to 1
Carver	11.8 to 1
Central Berkshire	13.0 to 1
Chelmsford	13.4 to 1
Chelsea	12.5 to 1
Chesterfield-Goshen	9.4 to 1
Chicopee	11.1 to 1

Christa McAuliffe Charter School (District)	8.9 to 1
City on a Hill Charter Public School (District)	9.7 to 1
Clarksburg	12.6 to 1
Clinton	12.2 to 1
Codman Academy Charter Public (District)	7.3 to 1
Cohasset	10.6 to 1
Collegiate Charter School of Lowell (District)	14.9 to 1
Community Charter School of Cambridge (District)	8.5 to 1
Community Day Charter Public School (District)	8.9 to 1
Concord	10.6 to 1
Concord-Carlisle	11.7 to 1
Conservatory Lab Charter (District)	14.7 to 1
Conway	8.6 to 1
Danvers	12.0 to 1
Dartmouth	12.1 to 1
Dedham	11.0 to 1
Deerfield	9.4 to 1
Dennis-Yarmouth	11.3 to 1
Dighton-Rehoboth	12.2 to 1
Douglas	11.9 to 1
Dover	11.2 to 1
Dover-Sherborn	10.7 to 1
Dracut	14.5 to 1
Dudley Street Neighborhood Charter School (District)	15.2 to 1
Dudley-Charlton Reg	13.1 to 1
Duxbury	11.9 to 1
East Bridgewater	12.0 to 1
East Longmeadow	12.5 to 1
Eastham	9.8 to 1
Easthampton	11.9 to 1
Easton	12.8 to 1
Edgartown	8.4 to 1
Edward M. Kennedy Academy for Health Careers: A Horace Mann Charter Public School (District)	10.5 to 1
Erving	6.3 to 1
Essex North Shore Agricultural and Technical School District	11.5 to 1
Everett	12.7 to 1
Excel Academy Charter (District)	10.5 to 1
Fairhaven	12.8 to 1
Fall River	12.3 to 1
Falmouth	10.1 to 1
Farmington River Reg	9.1 to 1
Fitchburg	11.4 to 1
Florida	5.2 to 1

Four Rivers Charter Public (District)	12.0 to 1
Foxborough	11.6 to 1
Foxborough Regional Charter (District)	13.0 to 1
Framingham	11.5 to 1
Francis W. Parker Charter Essential (District)	9.0 to 1
Franklin	12.1 to 1
Franklin County Regional Vocational Technical	10.8 to 1
Freetown-Lakeville	12.5 to 1
Frontier	11.7 to 1
Gardner	16.7 to 1
Gateway	9.4 to 1
Georgetown	17.9 to 1
Gill-Montague	9.6 to 1
Global Learning Charter Public (District)	11.6 to 1
Gloucester	10.7 to 1
Gosnold	N/A
Grafton	12.8 to 1
Granby	11.9 to 1
Greater Commonwealth Virtual District	15.4 to 1
Greater Fall River Regional Vocational Technical	10.1 to 1
Greater Lawrence Regional Vocational Technical	10.8 to 1
Greater Lowell Regional Vocational Technical	10.9 to 1
Greater New Bedford Regional Vocational Technical	10.9 to 1
Greenfield	10.9 to 1
Groton-Dunstable	12.5 to 1
Hadley	9.1 to 1
Halifax	13.9 to 1
Hamilton-Wenham	11.2 to 1
Hampden Charter School of Science East (District)	11.8 to 1
Hampden Charter School of Science West (District)	11.1 to 1
Hampden-Wilbraham	14.0 to 1
Hampshire	9.9 to 1
Hancock	7.4 to 1
Hanover	13.2 to 1
Harvard	11.5 to 1
Hatfield	8.2 to 1
Haverhill	11.8 to 1
Hawlemont	6.2 to 1
Helen Y. Davis Leadership Academy Charter Public (District)	7.1 to 1
Hill View Montessori Charter Public (District)	13.4 to 1
Hilltown Cooperative Charter Public (District)	10.3 to 1
Hingham	12.1 to 1
Holbrook	12.9 to 1
Holland	10.8 to 1

Holliston	12.9 to 1
Holyoke	11.7 to 1
Holyoke Community Charter (District)	19.8 to 1
Hoosac Valley Regional	10.6 to 1
Hopedale	11.2 to 1
Hopkinton	14.3 to 1
Hudson	10.0 to 1
Hull	9.6 to 1
Innovation Academy Charter (District)	11.1 to 1
Ipswich	9.9 to 1
KIPP Academy Boston Charter School (District)	10.8 to 1
KIPP Academy Lynn Charter (District)	13.9 to 1
King Philip	13.1 to 1
Kingston	15.9 to 1
Lawrence	11.3 to 1
Lawrence Family Development Charter (District)	12.9 to 1
Learning First Charter Public School (District)	19.1 to 1
Lee	8.9 to 1
Leicester	12.2 to 1
Lenox	9.6 to 1
Leominster	13.7 to 1
Leverett	9.2 to 1
Lexington	10.5 to 1
Libertas Academy Charter School (District)	9.8 to 1
Lincoln	8.7 to 1
Lincoln-Sudbury	11.4 to 1
Littleton	13.6 to 1
Longmeadow	11.3 to 1
Lowell	12.3 to 1
Lowell Community Charter Public (District)	11.9 to 1
Lowell Middlesex Academy Charter (District)	15.5 to 1
Ludlow	11.6 to 1
Lunenburg	13.9 to 1
Lynn	12.2 to 1
Lynnfield	13.7 to 1
Ma Academy for Math and Science	16.2 to 1
Malden	13.6 to 1
Manchester Essex Regional	9.6 to 1
Mansfield	11.4 to 1
Map Academy Charter School (District)	11.0 to 1
Marblehead	10.6 to 1
Marblehead Community Charter Public (District)	9.7 to 1
Marion	11.9 to 1
Marlborough	11.5 to 1

Marshfield	11.3 to 1
Martha's Vineyard	8.5 to 1
Martha's Vineyard Charter Public School (District)	8.0 to 1
Martin Luther King, Jr. Charter School of Excellence (District)	11.5 to 1
Masconomet	11.7 to 1
Mashpee	10.6 to 1
Match Charter Public School (District)	9.7 to 1
Mattapoisett	10.9 to 1
Maynard	10.4 to 1
Medfield	12.0 to 1
Medford	10.3 to 1
Medway	13.5 to 1
Melrose	13.7 to 1
Mendon-Upton	12.9 to 1
Methuen	12.1 to 1
Middleborough	14.0 to 1
Middleton	10.4 to 1
Milford	11.2 to 1
Millbury	12.6 to 1
Millis	11.6 to 1
Milton	12.7 to 1
Minuteman Regional Vocational Technical	8.3 to 1
Mohawk Trail	11.5 to 1
Monomoy Regional School District	10.2 to 1
Monson	9.2 to 1
Montachusett Regional Vocational Technical	12.0 to 1
Mount Greylock	11.0 to 1
Mystic Valley Regional Charter (District)	16.3 to 1
Nahant	13.6 to 1
Nantucket	10.5 to 1
Narragansett	14.8 to 1
Nashoba	12.3 to 1
Nashoba Valley Regional Vocational Technical	11.5 to 1
Natick	11.6 to 1
Nauset	9.8 to 1
Needham	12.3 to 1
Neighborhood House Charter (District)	11.0 to 1
New Bedford	12.1 to 1
New Heights Charter School of Brockton (District)	16.6 to 1
New Salem-Wendell	9.1 to 1
Newburyport	10.1 to 1
Newton	11.1 to 1
Norfolk	12.0 to 1
Norfolk County Agricultural	10.1 to 1

North Adams	9.6 to 1
North Andover	13.3 to 1
North Attleborough	13.0 to 1
North Brookfield	10.3 to 1
North Middlesex	12.5 to 1
North Reading	11.2 to 1
Northampton	10.4 to 1
Northampton-Smith Vocational Agricultural	8.9 to 1
Northboro-Southboro	10.9 to 1
Northborough	12.2 to 1
Northbridge	12.6 to 1
Northeast Metropolitan Regional Vocational Technical	11.2 to 1
Northern Berkshire Regional Vocational Technical	10.7 to 1
Norton	12.7 to 1
Norwell	12.9 to 1
Norwood	10.7 to 1
Oak Bluffs	7.9 to 1
Old Colony Regional Vocational Technical	8.9 to 1
Old Rochester	11.6 to 1
Old Sturbridge Academy Charter Public School (District)	13.2 to 1
Orange	12.5 to 1
Orleans	6.7 to 1
Oxford	11.9 to 1
Palmer	10.6 to 1
Pathfinder Regional Vocational Technical	8.9 to 1
Peabody	12.2 to 1
Pelham	10.1 to 1
Pembroke	12.9 to 1
Pentucket	12.1 to 1
Petersham	11.6 to 1
Phoenix Academy Charter Public High School, Chelsea (District)	10.7 to 1
Phoenix Academy Public Charter High School, Lawrence (District)	9.2 to 1
Phoenix Academy Public Charter High School, Springfield (District)	10.5 to 1
Pioneer Charter School of Science (District)	10.9 to 1
Pioneer Charter School of Science II (District)	11.6 to 1
Pioneer Valley	10.6 to 1
Pioneer Valley Chinese Immersion Charter (District)	8.5 to 1
Pioneer Valley Performing Arts Charter Public (District)	9.2 to 1
Pittsfield	9.5 to 1
Plainville	12.3 to 1
Plymouth	11.2 to 1
Plympton	13.5 to 1
Prospect Hill Academy Charter (District)	9.3 to 1
Provincetown	7.2 to 1

Quabbin	14.5 to 1
Quaboag Regional	12.5 to 1
Quincy	12.8 to 1
Ralph C Mahar	8.4 to 1
Randolph	11.0 to 1
Reading	12.9 to 1
Revere	11.4 to 1
Richmond	8.2 to 1
Rising Tide Charter Public (District)	10.7 to 1
River Valley Charter (District)	11.4 to 1
Rochester	12.0 to 1
Rockland	12.2 to 1
Rockport	8.2 to 1
Rowe	6.7 to 1
Roxbury Preparatory Charter (District)	23.6 to 1
Salem	10.6 to 1
Salem Academy Charter (District)	12.3 to 1
Sandwich	11.0 to 1
Saugus	14.3 to 1
Savoy	6.6 to 1
Scituate	11.6 to 1
Seekonk	11.6 to 1
Sharon	12.6 to 1
Shawsheen Valley Regional Vocational Technical	9.9 to 1
Sherborn	11.7 to 1
Shrewsbury	13.5 to 1
Shutesbury	6.3 to 1
Silver Lake	12.4 to 1
Sizer School: A North Central Charter Essential (District)	9.7 to 1
Somerset	12.1 to 1
Somerset Berkley Regional School District	12.4 to 1
Somerville	11.2 to 1
South Hadley	10.8 to 1
South Middlesex Regional Vocational Technical	9.5 to 1
South Shore Charter Public (District)	22.7 to 1
South Shore Regional Vocational Technical	10.4 to 1
Southampton	12.9 to 1
Southborough	11.9 to 1
Southbridge	11.0 to 1
Southeastern Regional Vocational Technical	12.4 to 1
Southern Berkshire	8.0 to 1
Southern Worcester County Regional Vocational School District	10.4 to 1
Southwick-Tolland-Granville Regional School District	11.0 to 1
Spencer-E Brookfield	12.1 to 1

Springfield	10.9 to 1
Springfield International Charter (District)	18.7 to 1
Springfield Preparatory Charter School (District)	11.5 to 1
Stoneham	10.8 to 1
Stoughton	11.5 to 1
Sturbridge	12.5 to 1
Sturgis Charter Public (District)	9.4 to 1
Sudbury	11.1 to 1
Sunderland	7.7 to 1
Sutton	13.4 to 1
Swampscott	11.0 to 1
Swansea	13.6 to 1
TEC Connections Academy Commonwealth Virtual School District	23.2 to 1
Tantasqua	11.8 to 1
Taunton	14.4 to 1
Tewksbury	12.6 to 1
Tisbury	6.8 to 1
Topsfield	11.2 to 1
Tri-County Regional Vocational Technical	11.2 to 1
Triton	10.2 to 1
Truro	5.7 to 1
Tyngsborough	12.2 to 1
UP Academy Charter School of Boston (District)	5.2 to 1
UP Academy Charter School of Dorchester (District)	10.4 to 1
Up-Island Regional	7.4 to 1
Upper Cape Cod Regional Vocational Technical	9.5 to 1
Uxbridge	12.1 to 1
Veritas Preparatory Charter School (District)	9.6 to 1
Wachusett	14.3 to 1
Wakefield	11.7 to 1
Wales	8.6 to 1
Walpole	11.9 to 1
Waltham	10.3 to 1
Ware	12.6 to 1
Wareham	11.0 to 1
Warwick	5.2 to 1
Watertown	10.2 to 1
Wayland	11.4 to 1
Webster	11.7 to 1
Wellesley	10.5 to 1
Wellfleet	7.3 to 1
West Boylston	11.3 to 1
West Bridgewater	13.6 to 1
West Springfield	11.6 to 1

Westborough	11.6 to 1
Westfield	11.5 to 1
Westford	12.1 to 1
Westhampton	6.1 to 1
Weston	11.7 to 1
Westport	12.1 to 1
Westwood	12.1 to 1
Weymouth	12.3 to 1
Whately	8.0 to 1
Whitman-Hanson	13.7 to 1
Whittier Regional Vocational Technical	10.3 to 1
Williamsburg	7.2 to 1
Wilmington	10.5 to 1
Winchendon	13.4 to 1
Winchester	12.6 to 1
Winthrop	12.5 to 1
Woburn	11.5 to 1
Worcester	11.9 to 1
Worcester Cultural Academy Charter Public School (District)	16.1 to 1
Worthington	7.9 to 1
Wrentham	12.3 to 1
<hr/> State Average	<hr/> 11.8 to 1