



Exhibit 3.4.b.4

**Edd in Instructional Leadership
Employers for Candidates**
(Entering in Fall 2009, 2011, and 2013 and Graduates)

Employer	District Reference Group, CT
1. Arlington School District, NY	
2. Beacon City School District, NY	
3. Berlin, CT	D
4. Bethel, CT	D
5. Bridgeport Public Schools, CT	
6. Bristol Public Schools, CT	G
7. Brookfield, CT	B
8. Broward County, FL	
9. Carmel Central School District, Carmel, NY	
10. Danbury Public Schools, CT	H
11. Darien Public Schools, CT	A
12. Dover UFSD, NY	
13. Edgemont School District, Scarsdale NY	
14. Greenwich, CT	B
15. Hendrick Hudson SD, Montrose NY	
16. Irvington School District, NY	
17. Katonah-Lewisboro School District, NY	
18. Lakeland Central School District, Shrub Oak, NY	
19. Millbrook Central Schools, Millbook, NY	
20. Naugatuck, CT	G
21. New Canaan, CT	A
22. New Fairfield, CT	B
23. New Haven Public Schools, CT	I
24. New Milford Public Schools, CT	D
25. Newburgh, NY	
26. Newtown, CT	B
27. New York City, NY	
28. North Salem Central School District, NY	
29. Norwalk Public Schools	H
30. Oxford, CT	C
31. Region 12, CT	C
32. Ridgefield Public Schools, CT	A
33. Seymour Public Schools, CT	F
34. Sherman School District, CT	C
35. Somers, NY	
36. Stamford Public Schools, CT	H
37. Trumbull Public Schools, CT	B
38. Waterbury, CT	I
39. WCSU	

Employer	District Reference Group, CT
40. Weston Public Schools, CT	A
41. Wilton Public Schools, CT	A
42. Wooster School, Danbury, CT	
43. Yorktown Heights, NY	

For additional information about which school districts in the State of Connecticut are categorized into District Reference Groups A through I, visit the following website:

<http://www.ctvoices.org/sites/default/files/ece06drgerg.pdf>

District Reference Groups (DRGs)

Formerly Educational Reference Groups (ERGs), June 2006

Since 1996, the Connecticut State Department of Education has divided school districts into nine groups called Educational Reference Groups.ⁱ These nine groups are determined according to socio-economic status and other factors. The nine groups, labeled A through I, were recently reclassified District Reference Groups (DRGs) using updated data but the same formula.ⁱⁱ

Seven data indicators are used to classify similar districts into a DRG: three indicators of socioeconomic status (median family income¹ parental education¹ and parental occupation¹), three indicators of need (percentage of children living in families with a single parent¹, the percentage of public school children eligible to receive free or reduced-price meals² and percentage of children whose families speak a language other than English at home²) and enrollment (the number of students attending schools in that district²).ⁱⁱⁱ

The most affluent and low-need districts, as measured by these indicators, are grouped in DRG A while the poorest and highest need districts – including Connecticut's five biggest cities – are grouped in DRG I. Following this new re-classification, many of the 169 school districts are in the DRG that corresponds to their former ERG classification (where DRGs A, B, C through I correspond respectively to ERGs A, B, C through I). Twenty-seven districts were reclassified into less affluent, higher need DRGs than their former ERGs, and 23 were reclassified into more affluent, lower need DRGs than their former ERGs.^{iv}

ⁱ Since the late 1970s, the Department has used Census and other data to classify districts, first in six groups and later seven.

ⁱⁱ Educational Reference Groups were designated using 1990 Census data while the new District Reference Groups were determined using 2000 Census data as well as updated enrollment data and a new indicator of poverty.

ⁱⁱⁱ The socioeconomic status and need data describe the resident population of the school district, which may not be the same population the district serves.

^{iv} It is important to note that districts are categorized relative to other districts using a statistical model, not according to absolute measures of socioeconomic status, need or

enrollment, and that changes in DRG designation may reflect this relative status rather than a change in the data indicators.

1. Based on National Center for Educational Statistics census data from 2000 Census. 2. Based on Public School Information System.