

# College Allies Rubric



Campus: \_\_\_\_\_

# of Peer Leaders: \_\_\_\_\_

	Highly Developed	Developed	Developing	Not Yet Developed
<b>PEER LEADER DEVELOPMENT AND SUPPORT</b>				
<b>Supervisor Support to PLs</b>	Supervisors meet weekly with PLs	Supervisors meet bi-weekly with PLs	Supervisors meet monthly with PLs	Supervisors do not host regularly scheduled meetings with PLs
<b>Consistent Engagement in Peer Leader Performance Assessment Activities by Peer Leader(s) and in Supervisor Support to Peer Leaders</b>	Participation in all assessment activities; consistent utilization of feedback	Participation in some assessment activities; some utilization of feedback	Participation in some assessment activities; limited utilization of feedback	No participation in assessment activities; very little utilization of feedback
<b>Development of Core Competencies as Demonstrated by Performance Assessment System (average across PLs)</b>	Peer Leaders receive highly developed score	Peer Leaders receive developed score	Peer Leaders receive developing score	Peer Leaders receive not yet developed score
<b>EXPANDED INDIVIDUAL COUNSELING</b>				
<b>Counseling Staff to Student Ratio *FT employee = 1; 10 hour/week PL = .25</b>	<1:150	1:151 to 1:200	1:201 to 1:250	>1:250
<b>Peer Leader 1:1 Meetings with Students</b>	Weekly	Bi-weekly	Monthly	Sporadically
<b>Data Tracking and Reporting</b>	Supervisor and Peer Leaders consistently use shared data tracking system to strategize student progress and program development	Supervisor and Peer Leaders consistently record student progress in data tracking system	Data tracking system exists but is used irregularly or is not easily shareable	Data tracking system is non-existent or rudimentary

	Highly Developed	Developed	Developing	Not Yet Developed
<b>INTEGRATION OF PEER LEADER PROGRAMMING INTO PROGRAM INFRASTRUCTURE</b>				
<b>Peer-Led Navigational Workshops</b>	Regularly scheduled for all students through required classes	Regularly scheduled for some students through required classes	Regularly scheduled in non-classroom setting	Irregularly scheduled or none
<b>Program-Wide Peer-Led Events</b>	3+	2	1	None
<b>Administrator Meetings with PL Supervisor for Program Development and Sustainability</b>	Bi-weekly	Monthly	Quarterly	Occasionally or Not at All
<b>PROGRAM OUTCOMES:</b>				
<i>Over time, investments in peer-led persistence programming should manifest in improving leading indicators and ultimately persistence outcomes.</i>				
<b>Increased Timely Completion of FAFSA Refile (% of PL caseload)</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Maintained at Least 2.0 Average</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Registered Early by Dec 15 or March 15th</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Semester to Semester Retention (% of PL caseload)</b>	80% of peer leader caseload	60-79%	40-59%	Less than 40%
<b>Higher College Graduation</b>	15–20% increase in graduation rates from prior academic year	10–14% increase from prior academic year	5–9% increase from prior academic year	Less than 5% increase from prior academic year