

College Allies Rubric



Campus: _____

of Peer Leaders: _____

	Highly Developed	Developed	Developing	Not Yet Developed
PEER LEADER DEVELOPMENT AND SUPPORT				
Supervisor Support to Peer Leaders	Supervisor meets at least bi-weekly with PLs	Supervisor meets monthly with PLs	Supervisor schedules PL support meeting on as needed basis	Supervisor does not hold formal meetings with PLs
Consistent Engagement in Peer Leader Performance Assessment Activities by Peer Leaders and Supervisor	80-100% of PLs have complete assessments	60-79% of PLs have complete assessments	40-59% of PLs have complete assessments	Less than 40% of PLs have complete assessments
Peer Leader Development of Core Competencies and Professional Capacities	Average score of PLs is <i>Highly Developed</i>	Average score of PLs is <i>Developed</i>	Average score of PLs is <i>Developing</i>	Average score of PLs is <i>Not Yet Developed</i>
EXPANDED INDIVIDUAL COUNSELING				
Counseling Staff to Student Ratio *FT employee = 1; 10 hour/week PL = .25	<1:200	1:200 to 1:250	1:250-1:300	>1:250
Peer Leader Successful Interactions with Students	80-100% of program participants have at least 1 successful contact with a PL	60-79% of program participants have at least 1 successful contact with a PL	40-59% of program participants have at least 1 successful contact with a PL	Less than 40% of program participants have at least 1 successful contact with a PL
Data Tracking and Reporting	Supervisor and PLs consistently use shared data tracking system to strategize student progress and program development	Supervisor and PLs 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
INTEGRATION OF PEER LEADER PROGRAMMING INTO PROGRAM INFRASTRUCTURE				
Peer-Led Navigational Workshops	Regularly scheduled for most students on PL caseload through required classes or workshops	Regularly scheduled for some students on PL caseloads through required classes and workshops	Regularly scheduled but not required	Irregularly scheduled or none
Peer-Led Community Building Events	3+/semester	2/semester	1/semester	None
Peer Leader Engagement with Campus Stakeholders (other than direct supervisor)	PLs meet 3+ / semester with campus stakeholders	PLs meet 2x/semester with campus stakeholders	PLs meet 1/semester with campus stakeholders	PLs do not meet formally with campus stakeholders
PROGRAM OUTCOMES:				
<i>Over time, investments in peer-led persistence programming should manifest in improving leading indicators and ultimately persistence outcomes.</i>				
Increased Timely Completion of FAFSA Refile (% of PL caseload)	80-100%	60-79%	40-59%	Less than 40%
Maintained at Least 2.0 Average	80-100%	60-79%	40-59%	Less than 40%
Registered Early by Dec 15 or March 15th	80-100%	60-79%	40-59%	Less than 40%
Semester to Semester Retention (% of PL caseload)	80% of peer leader caseload	60-79%	40-59%	Less than 40%
Higher College Graduation	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