

College Allies Rubric

Campus: _____ Advising Ratio without PLs ____:____ Advising Ratio with ____ PLs ____:____

National advising ratio average: public 4-year colleges 1:260 ** public 2-year colleges 1:440 (1 PL = .25% FT advisor)

	Highly Developed	Developed	Developing	Not Yet Developed
PEER LEADER DEVELOPMENT AND SUPPORT				
Direct Supervisor Support to Peer Leaders	Supervisor meets every 2 weeks with PLs in group or 1:1 format	Supervisor meets monthly with PLs in group or 1:1 format	Supervisor schedules group or 1:1 PL support meetings as needed	Supervisor does not hold formal group or 1:1 meetings with PLs
Supervisor Communication System to Support Peer Leader Work	Supervisor and PLs regularly use a communication system to collaboratively problem solve	Supervisor regularly uses a communication system to support PL problem solving	Supervisor <i>irregularly</i> uses a communication system to support PL problem solving	Supervisor does not use a communication system to support PL problem solving
Peer Leader Training Attendance	80-100% of PLs attend >80% of training	60-79% of PLs attend >80% of training	40-59% of PLs attend >80% of training	<40% of PLs attend >80% of training
Peer Leader Completion of Assessment System*	80-100% of PLs have complete assessments	60-79% of PLs have complete assessments	40-59% of PLs have complete assessments	<40% of PLs have complete assessments
Peer Leader Development of Professional Capacities	Average PL rating is <i>Fully Demonstrates</i>	Average PL rating is <i>Mostly Demonstrates</i>	Average PL rating is <i>Somewhat Demonstrates</i>	Average PL rating is <i>Does Not Demonstrate</i> (or not enough assessments to rate)
Peer Leader Development of Core Competencies	Average PL rating is <i>Fully Demonstrates</i>	Average PL rating is <i>Mostly Demonstrates</i>	Average PL rating is <i>Somewhat Demonstrates</i>	Average PL rating is <i>Does Not Demonstrate</i> (or not enough assessments to rate)
EXPANDED INDIVIDUAL COUNSELING				
Successful Interactions with Students	>60% of program participants have at least 1 successful interaction with a PL	40-59% of program participants have at least 1 successful interaction with a PL	20-39% of program participants have at least 1 successful interaction with a PL	<20% of program participants have at least 1 successful interaction with a PL

*The assessment system includes: Written Assessments, Oral Assessment, & Supervisor and Self Evaluations

	Highly Developed	Developed	Developing	Not Yet Developed
Data Tracking and Reporting	Supervisor and PLs consistently use shared, real-time data tracking system to strategize around student progress and program development	Supervisor and PLs consistently use shared real-time data tracking system	Supervisors and PLs do not consistently use shared data tracking system	Data tracking system is non-existent or rudimentary

INTEGRATION OF PEER LEADERS INTO CAMPUS OR PROGRAM INFRASTRUCTURE

Peer Leader Involvement in Student Programs <i>(e.g. orientation, workshops, special events, etc.)</i>	3+ peer-led student programs	1-2 peer-led student programs	1-2 peer-supported student programs	Minimal peer support with student programs
Design & Facilitation of Site Based Training	Program team implements adapted sessions for PL site-based training	Program team makes needed changes to sessions for site-based training	Program team develops a plan to adapt and implement PL site-based training	Program team has no plan to facilitate PL training independent of CARA
Peer Leader Engagement with Campus Stakeholders	All or some of PL team meet 3+/semester with stakeholders	All or some of PL team meet 2x/semester with stakeholders	All or some of PL team meet 1x/semester with stakeholders	PLs do not meet formally with stakeholders

PROGRAM OUTCOMES:
Over time, investments in peer-led persistence programming should manifest in improving leading indicators and ultimately persistence outcomes.

Completed FAFSA Refile	80-100%	60-79%	40-59%	Less than 40%
Maintained at Least 2.0 Average GPA	80-100%	60-79%	40-59%	Less than 40%
Registered During Designated Registration Period	80-100%	60-79%	40-59%	Less than 40%
Retained Semester to Semester	80-100%	60-79%	40-59%	Less than 40%

Higher College Graduation <i>(compared to matched comparison group)</i>	+10% higher	5-9% higher	1-4% higher	No difference or lower
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