

# College Allies Rubric



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

	Highly Developed	Developed	Developing	Not Yet Developed
<b>PEER LEADER DEVELOPMENT AND SUPPORT</b>				
<b>Direct Supervisor Support to Peer Leaders</b>	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
<b>Supervisor Communication System to Support Peer Leader Work</b>	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
<b>Peer Leader Training Completion</b>	80-100% of PLs complete >80% of training	60-79% of PLs complete >80% of training	40-59% of PLs complete >80% of training	<40% of PLs complete >80% of training
<b>Peer Leader Completion of Assessment System*</b>	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
<b>Peer Leader Development of Career Capacities</b>	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)
<b>Peer Leader Development of Core Competencies</b>	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)
<b>EXPANDED INDIVIDUAL STUDENT SUPPORT</b>				
<b>Peer Leader to Student Ratio</b> (assumes PL works 10 hrs/week)	1:100-1:125	1:126-1:150	1:150-1:200	>1:200

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

	Highly Developed	Developed	Developing	Not Yet Developed
<b>Successful Interactions with Student</b>	>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
<b>Data Tracking and Reporting</b>	Supervisor and PLS consistently use shared, real-time benchmark tracking system to strategize around student progress and program development	Supervisor and PLs consistently use shared real-time benchmark tracking system	Supervisors and PLs do not consistently use shared benchmark tracking system	Benchmark tracking system is non-existent or rudimentary

### INTEGRATION OF PEER LEADERS INTO CAMPUS OR PROGRAM INFRASTRUCTURE

<b>Peer Leader Involvement in Student Programs</b> <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
<b>Program Engagement with Campus Stakeholders</b>	Program representatives meet 3+/semester with stakeholders	Program representatives meeting 2+/semester with stakeholders	Program representatives meet 1x/semester with stakeholders	Program representatives do not meet formally with stakeholders

### PROGRAM OUTCOMES:

*Over time, investments in peer-led persistence programming should manifest in improving leading indicators and persistence outcomes.*

<b>Maintained at Least 2.0 Average GPA</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Retained Semester to Semester</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Retained Year to Year</b>	80-100%	60-79%	40-59%	Less than 40%
<b>Higher Persistence for Students Served</b> <i>(compared to matched comparison group)</i>	+10% higher	5-9% higher	1-4% higher	No difference or lower