College Allies Rubric for Institutionalizing Peer-to-Peer Guidance

College Access: Research & Action
Creating Postsecondary Pathways

Campus: _____

	Highly Developed	Developed	Developing	Not Yet Developed
Peer Leader Development and Support				
Regular High-Quality Supervision of Peer Leaders	Weekly	Bi-Weekly	Monthly	Irregular/Unscheduled
Peer Leader Training	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
Peer Leader and Supervisor 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 Core Competencies	Average PL rating is *Fully Demonstrates*	Average PL rating is *Mostly Demonstrates*	Average PL rating is *Somewhat Demonstrates*	Average PL rating is *Does Not Demonstrate* (or not enough assessments to rate)
Program Infrastructure and Campus Integration				
Approach to Identifying Students Served	Program uses campus data and/or strategic initiatives to identify a population of students to serve	Program serves a loosely-defined population of students	Program serves some students across multiple categories	Program serves students on an opt-in basis
Peer Leader Integration into Student Support Structure	PLs are integrated into a required support structure	PLs are strategically embedded in a student support structure	PLs work out of a student support office and support students on an opt-in basis	PLs are not embedded in an appropriate student support structure
Strategic Partnership with Student Support Offices and/or Initiatives	Program establishes a strategic partnership with student support offices and/or initiatives	Program establishes a collaborative relationship with student support offices and/or initiatives	Program is loosely connected with student support offices and/or initiatives	Program is siloed and has no relationships with student support offices or initiatives
Data Tracking and Strategy	Supervisor and PLs consistently use shared data tracking system to strategize about student progress on chosen indicators	Supervisor and PLs consistently record student progress on chosen indicators in data tracking system	Data tracking system exists but is used irregularly or is not easily shareable	Data system is non-existent or rudimentary

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Expanded Student Support				
Peer Leader to Student Ratio (assumes PL works 10 hrs/week)	<50	51-85	86-124	>125
Proactive Outreach	PLs conduct proactive outreach to students bi-weekly	PLs conduct proactive outreach to students monthly	PLs conduct proactive outreach to students as needed	PLs do not conduct proactive outreach to students
Relational Engagement	Program offers opportunities for PLs to regularly engage with students aligned with chosen indicators	Program offers opportunities for PLs to engage with students	Program irregularly offers PLs opportunities to engage with students	Program does not offer PLs opportunities to engage with students
Student-Level Outcomes				
Change in Chosen Indicators (Note: Indicators are persistence tasks chosen as focus at beginning of term)	Exceeded established goal	Met established goal	Demonstrated progress towards goal	No difference or lower
Semester-to-Semester Persistence for Students Served*	75%-100%	60-74%	40-59%	Less than 40%
Year-to-Year Persistence for Students Served*	65-100%	50-64%	30-49%	Less than 30%

*Broad ranges accounts for differences between 2 and 4-year persistence rates