Peer-to-Peer Program Model and Training

Guttman Community College Experiential Learning Symposium
The Power of Mentoring: Fostering Inclusion, Leadership and Growth through Experiential Learning

April 25, 2018
Shalema Henderson
Lori Chajet
Session Agenda

★ Ice Breaker
   ★ What do we know about obstacles to persistence?
★ Presentation:
   ★ Overview of CARA’s Peer-to-Peer Retention Model
★ Activity
★ Review Resources
★ Q&A
CARA’s Mission

**CARA’s mission** is to ensure that first-generation college students, low-income students, and students of color have the knowledge and support necessary to enroll in and persist through college.

While these students need opportunities to learn about college and career pathways, most New York City public high schools and institutions of higher education are not structured to provide this assistance.

Our programs, research, and policy work address this gap.
COLLEGE ALLIES

CARA’s College Allies program addresses college retention by training college students to support their peers through the obstacles to graduation.

70+ Hours of Peer Leadership Training

Professional development and resources for Peer Leader Supervisors

Consulting to program leadership to develop sustainable, best practice, peer-to-peer retention programming

www.caranyyc.org
Training Topics

01 College Experience for First Generation Students
- Landscape of College Access & Success
- Challenges to Persistence
- Creating Campus Communities

02 Knowledge & Skills
- Campus Resources
- Class Registration
- Degree Progress
- Transfer Process
- Financial Aid

03 Navigating College Life
- Exploring Majors
- Identifying “Good Match” Careers
- Overcoming Challenges
- Communicating with Professors

04 Working with Students
- Counseling Skills
- Outreach Strategies
- Workshop Development & Facilitation
- Data Tracking
Key Program Components

- Opportunity for 1-1 advisement
- Supervision
- Training
- Compensation
- Data Tracking
- Cross Site Peer Leader Community

Peer Leadership Model

Persistence Through Peer Leadership
What do Peer Leaders do?

- Community Building
- Degree Works
- Study Groups
- Workshops
- Outreach
- Data
- FAFSA
- Navigate Campus
- Recruitment
- One-On-One
- Registration
- Blackboard
- Summer Melt

Persistence Through Peer Leadership
## Our Partnerships

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<thead>
<tr>
<th>STRIVE for Success</th>
<th>ASAP: Accelerated Study in Associate Programs</th>
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<tr>
<td>In 2014 CARA collaborated with Graduate NYC and CUNY Collaborative Programs (now CUNY K-16 Initiatives) to develop <strong>Strive for Success (S4S)</strong>, a peer led retention program that works in collaboration with over 25 Community Based Organization and is based on select CUNY Community College Campuses. Cara has trained over 150 Peer Leaders at 7 CUNY campuses and served ~2,400 Students.</td>
<td>In January 2017 Accelerated Study in Associate Programs (ASAP) piloted their Peer Leader Program with CARA. Cara has trained over 70 ASAP Peer Leaders to work at 9 CUNY campuses.</td>
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Partnership Goals

★ Increase college persistence and retention rates
★ Integrate Peer Leaders into existing structures and resources on campus
★ Identify and document promising practices
★ Reduce barriers to persistence by better collaborating with stakeholders
★ Provide a meaningful professional experience for the Peer Leaders themselves
★ Strengthen students connection to program and the campus community
★ Increase advisement capacity and, where appropriate, career development capacity
★ Reduce barriers to persistence by better collaborating with stakeholders
Strive for Success Retention Rates
Participants with 7+ Contacts with a Peer Leader

**Strive for Success**

- 2nd Semester: 87%
- 3rd Semester: 59%

**Comparison Group**

- 2nd Semester: 72.90%
- 3rd Semester: 43.20%

14.1% Higher in 2nd Semester
15.6% Higher in 3rd Semester

Persistence Through Peer Leadership
Academics for ‘High’ Participation Strive Students

**GPA**

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<th>Strive</th>
<th>Comparison Group</th>
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<tr>
<td>1ST SEMESTER GPA</td>
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<td>1.6</td>
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<tr>
<td>2ND SEMESTER GPA</td>
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<td>1.7</td>
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**Credits Earned**

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<tr>
<td>1ST SEMESTER CREDITS</td>
<td>8.8</td>
<td>7.3</td>
</tr>
<tr>
<td>2ND SEMESTER CREDITS</td>
<td>9.3</td>
<td>7.3</td>
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Persistence Through Peer Leadership
Further Impact…

Peer Leaders persist at rates higher than their peers

CARA trained Peer Leaders persist at a rate 21.5% higher than a CUNY comparison pool

Black and Latino Peer Leaders persist at a rate 28% higher rate than a CUNY comparison pool

The training and experience of SSLs has driven several to choose majors in counseling and related fields

Peer-to-Peer support has become ingrained into the fabric of CUNY

- ASAP has adopted the model
- Interest across College and CBO Retention Programs- Peer Leadership Training Institute

Persistence Through Peer Leadership
What do students say about how Peer Leaders helped them?

★ “Peer Leaders are like family to you and will push you when you need it.”

★ “My Peer Leader always messages me and reminds me of things I have to do, helps me sign up for my classes, and ...picks out the best classes that suit me... it’s nice to have someone to help me.”

★ “You can always drop in to see a Peer Leader whereas it is sometimes harder or less convenient to meet with an advisor”

★ “Strive shows you how to use campus resources and explains why they are beneficial...”

★ “My Peer Leader always answers my questions honestly and understand what we are going through.”

★ “They always give constant reminders on due dates when school is closed and stuff like that... and has all around helped me develop plan to improve my grades and make my college experience more enjoyable”

★ “My Peer Leader helped me understand how to better connect with my advisor.”
What do Peer Leaders say about their role in supporting students?

★ “We make sure students get help when they need it...by making sure they stay in school and come back the following year. As an SSL, we have to be like a brother or sister to make them feel comfortable”

★ “I am a student guide, a map to students. I tell students I’m more like a counselor but I would offer my unlimited services and undivided attention, more so than a regular advisor.”

★ “We offer perspectives from a student standpoint. We understand more than an advisor the struggle of being a student at BMCC”.

★ “We make freshman comfortable and help them adapt as soon as possible”

★ “I help college students stay in college.”
Activity

★ Sample Session: First 21 Days
★ CARA Request for Proposal (RFP) Expand or Develop Your Current Peer Leadership Program (see next slide for details)! Due Monday May 7, 2018
★ Resources
★ Q&A
AN INVITATION TO APPLY ...

Currently, CARA is looking to expand its Peer Leadership for College Persistence model to support efforts to improve retention and increase advisement capacity at colleges and college success programs. In the academic year, 2018-2019 CARA will support a set of retention programs to integrate trained college students into their model. CARA will provide:

✓ **70+ hours of training for up-to 40 Peer Leaders**, across programs, who will support students to complete critical benchmarks to persistence;

✓ **Professional development to Peer Leader supervisors** who will use a youth development framework to supervise and support Peer Leaders; and

✓ **Consulting to program leadership** to develop a sustainable best-practice peer-to-peer component to their model.

**Program Start Date July 2, 2018- Program End Date: June 30, 2019**

More information about this can be found here: [PDF- Request for Proposal (RFP): Peer Leadership for College Persistence](#)

Please review the RFP carefully and submit detailed responses to questions using the google form found here: [Google Form Application RFP: Peer Leadership for College Persistence](#)

All proposals and supporting documents are due to Shalema Henderson, Director of College Allies for College Access: Research & Action (CARA) at Shalema.Henderson@caranyc.org no later than **12:00pm on Monday May 7, 2018**.

Please let us know if you have any questions or need additional time.
Contact Us

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