Creating CUSTOM-MADE Peer Groups

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WHAT WILL YOU LEARN HERE TODAY?

What is a peer group?

What can we do with them?

Why would we want to create our own?

ALSO: Research Nitty Gritty!

How we created them at Chabot

How you can do this yourself

Gifts for you to make your own peer group.

What **ARE** peer groups?

What **ARE** peer groups?

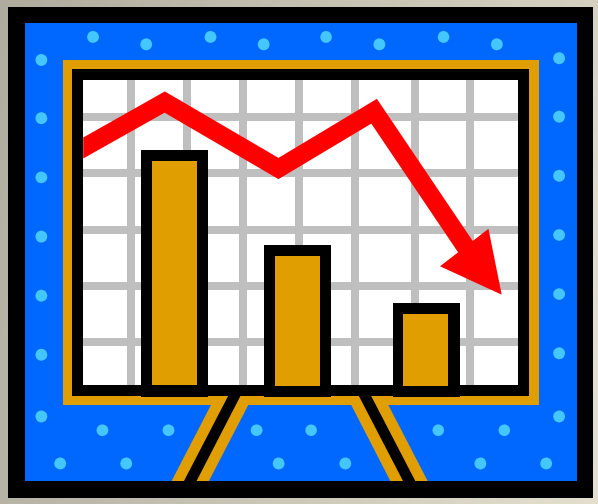
- **A group of peeps like you!**
- **Here at RP Group, a group of colleges like yours!**
- **MORE SPECIFICALLY:**
  - **CALIFORNIA COMMUNITY COLLEGES WITH SIMILAR STUDENT POPULATIONS AND LOCAL COMMUNITIES AS YOUR OWN COLLEGE**

Why create PEER groups?

So your college won't be all alone…

….trying to show that your outcomes are high enough.

How can you use PEER groups?

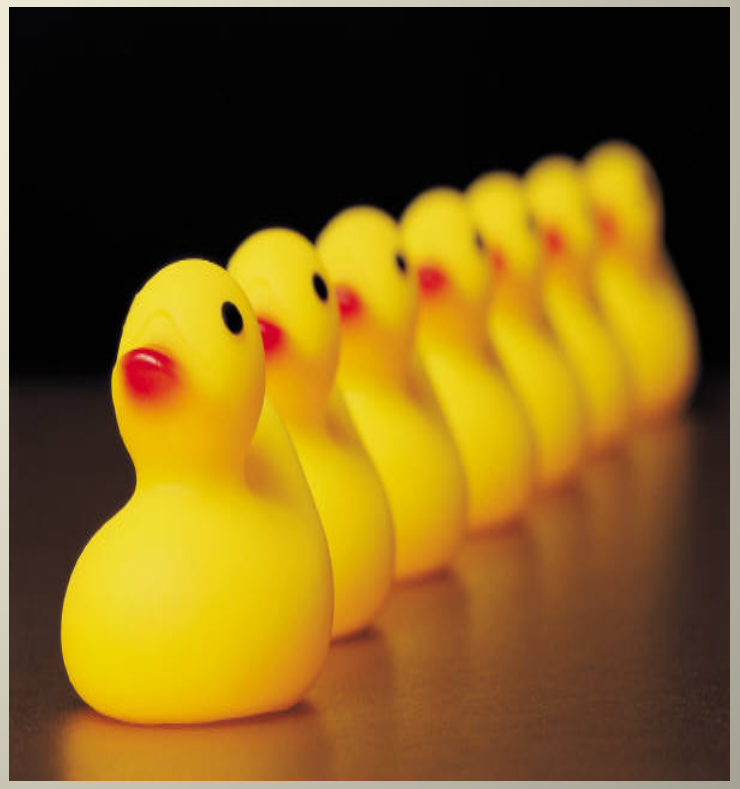


Compare your student outcomes..

…with colleges with similar types of students and resources.

How can you use PEER groups?

Find out how similar colleges...



…implement similar programs Successfully.

How can you use PEER groups?

Find out how similar colleges...

...create successful structures for planning, governance, & institutional effectiveness.

Why did I create our own **PEER** group?

Scorecard and other peer group methods were valid statistically

…but they didn't have face value, for our faculty, staff, or the Board of Trustees.

Why did I create our own **PEER** group?

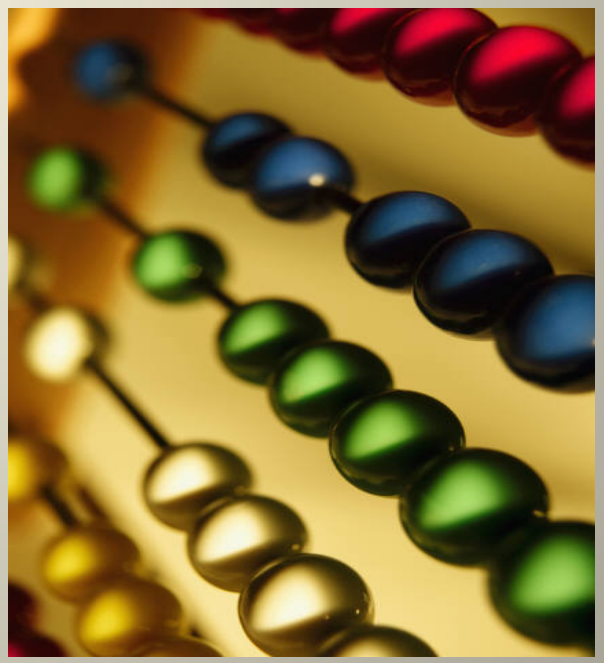
Faculty and staff felt our college & our students were uniquely challenged..

…uniquely disadvantaged economically, educationally, (low-income first generation)

Requirements for our PEER group

Based on factors that faculty or research said made a difference in college prep, success, or completion

…And available as standard, measurable data for all California Community Colleges



Requirements for our **PEER** group

I didn't have to worry about grouping all the CCCs.

...I just had to find student & community characteristics that mattered to Chabot

CHABOT COLLEGE

The PEER group characteristics we chose were:

1) Headcount

….because size matters

SOURCE: DataMart Fall Headcount

The PEER group characteristics we chose were:

2) Average weighted local high school test scores ….because high school prep matters

SOURCE: Scorecard Peer group data by college

The PEER group characteristics we chose were:

3) Pct of adults with BAs in local population

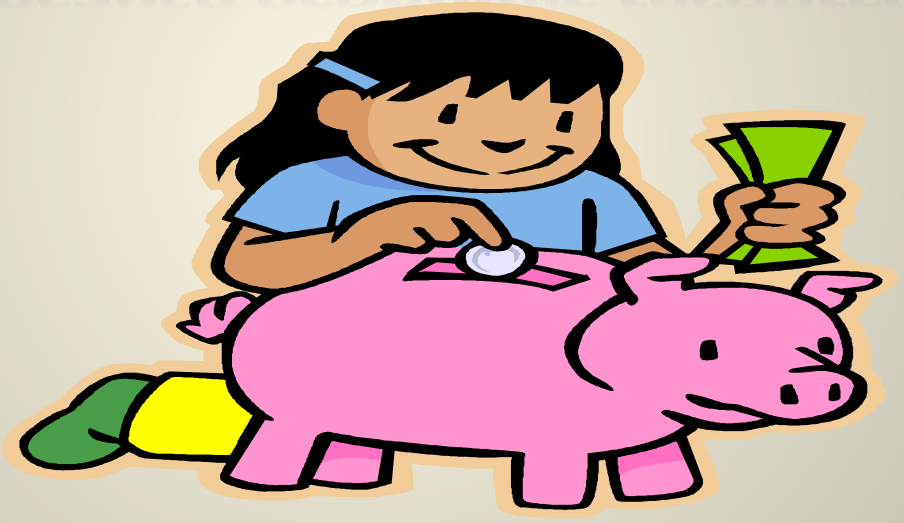
….because parent's education matters

SOURCE: Scorecard Peer group data by college

The PEER group characteristics we chose were:

4) Percentage of students on Financial Aid

….because economic resources matter



SOURCE: DataMart: Annual any FA / annual headcount

The PEER group characteristics we chose were:

5) Percentage of students attending full-time

….because full-time predicts success

SOURCE: DataMart: Pct with FT unit load / Fall Hdcount

The PEER group characteristics we chose were:

6-9) Percentage of students who are: African American, Asian, Latino, White

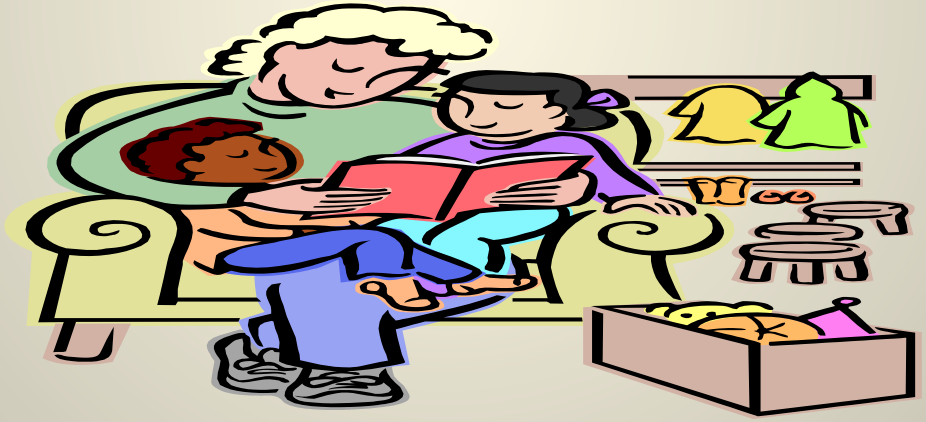
....because each group affects success rates differently

SOURCE: DataMart: Percentage of each ethnic group in Fall

The PEER group characteristics we chose were:

10-11) Percentage of students who are:
a) under 20 years old and b) over 30 years

….because success rates differ by age



SOURCE: DataMart: Percentage of each age group in Fall

The PEER group characteristics we chose were:

12) Percentage of latest Scorecard cohort starting in Basic Skills Group

….because starting level predicts completion rates

SOURCE: Scorecard: Latest cohort numbers

The PEER group characteristics we chose were:

13) Population density 5 miles around campus

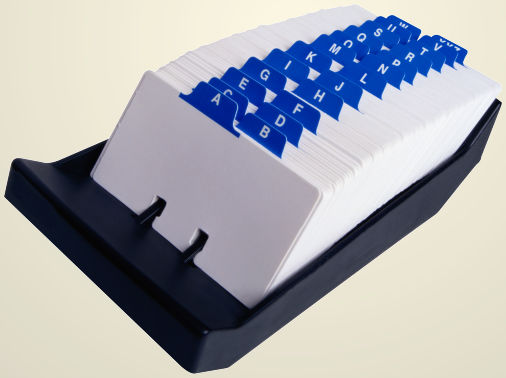
….because higher urban level adds stress factors

SOURCE: 2003 study by CCCCO – old but better than nothing

The PEER group characteristics we chose were:

13) Population density 5 miles around campus

HOW MUCH COULD HAVE CHANGED IN 14 YEARS?

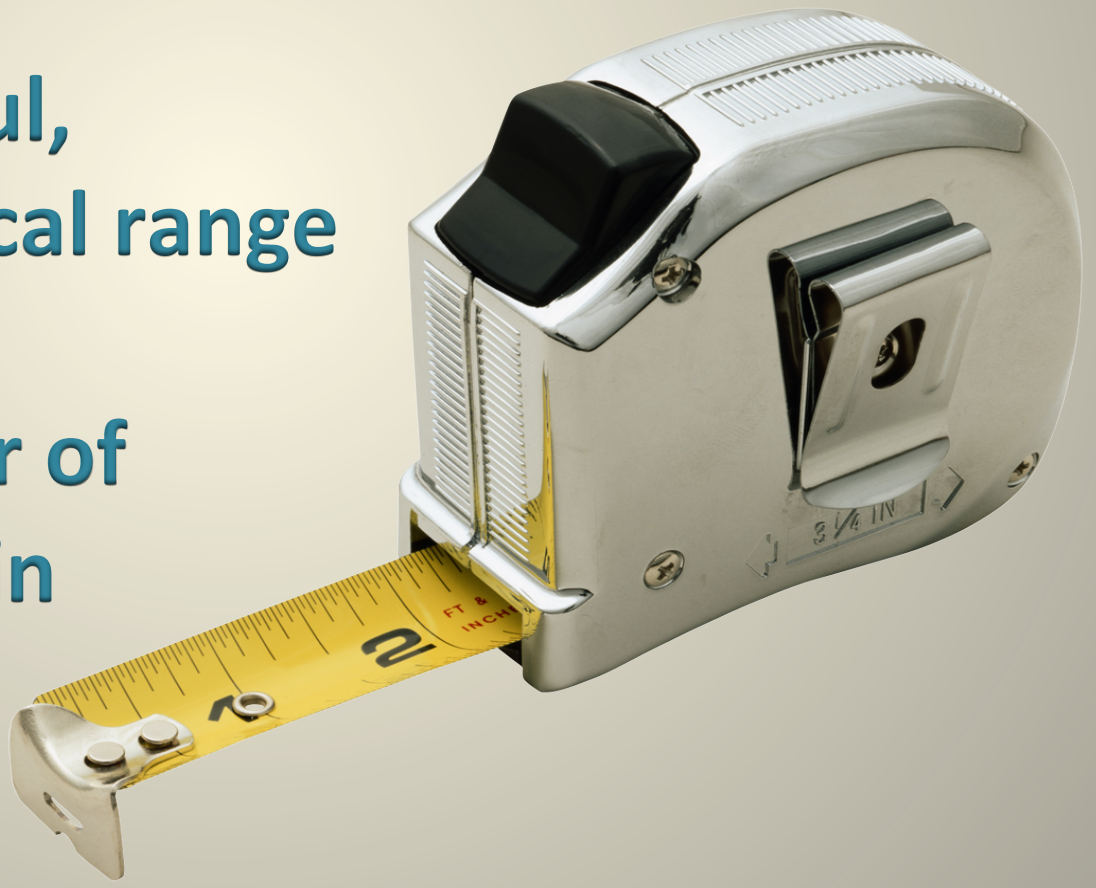


SOURCE: 2003 study by CCCCO

Hoping that the relative densities have not changed much..

Determining a peer group MATCH using the characteristics data

- Set acceptable range around Chabot's data
- Set meaningful, not statistical range
- Count number of matches within ranges for each college

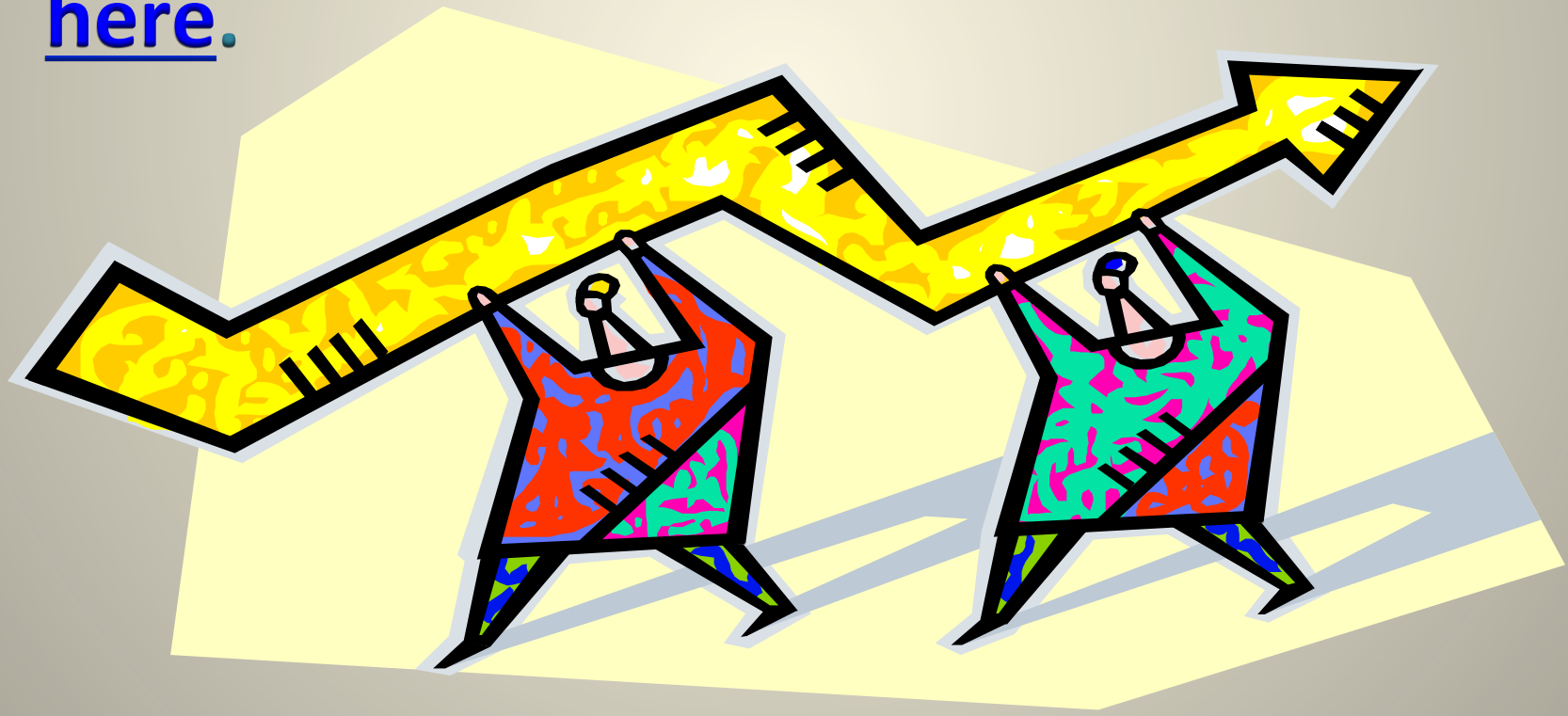


Determining a peer group MATCH using the characteristics data

1) Ordered the CCC's by number of matches
   All CCCs ordered by matches here.
2) Determined what pct of the 13 factors were enough for a match: 62% or 54%
3) Top 16 peer colleges for 2016-17 here.
4) All CCCs ordered alphabetically here.
5) All CCCs ordered by headcount here.

Using peer groups to set standards

1) Gathered Scorecard and other outcomes data for our top peer colleges, shown here.



Using peer groups to set standards

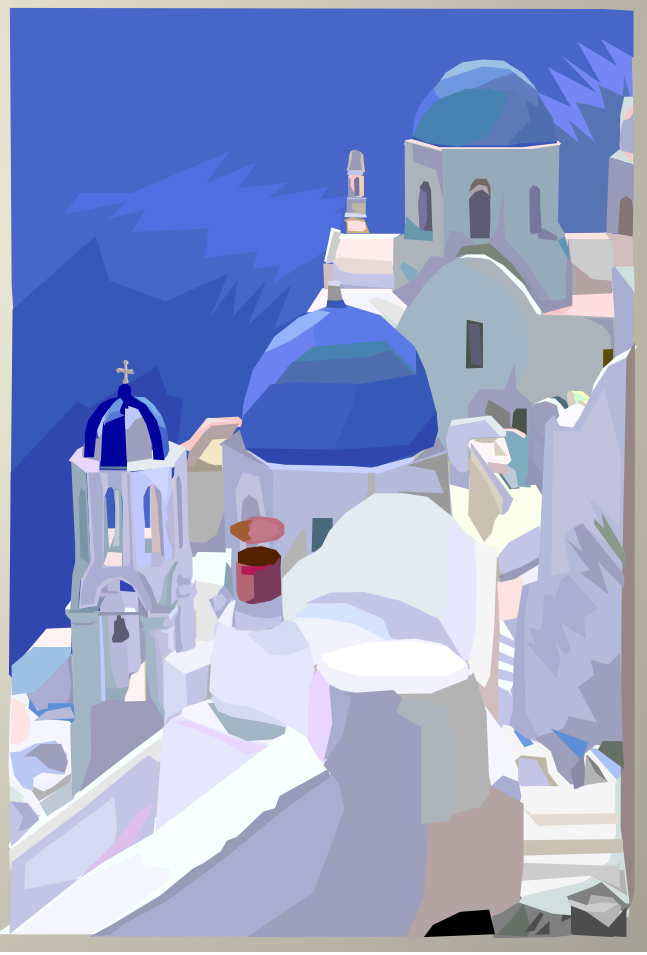
1) Sorted by the outcome to compare
   - Completion rate for Basic Skills students
   - Course success rate

2) Determined Chabot's place among peers

3) Set aspirational goals:
   - If below Avg. → Avg.
   - If Avg. → Top third

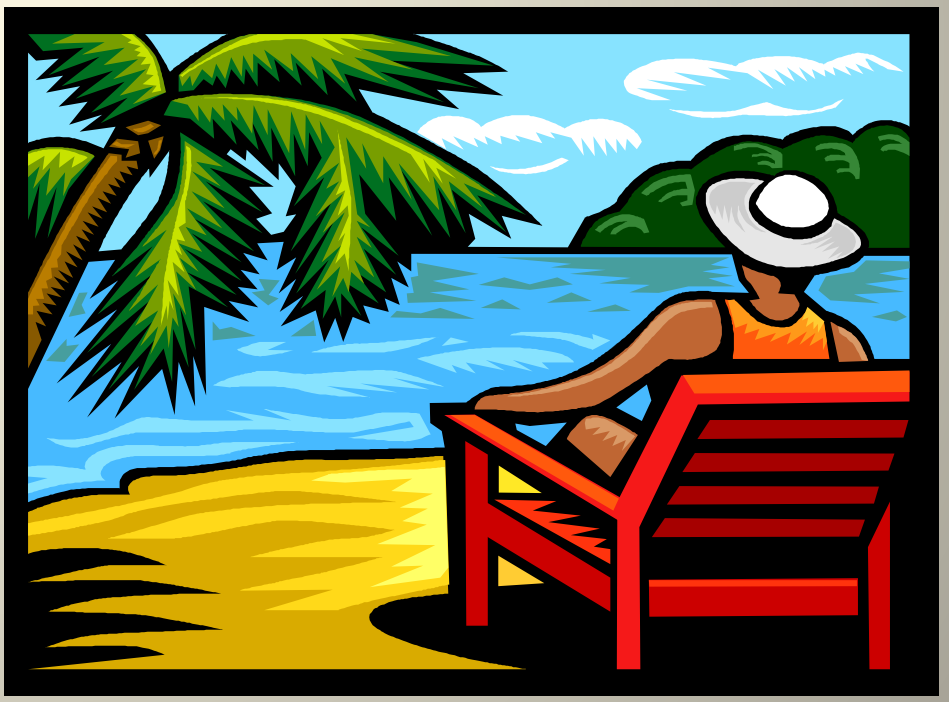
Other ways peer groups were used

- Institutional Effectiveness Workgroup contacted peer colleges for:
  - IE Office org ideas
  - Governance structures
  - Planning Models
  - Vacation plans



Other ways peer groups were used

- Any campus division or program needing a comparison group
- Researcher just refers to web site!
  - Staff can use peer colleges, or one factor, like headcount.
- Researcher relaxing! →



How we did it and how you can too

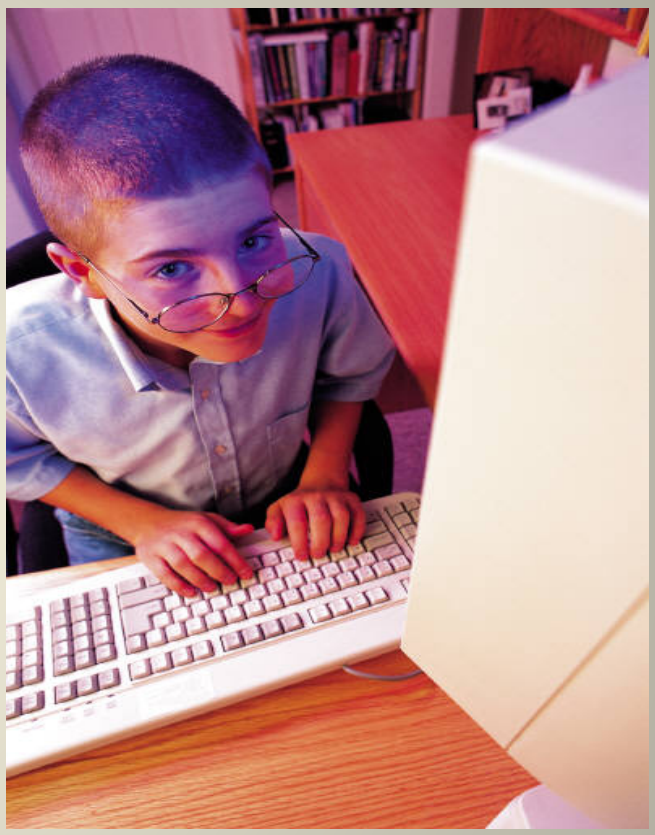
Very Labor intensive!
Crucial: Laser College Student Assistants!

1) Looked up each number for each college on DataMart or Scorecard

2) Took weeks!

How we did it and how you can too

Our gift to you!

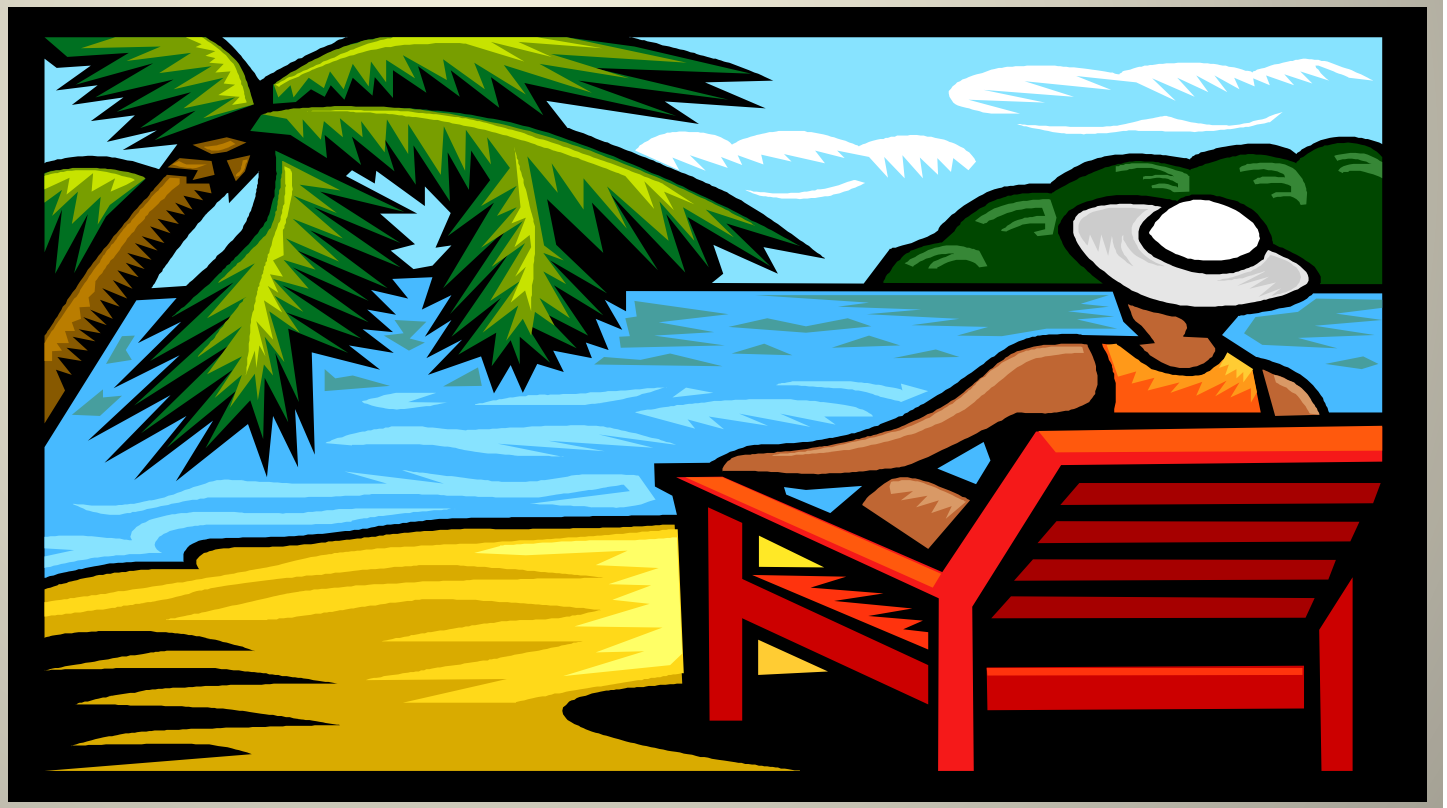


1) We have updated all CCC demographic and outcomes data for you.
2) Will share spreadsheets.
3) You just need to pick the characteristics and the ranges that fit your college.

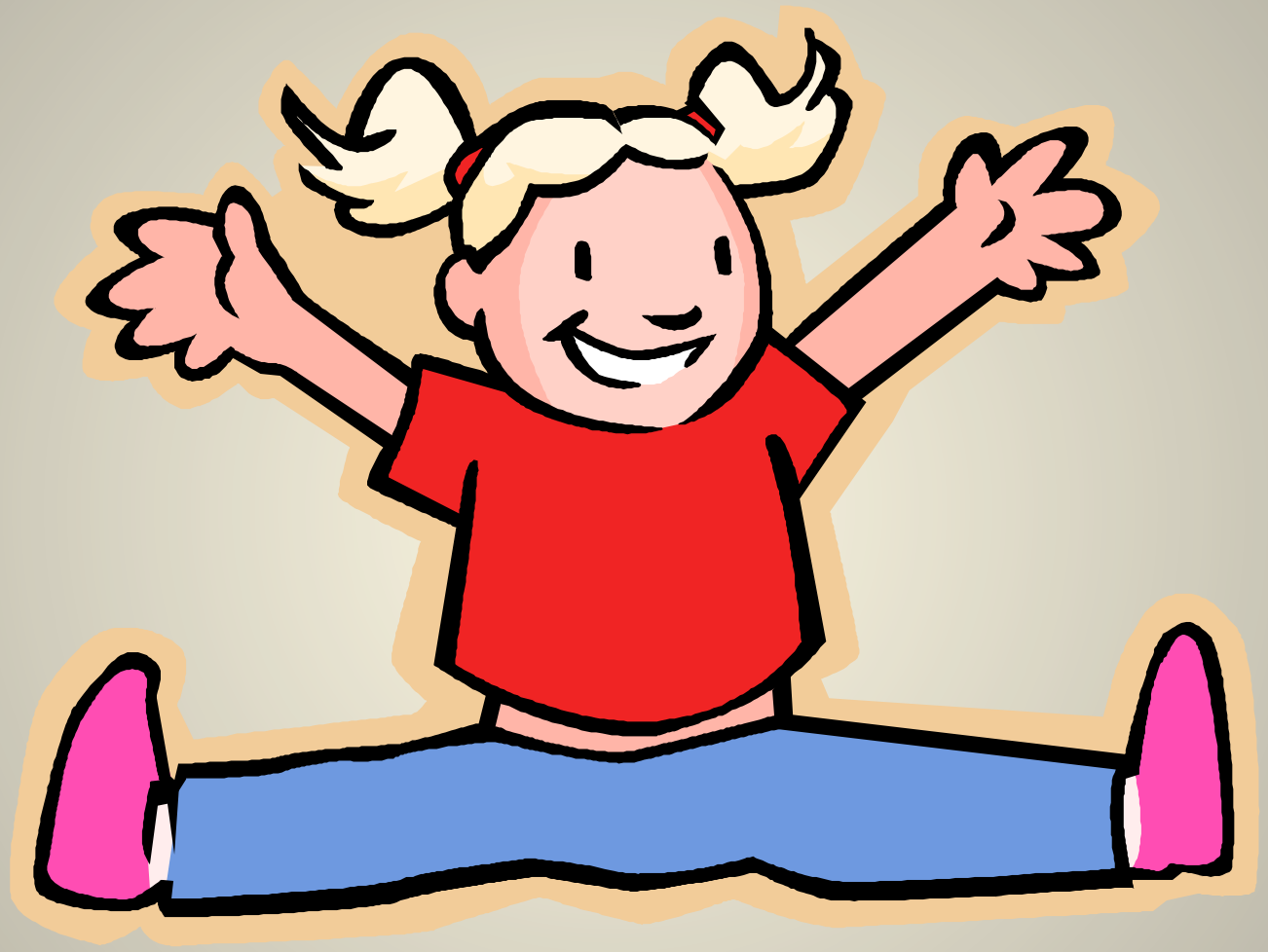
How we did it and how you can too

4) Count your matches, and pick peer group!

5) Then you can relax too!



Questions?



Thank you!