



Leveraging Scholarship Dollars for Student Success: Why and How to Implement a Performance-Based Scholarship

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SHEEO Conference

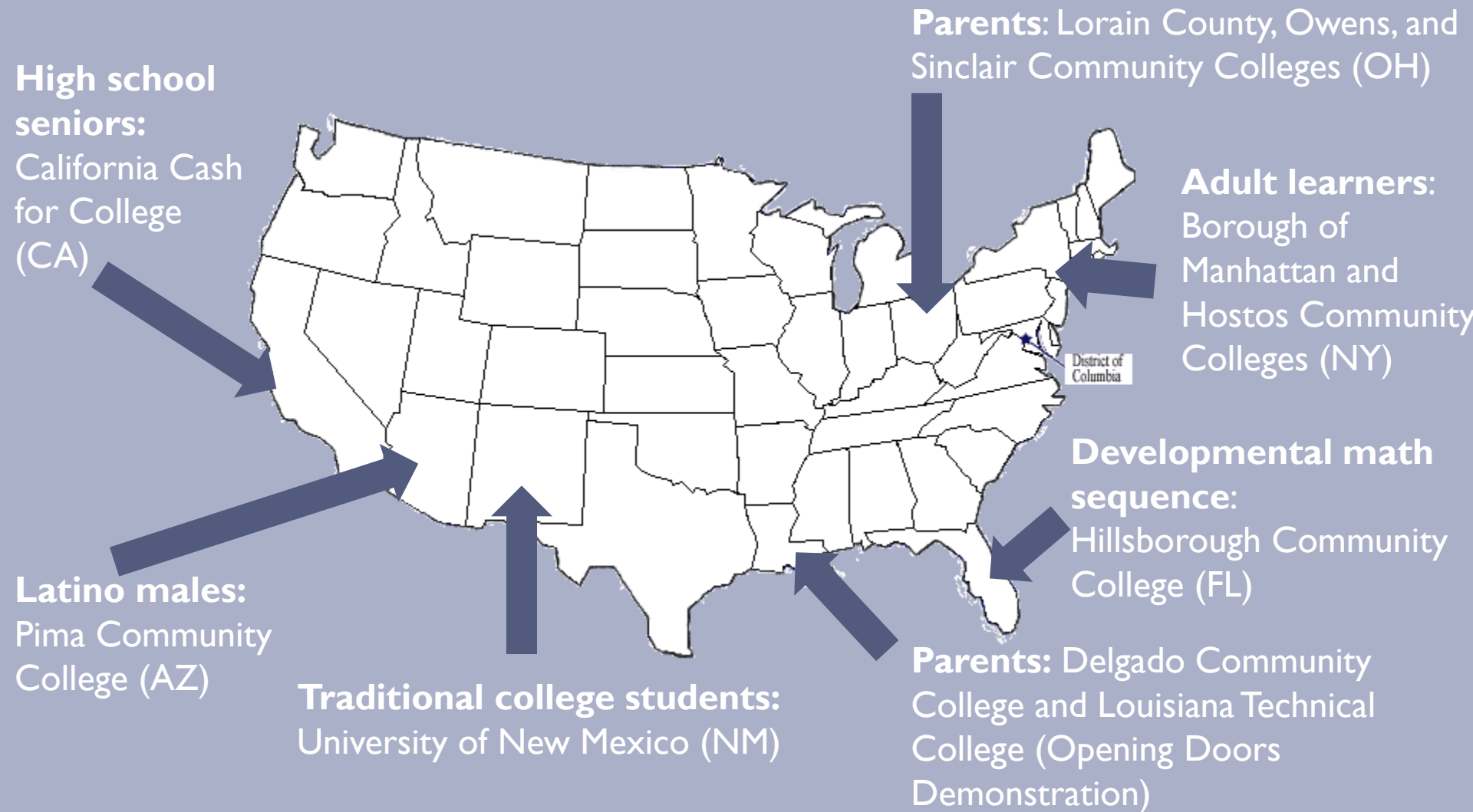
Santa Fe, New Mexico – July 9, 2015

What are Performance-Based Scholarships?

Two main objectives:

1. Help low-income students cover a larger portion of college expenses
 2. Incentivize good academic performance and progress
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- ▶ Performance-based scholarships:
 - ▶ Need-based grants
 - ▶ Contingent on academic performance and/or student services
 - ▶ Paid directly to students
 - ▶ Paid in addition to other financial aid, such as Pell and state aid
 - ▶ Involved over 12,000 students at 9 colleges and 7 states

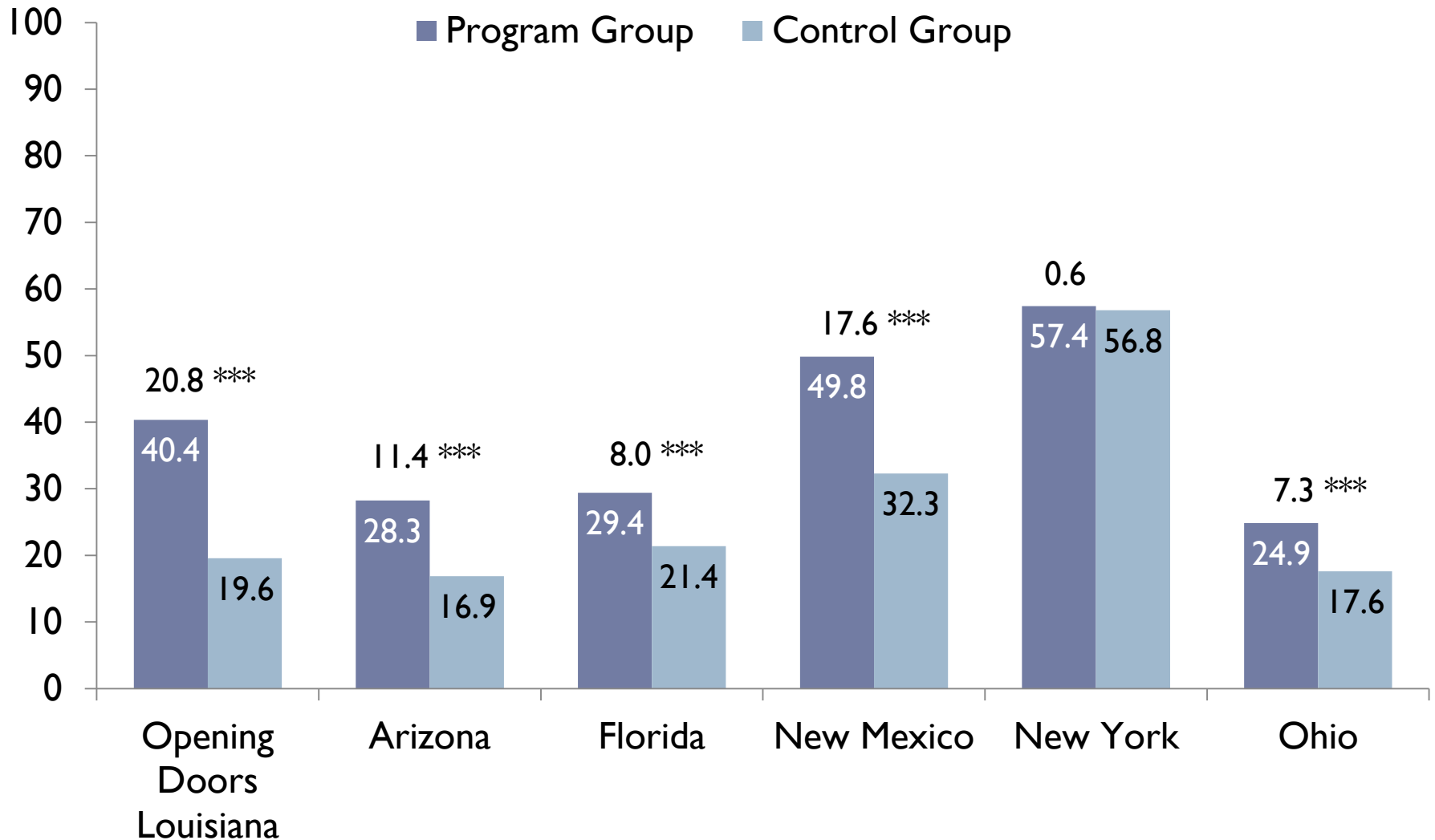
Performance-Based Scholarship Programs



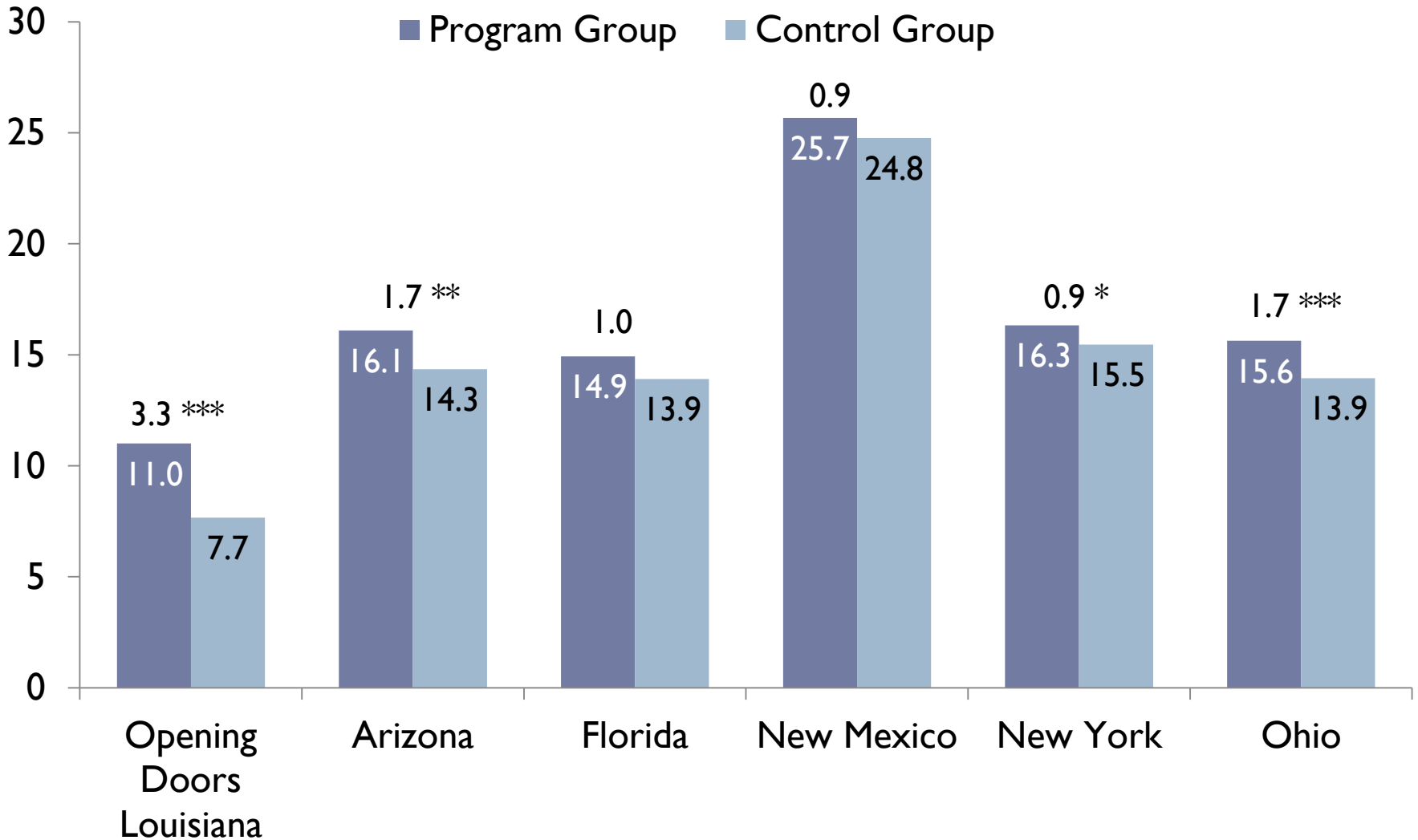
Overview of Early Findings

1. Can be implemented in a variety of settings
2. Help students meet academic benchmarks
3. Reduce educational debt in some settings
4. Increase credits earned in the first year
5. Are effective across a variety of different subgroups
6. Are a more efficient use of scholarship funds
7. Final report scheduled for Fall 2015

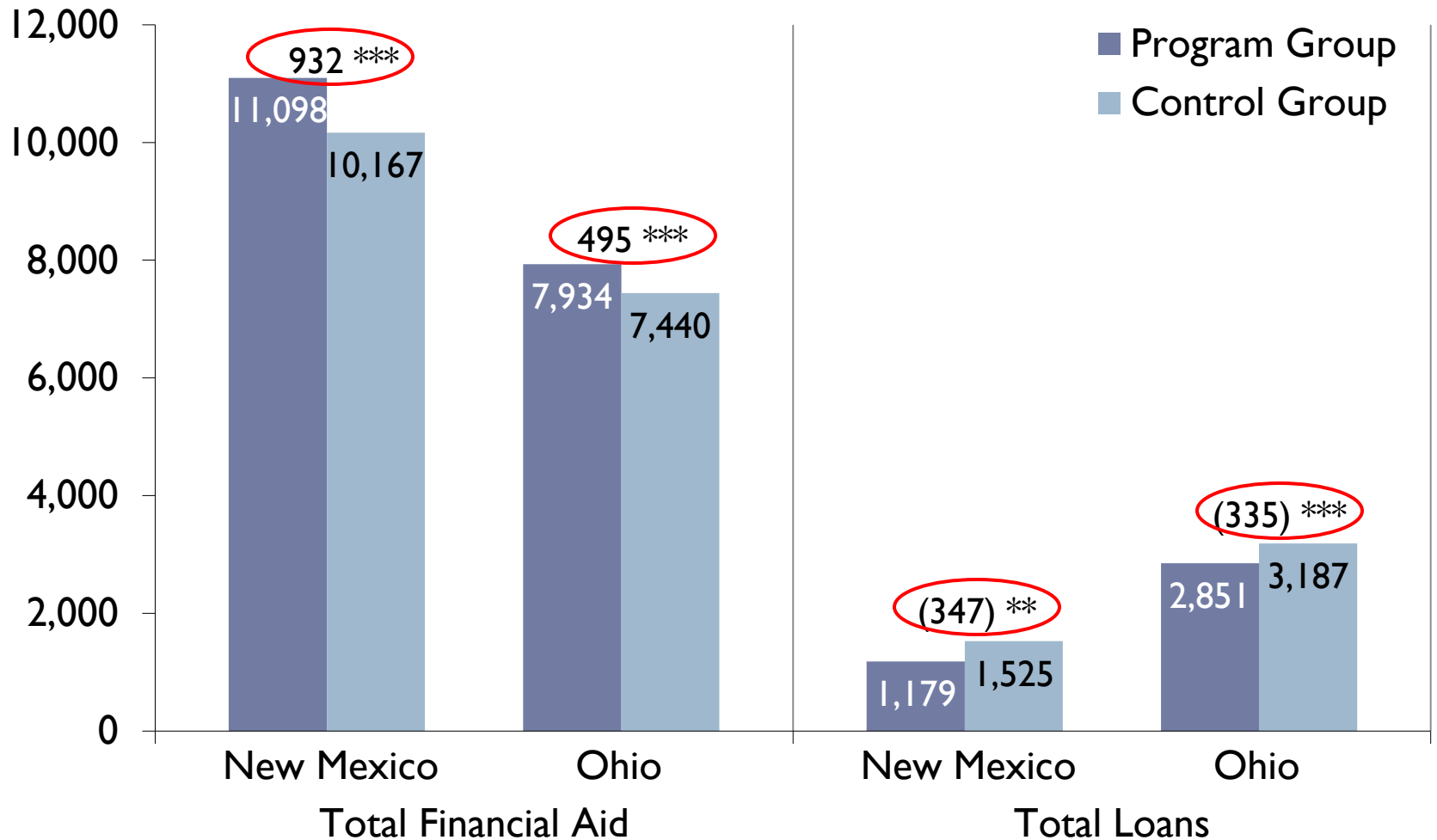
2nd Term: Increased Proportion Meeting End-of-Term Academic Benchmark



1st Year: Increase in Credits Earned



1st Year: Decrease in Loans



Statistical significance levels are indicated as:*** = 1 percent; ** = 5 percent; * = 10 percent

Impacts on 1st Year Credits Evident for Many Subgroups

- ▶ Performance-based scholarships work well for a variety of students, including:
 - ▶ Students who are first in their families to attend college
 - ▶ Students with children
 - ▶ Latino students
 - ▶ Students who are employed
 - ▶ Both male and female students
 - ▶ Both traditionally-aged and older students

Making Scholarships Purposeful Design Considerations

▶ Program Eligibility

- ▶ Being thoughtful about who you want to serve will help you determine the kinds of requirements for each disbursement.

▶ Disbursement Benchmarks

- ▶ Consider what students need to do in order to earn a specific disbursement and whether execution is feasible

▶ Scholarship Amount

- ▶ The overall scholarship amount and disbursement amount may need to reflect the context and target group

▶ Number and Timing of Disbursements

- ▶ The number of disbursements per term and when they are released may be important in affecting student behavior