



# PREVENTING DROP-OUTS

PAR—Performance And Retention

## WHAT IS PAR?

PAR is an assessment that will help identify those students who are ready to learn. As a result can spend more time teaching than managing negative behavior.

The assessment consists of 97 true/false statements and multiple choice questions. The student can choose to read the statements or use the English voice option. The approximate completion time is 20-25 minutes. The assessment is available in English and Spanish.

Results from PAR have identified students who remain longer, receive high performance evaluations, have fewer absences and infrequent discipline problems.

Specifically, the assessment output is split into two parts.

**Performance** - Identifies the performance levels that relate to attitudes, attendance, attention, flexibility, following rules, work ethics and effort, and the ability to pay attention to details.

**Retention** - Shows the likeliness that the student will stay in school, complete assignments and stick with commitments as well as be on time for school, classes or work experience.



The PAR assessment is designed to identify students who have a greater probability of staying in school or training programs for a longer period of time & will perform better in school, work and in training programs.

## Free Demo

Contact us at 888-783-2283 and request the PAR Assessment CD. Or visit [asktbs.com](http://asktbs.com) and select Performance And Retention, then Demo. Once installed contact TBS to receive the 5 FREE uses. You'll be able to give the assessment to 5 individuals at no cost.

## PAR SAMPLE QUESTIONS:

Here are examples of the different types of questions.

### Part 1: Attitudes and Opinions (69 true/false questions)

You work steady and hard at whatever you undertake.  
 T. True  
 F. False

### Part 2: Self Descriptions (14 multiple choice questions)

Select the word that is most like you:  
 a. eager  
 b. skillful  
 c. honest

### Part 3: Background (education, work experience and work-related attitudes) (14 multiple choice questions)

How many times in your life have you been praised by your teachers or bosses?  
 a. Never  
 b. Once or twice  
 c. From 3 to 6 times  
 d. From 7 to 10 times  
 e. More than 10 times

## THE ORIGINS OF PAR:

PAR is an adaptation of the Employment Inventory (EI); a highly validated assessment used to hire the best workers. To date, over 7 million potential candidates have taken EI. EI was originally validated with a field test group of over 200 sites involving 300,000 test cases. Additional studies involving youth over a 4-month period showed significant gains. In a recent study involving 1,000 students the results demonstrated that had higher scores had better subjective ratings as well as better objective performance outcomes.

**PAR** assesses **PERSONALITY**, which in turn predicts **BEHAVIOR**, which predicts **OUTCOMES**, which predicts either **SUCCESS** or a **NEED FOR IMPROVEMENT**.

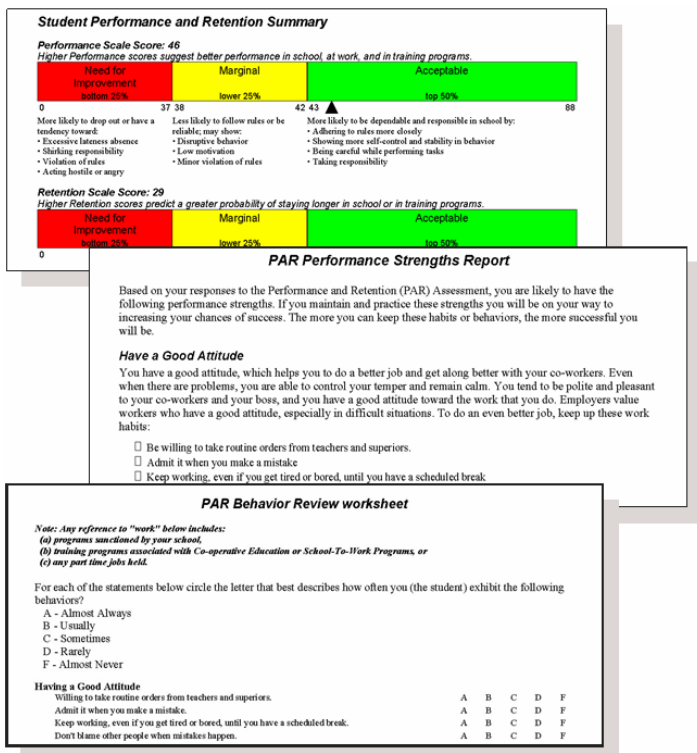
# PAR—Performance And Retention

## PAR OUTPUT:

The PAR output is in the form of reports and Worksheets. The majority of the reports are worded for the student.

The available reports include:

- Performance & Retention Summary Profiles (administrative)
- Overview of Student Reports & Worksheets
- Performance Profile details
- Performance Strengths with Specific Behaviors
- Performance Behaviors in Need of Improvement
- Retention Profile Details
- Behavior Performance Review
- Performance Review Worksheet
- Personal Development Plan Worksheet



## HOW EFFECTIVE IS PAR?

In a recent study involving 1000 students the results demonstrated that those students who achieved passing scores on the Performance And Retention Assessment performed better on 10 different measures of Productive Behavior. Specifically:

- 26% Fewer discipline incidents
- 24% Fewer problem terminations
- 24% More program completers
- 21% More excellent social skills
- 35% More excellent job skills
- 23% More productive behaviors
- 18% Fewer absences
- 22% More favorable reviews
- 13% Fewer truancies
- 37% Improvement in 12 performance categories

## APPLICATIONS:

- Identify potential dropouts
- Identify high risk students
- Conduct behavioral performance reviews
- Receive detailed behavioral prescriptions
- Provide objective content for counseling
- Provide prescriptions for behavioral skills development
- Identify content for new curriculum development
- Provide site evaluations for School-To-Work programs
- Monitor progress in behavior change

## FEATURES:

- Multiple delivery options (computer-stand alone or network, paper/pencil and scanning)
- User friendly management system
- 20 minutes to administer
- Start/Stop and reenter at any time – book marking
- English Audio for non-readers, Spanish language option
- Reports generated upon completion
- Simple & non threatening– no right or wrong answers
- Test includes verification questions to verify student's understanding
- No training required

For more information on this program, please visit: [www.askTBS.com](http://www.askTBS.com), then select Performance And Retention

Each assessment use can be purchased at \$7.00 per student or as low as \$4.50 per student for larger quantities.

TBS

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