



# NEW MEXICO COMMISSION FOR COMMUNITY VOLUNTEERISM 2016-2017 AMERICORPS FUNDING OPPORTUNITY

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## AMERICORPS PERFORMANCE MEASUREMENT

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New Mexico Commission for Community Volunteerism





# AMERICORPS GRANTS

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Provide funding to high-quality programs that are developed by an applicant who designs a set of activities that demonstrate an evidence-based or evidence-informed approach to creating community impact and solving community problems by engaging individuals in service as AmeriCorps members.

# AMERICORPS GRANTS

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- Include an allotment of AmeriCorps member positions and funds that are directly tied to a specific number of members
- Are solely for program expenses and are not for general organizational expenses
- Provide partial funding to support AmeriCorps projects/programs
- Grant recipients must contribute cash or in-kind match funding to support the project

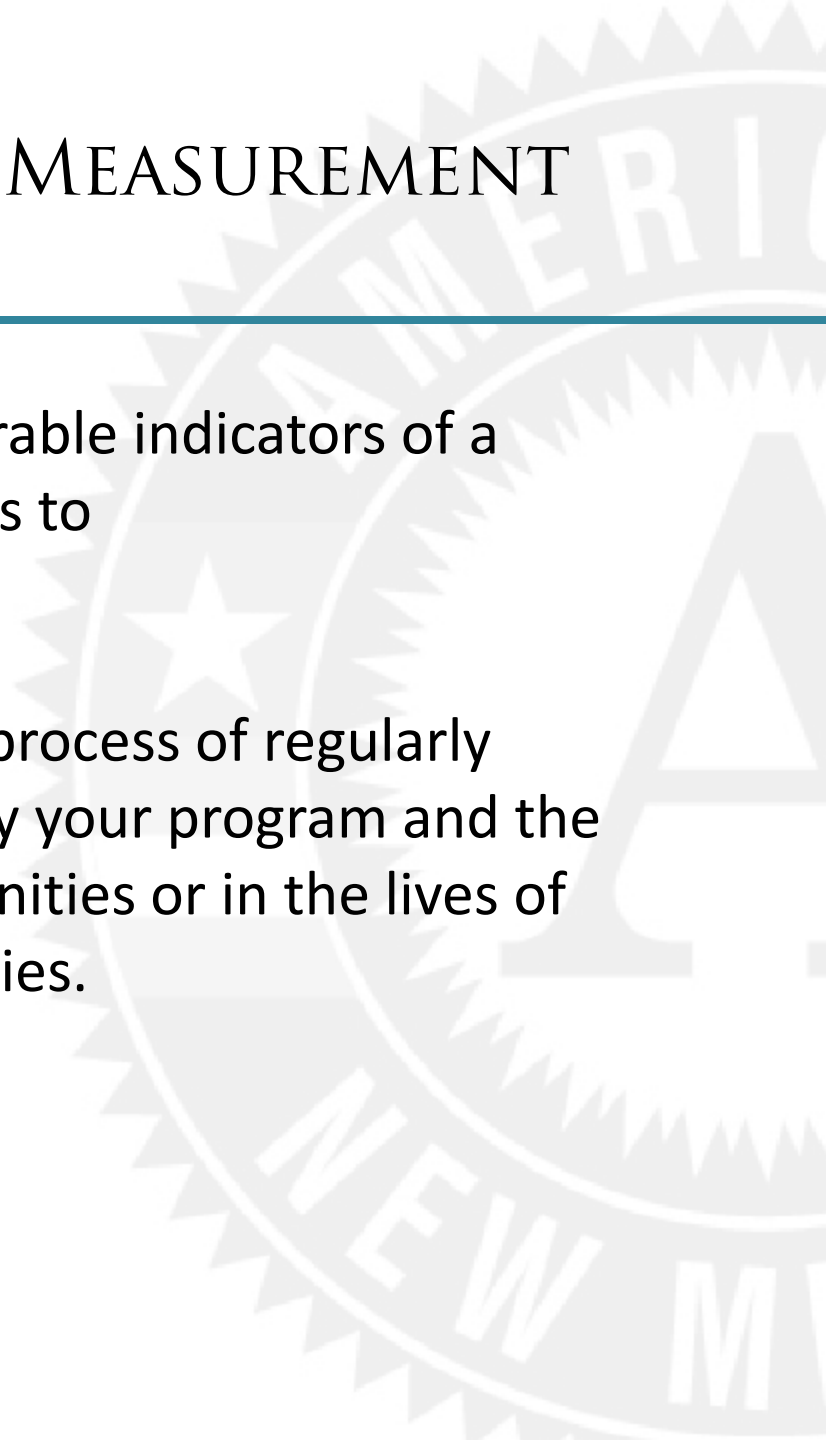


# WHAT IS PERFORMANCE MEASUREMENT

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Performance measures are measurable indicators of a program's performance as it relates to **member service activities**.

Performance measurement is the process of regularly measuring the services provided by your program and the effect your program has in communities or in the lives of members or community beneficiaries.



# WHAT IS PERFORMANCE MEASUREMENT

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## Outputs

- Amount of service provided (people served, products created, or programs developed)



# WHAT IS PERFORMANCE MEASUREMENT

## Outcomes

- Reflect the changes or benefits that occur
- Can reflect changes in individuals, organizations, communities, or the environment
- Address changes in attitudes/beliefs, knowledge/skills, behavior, or conditions





# WHAT IS PERFORMANCE MEASUREMENT

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Performance measurement is the process of **systematically and regularly collecting and monitoring data** related to the direction of observed **changes** in communities, participants (members), or end beneficiaries receiving your program's services.

In contrast to **evaluation**, it is not intended to establish a causal relationship between your program and a desired (or undesired) program outcome.

# WHAT IS PERFORMANCE MEASUREMENT

Differences: Key Areas	Performance Measurement	Impact Evaluation
Causality	Assumes causality; does <i>not</i> “prove” theory of change	Seeks to show causality and “prove” theory of change
Implementation	Tracks outputs and outcomes on a regular, ongoing basis	May occur from time to time, but not on a regular, ongoing basis
Time Focus	Shorter term focus; what can be measured within one year	Longer term focus
Design	Balances rigor* with practicality; measurement implemented by program staff with limited resources and expertise	Uses most rigorous evaluation design and methods that are right for program (e.g. quasi-experimental design)

\*Capable of producing valid (accurate) results.





# WHAT IS PERFORMANCE MEASUREMENT

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It is important to note that Performance Measures are related to the **MEMBERS** service. Not your organization in general. You need to clearly articulate in the narrative and through these measures that because of these members (intervention) you have been able to do \_\_\_ (output and outcome).

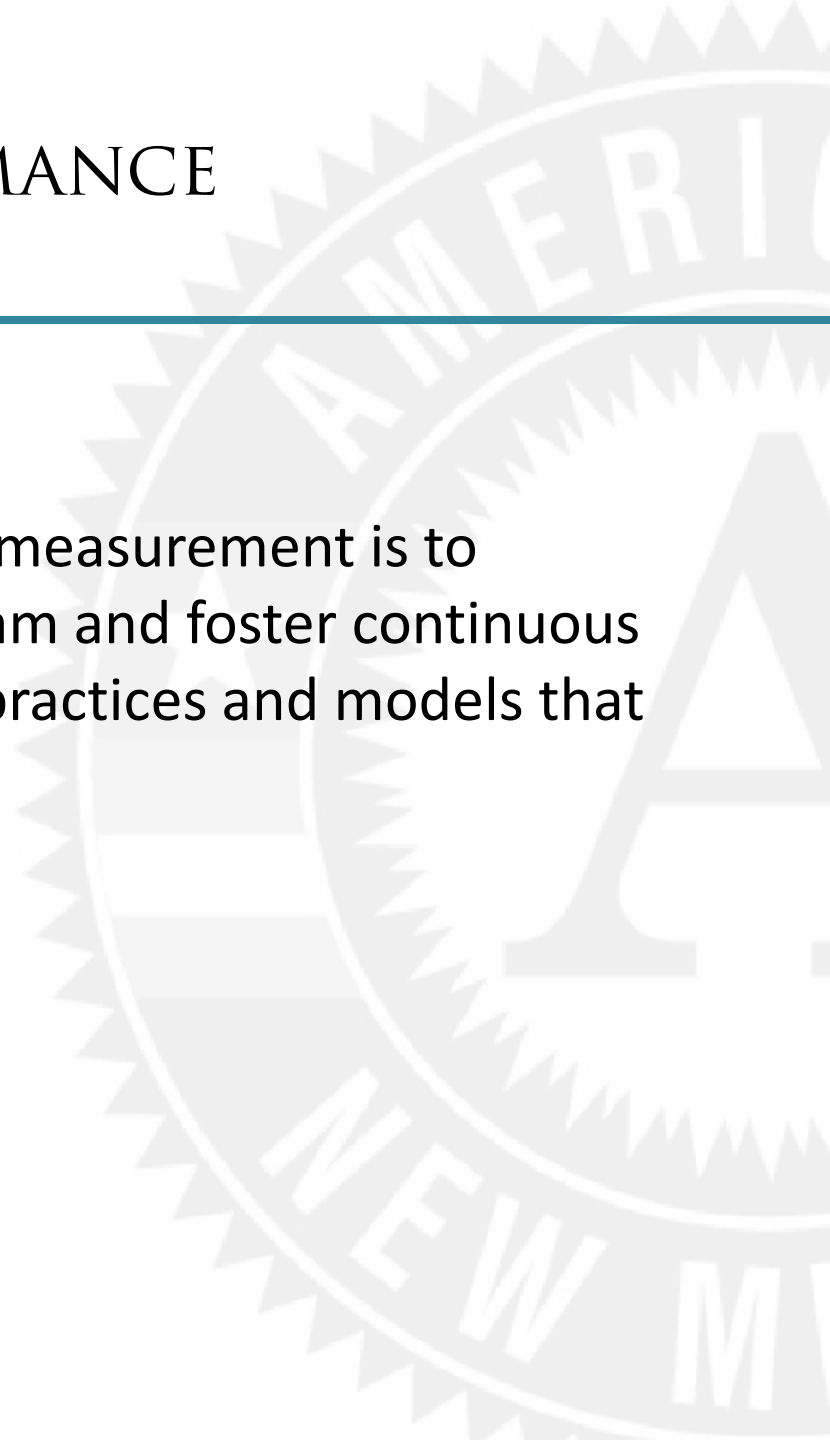
Measures should capture the most significant activities of your program. Performance Measures should be able to stand alone from the Application Narrative and adequately explain your proposed program.



# WHY MEASURE PERFORMANCE

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The main purpose of performance measurement is to strengthen your AmeriCorps program and foster continuous improvement and to identify best practices and models that merit replication.



# WHY MEASURE PERFORMANCE

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## **Accountability to funders and stakeholders**

- Tell your story, justify funding

Recognizing progress; reflects change

- Reliable information collected  
in a systematic way

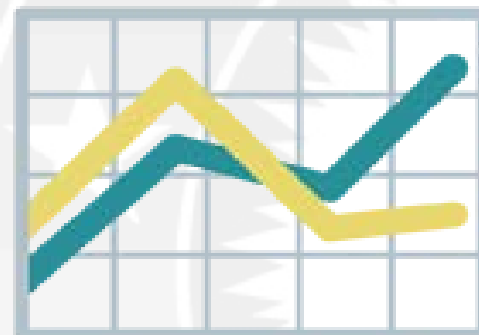


# WHY MEASURE PERFORMANCE

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## **Program improvement**

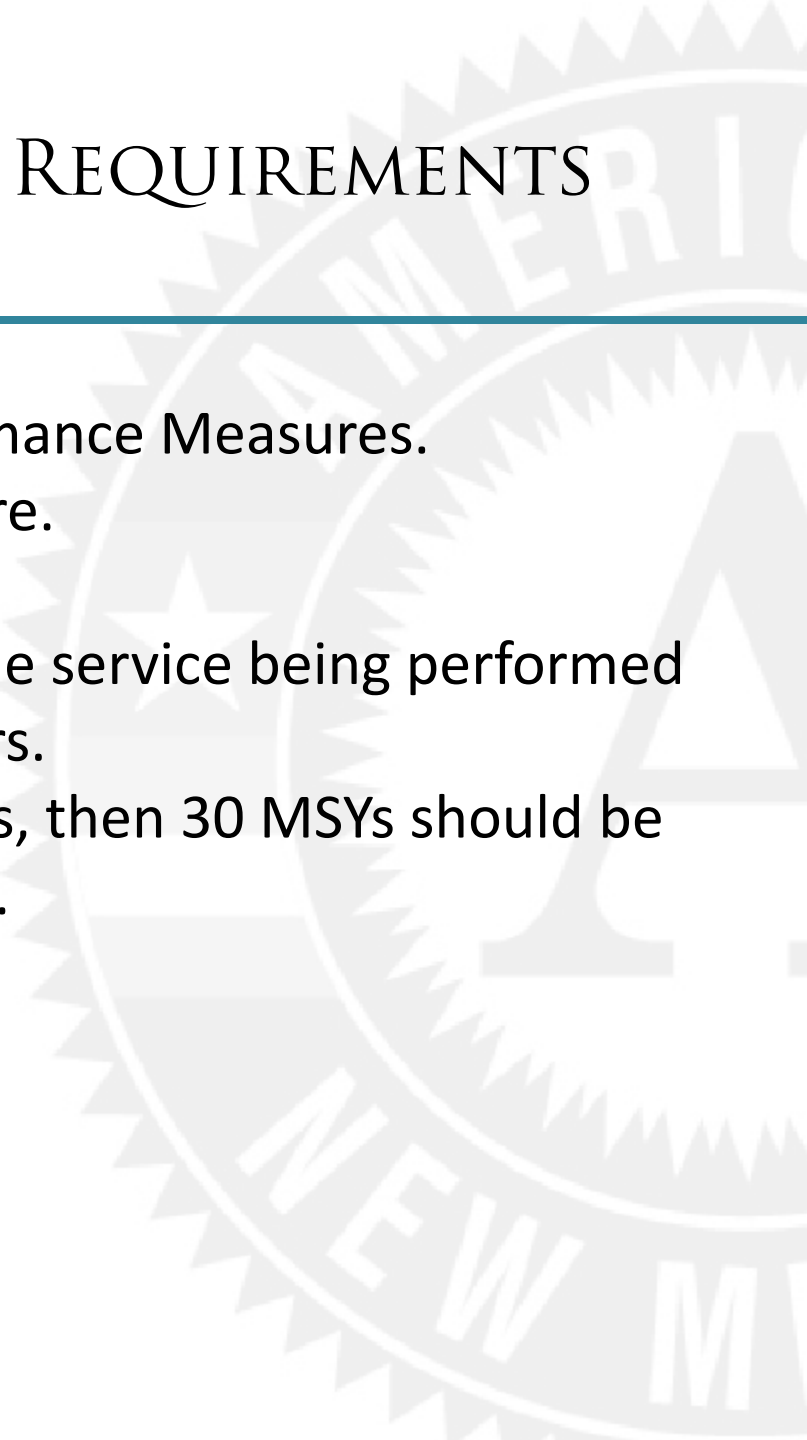
- Spot and correct problems
- Strengthen the intervention
- Determine where to allocate limited resources





# PERFORMANCE MEASURE REQUIREMENTS

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1. Utilize the CNCS National Performance Measures.
  2. Have at least one aligned Measure.
    - Output and Outcome
  3. Include measures that capture the service being performed by ALL of your AmeriCorps members.
    - If you are requesting 30 MSYs, then 30 MSYs should be reflected in the PM activities.
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# PERFORMANCE MEASURE REQUIREMENTS

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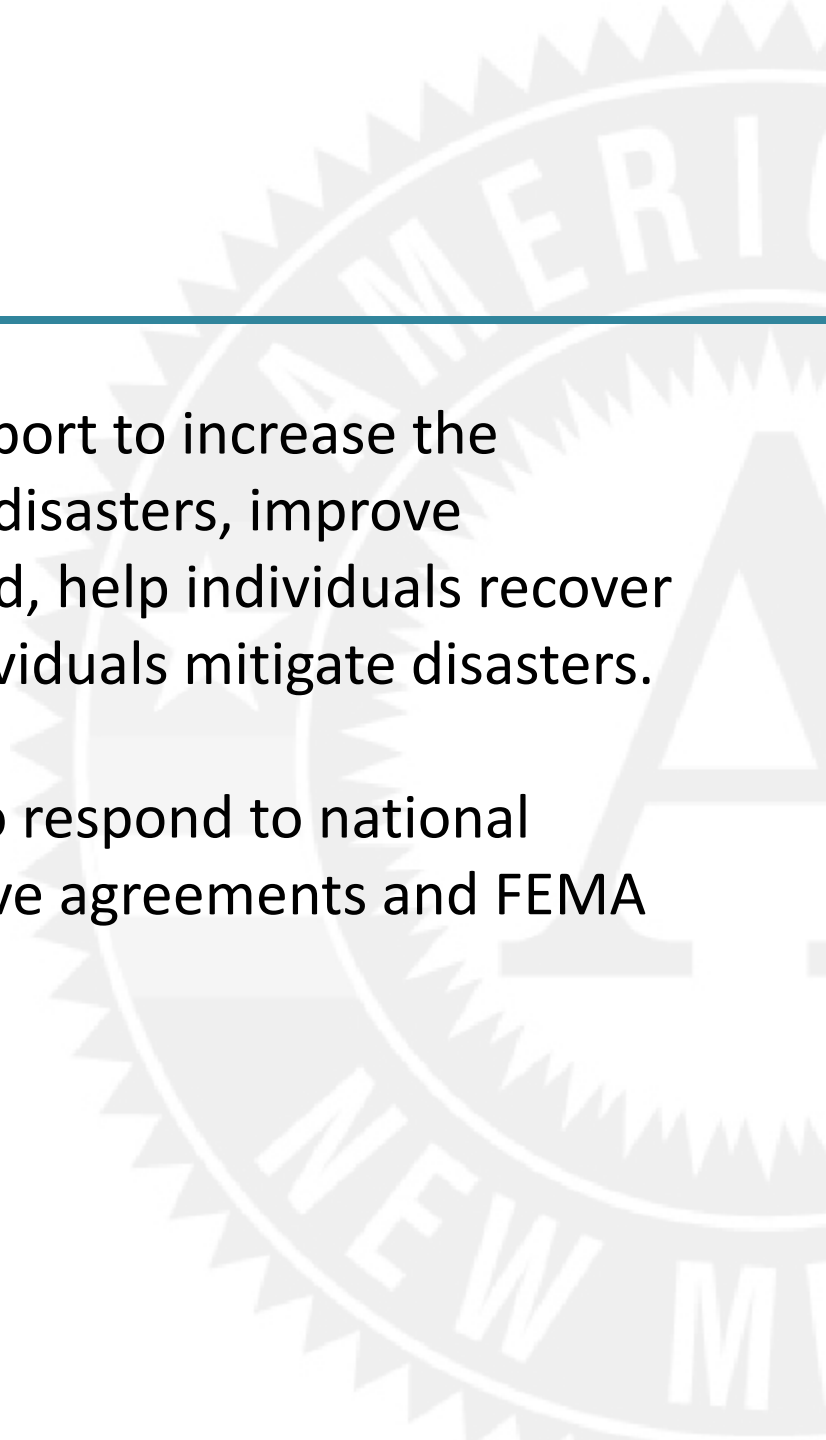
- Disaster Services
- Economic Opportunity
- Education
- Environmental Stewardship
- Healthy Futures
- Veterans and Military Families
- ***Capacity Building*** related to the activities of the 6 Focus Areas.

*The following for each focus area are from the CNCS 2011-2015 Strategic Plan.*



# DISASTER SERVICES

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- Grant activities will provide support to increase the preparedness of individuals for disasters, improve individuals' readiness to respond, help individuals recover from disasters, and/or help individuals mitigate disasters.
  - Grantees also have the ability to respond to national disasters under CNCS cooperative agreements and FEMA mission assignments.
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# ECONOMIC OPPORTUNITY

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- Grants will provide support and/or facilitate access to services and resources that contribute to the improved economic well-being and security of economically disadvantaged people; help economically disadvantaged people, including youth identified in My Brother's Keeper to have improved access to services that enhance financial literacy; transition into or remain in safe, healthy, affordable housing; and/or have improved employability leading to increased success in becoming employed.





# EDUCATION

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- Grants will provide support and/or facilitate access to services and resources that contribute to improved educational outcomes for economically disadvantaged children; improved school readiness for economically disadvantaged young children; improved educational and behavioral outcomes of students in low-achieving elementary, middle, and high schools; and/or support economically disadvantaged students prepare for success in post-secondary educational institutions.



# ENVIRONMENTAL STEWARDSHIP

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- Grants will provide support for increased individual behavioral change leading to increased energy efficiency, renewable energy use, and ecosystem improvements particularly for economically disadvantaged households and communities. Grant activities will decrease energy and water consumption; improve at-risk ecosystems; increase behavioral changes that lead directly to decreased energy and water consumption or improved at-risk ecosystems; and/or increase green training opportunities that may lead to decreased energy and water consumption or improved at-risk ecosystems.



# HEALTHY FUTURES

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- Grants will provide support for activities that will improve access to primary and preventative health care for communities served by CNCS-supported programs; increase seniors' ability to remain in their own homes with the same or improved quality of life for as long as possible; and/or increase physical activity and improve nutrition in youth with the purpose of reducing childhood obesity.

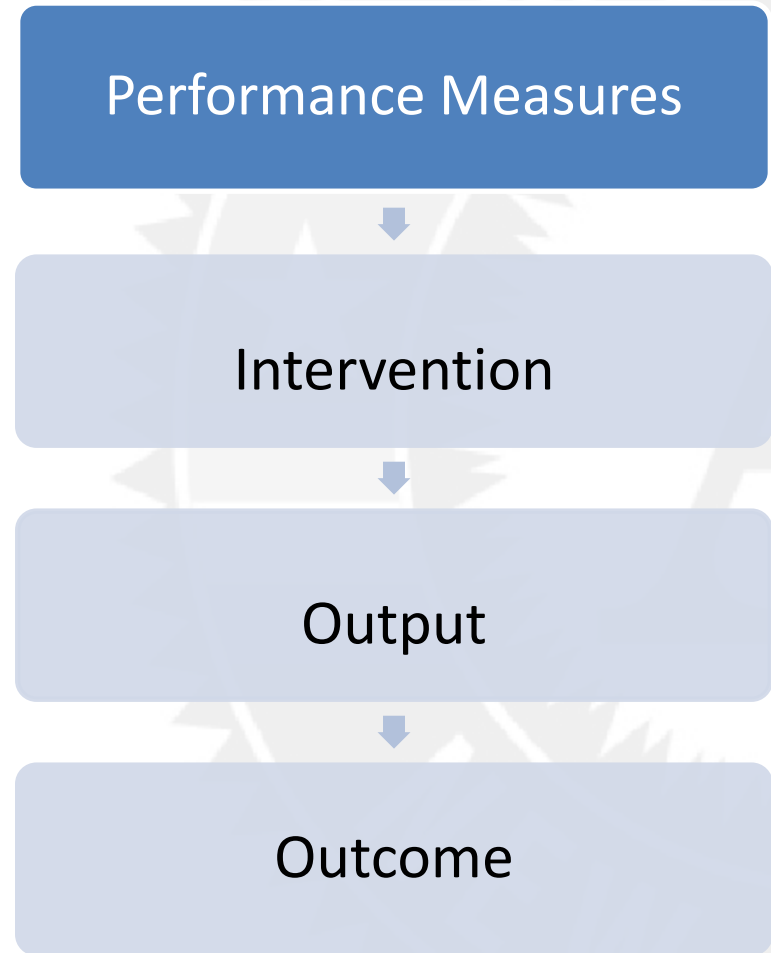
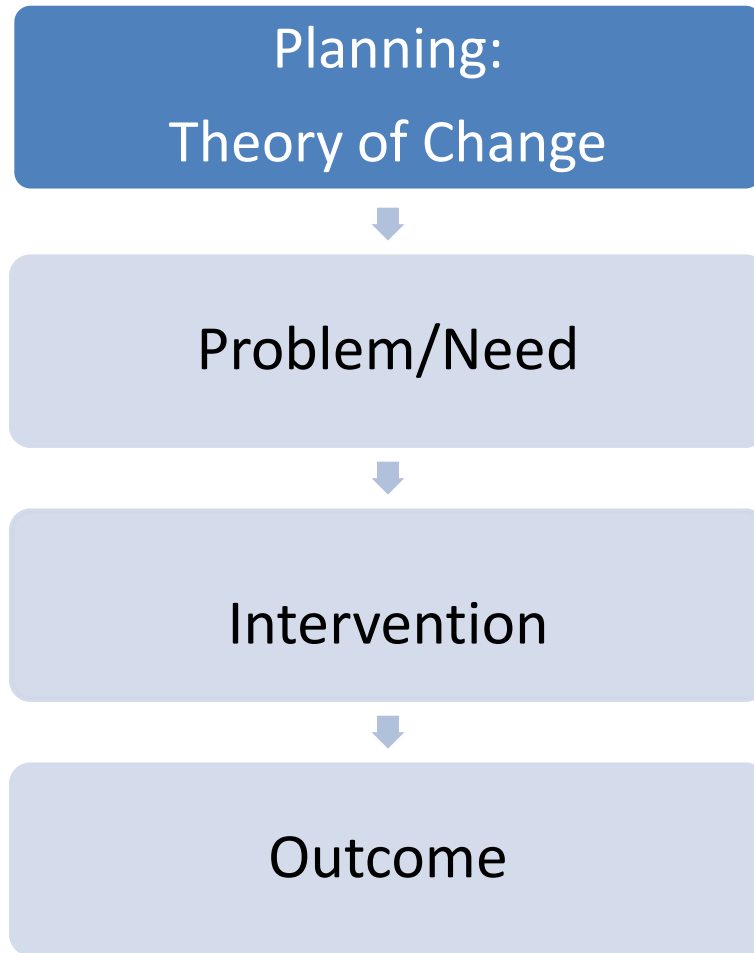


# VETERANS AND MILITARY FAMILIES

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- Grants will positively impact the quality of life of veterans and improve military family strength; increase the number of veterans, military service members, and their families served by CNCS-supported programs; and/or increase the number of veterans and military family members engaged in service through CNCS-supported programs.

# ALIGNING THEORY OF CHANGE ELEMENTS



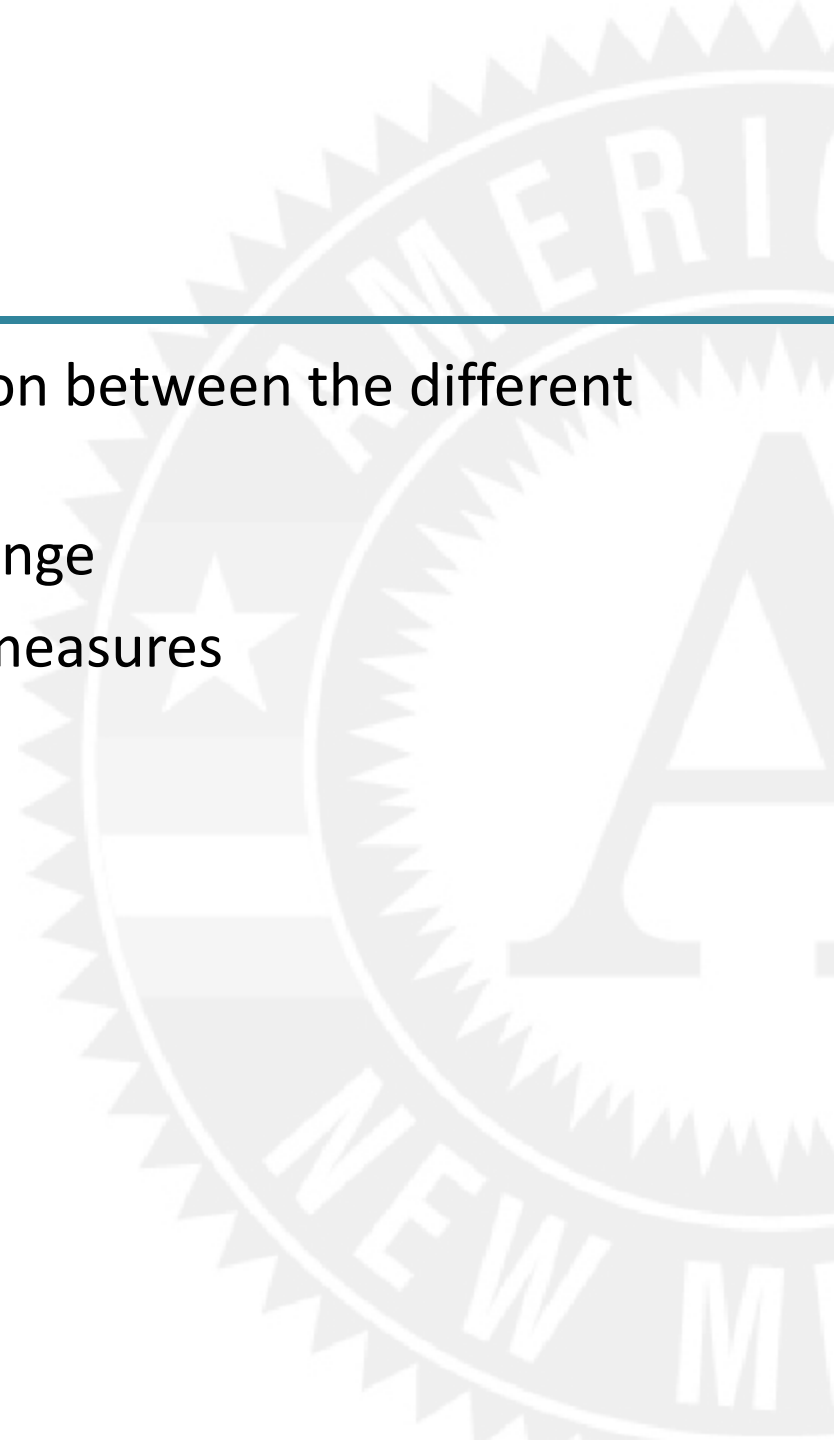


# ALIGNMENT

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Alignment: Logical flow and connection between the different elements helps you:

- Strengthen your theory of change
- Articulate your performance measures
- Measure more accurately
- Clearly report changes



# ALIGNMENT

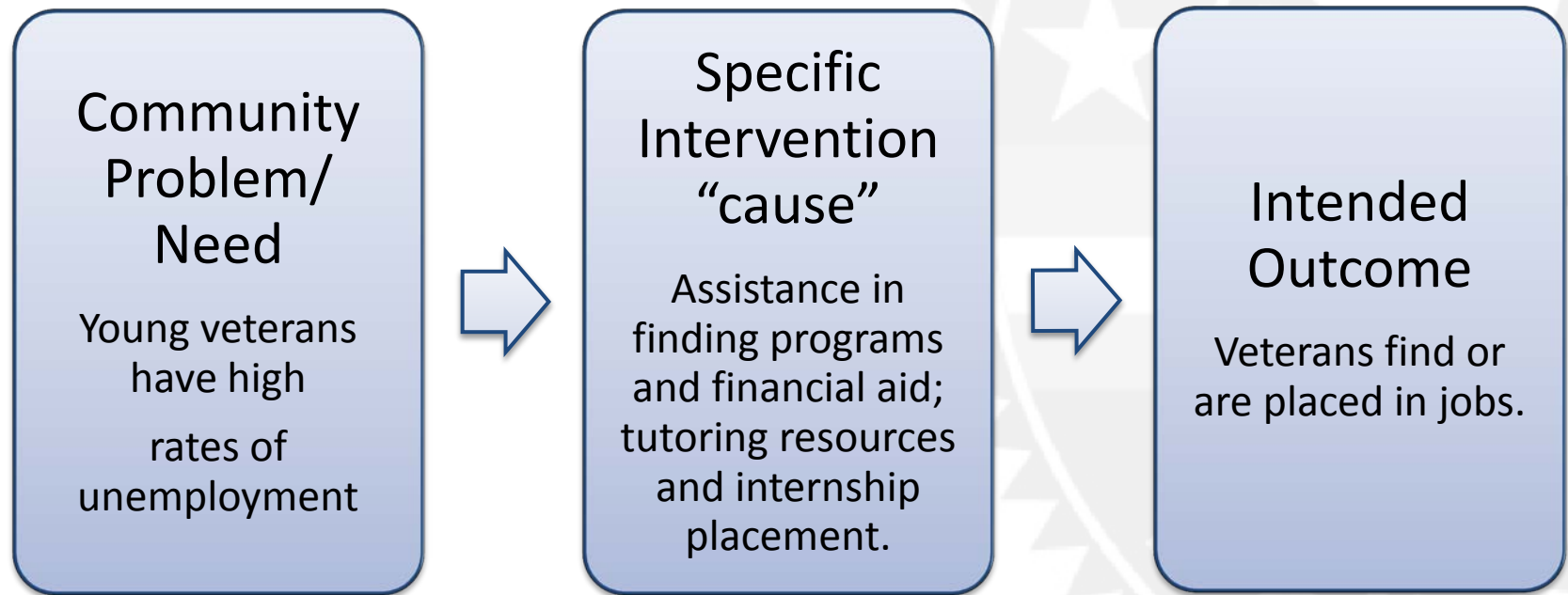
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- Strong alignment among the theory of change elements sets the stage for identifying quality performance measures



# ALIGNMENT

## Theory of Change: Veterans Example





# DEVELOPING A PERFORMANCE MEASURE

The Outcome should:

- Be meaningful
- Be ambitious yet realistic
- Reflect the type of change (attitude, knowledge, behavior, or condition) you want to measure





# DEVELOPING A PERFORMANCE MEASURE

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## Meaningful

- Community Need/problem:
  - Is the outcome addressing it?
- Compelling/powerful.
  - Is the outcome central or peripheral?
- Beneficiaries.
  - Is the target audience identified in the outcome?
- Scope of the outcome.
  - How many will benefit?
- Magnitude of the outcome.
  - How much change will occur for beneficiaries?
- Evidence.
  - Is the outcome supported by evidence for the intervention?

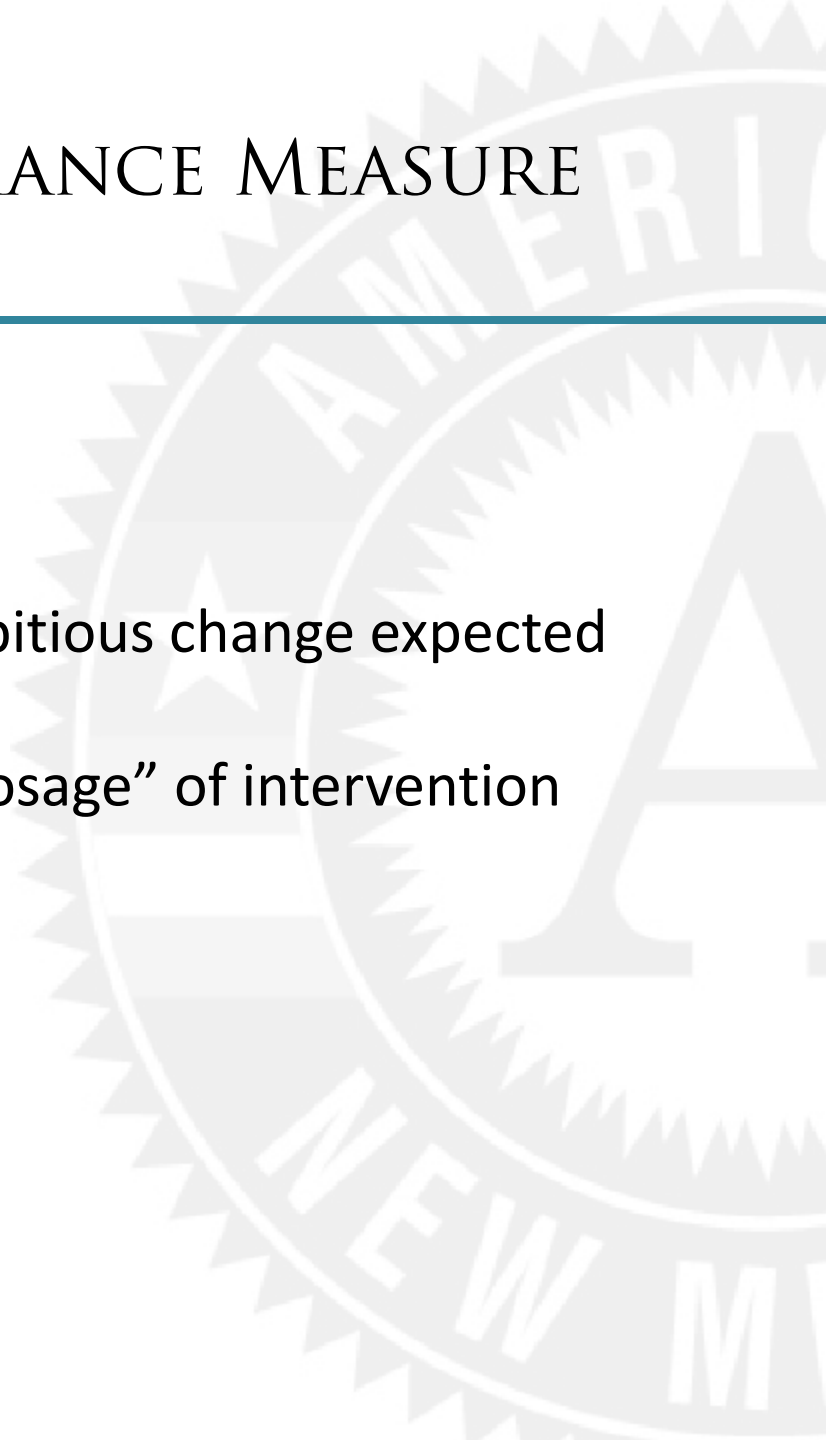


# DEVELOPING A PERFORMANCE MEASURE

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## Ambitious yet Realistic

Is the outcome too modest?

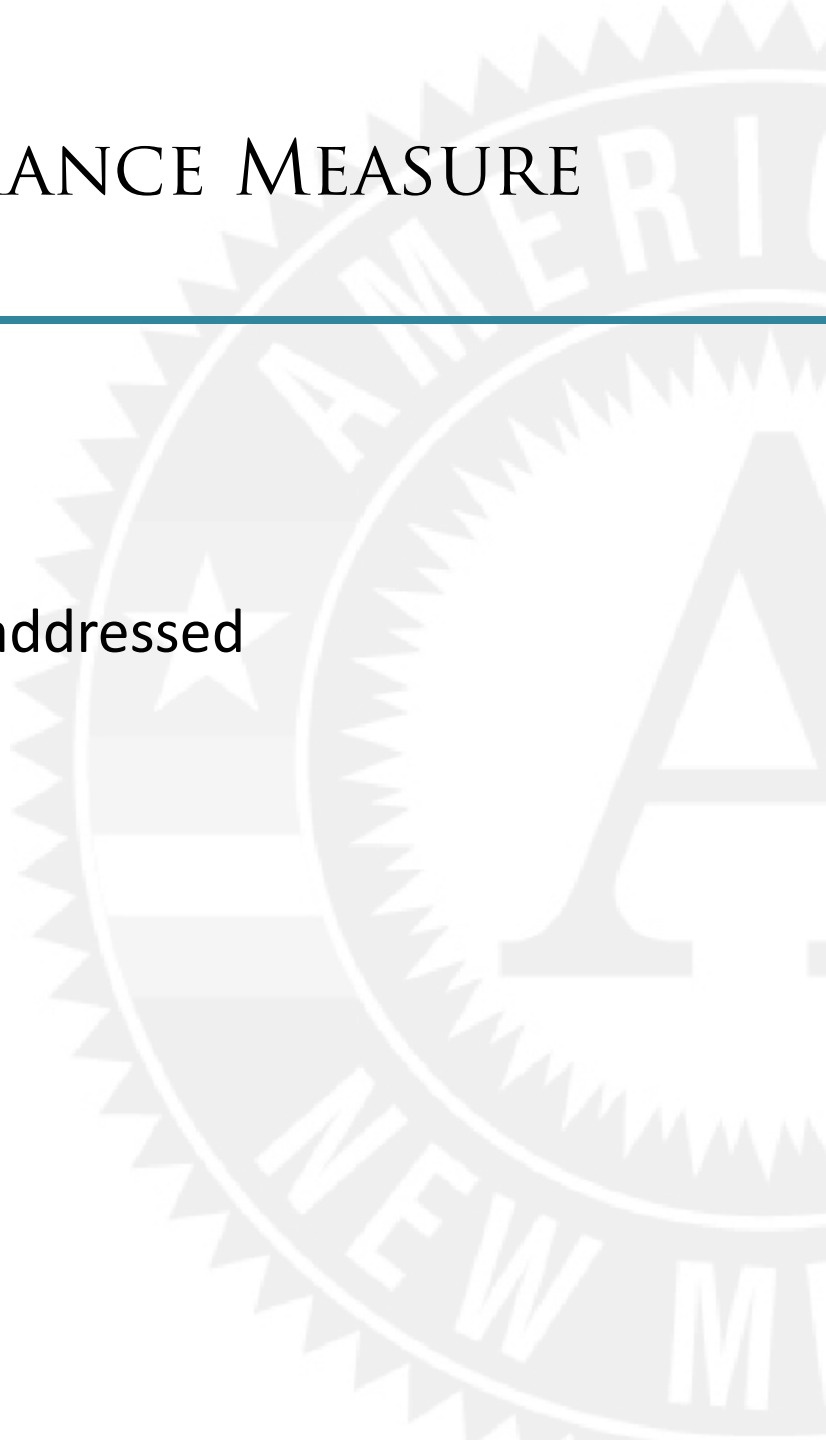
- Outcome should reflect an ambitious change expected from the intervention
  - Outcome resulting from full “dosage” of intervention
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# DEVELOPING A PERFORMANCE MEASURE

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## Ambitious yet Realistic

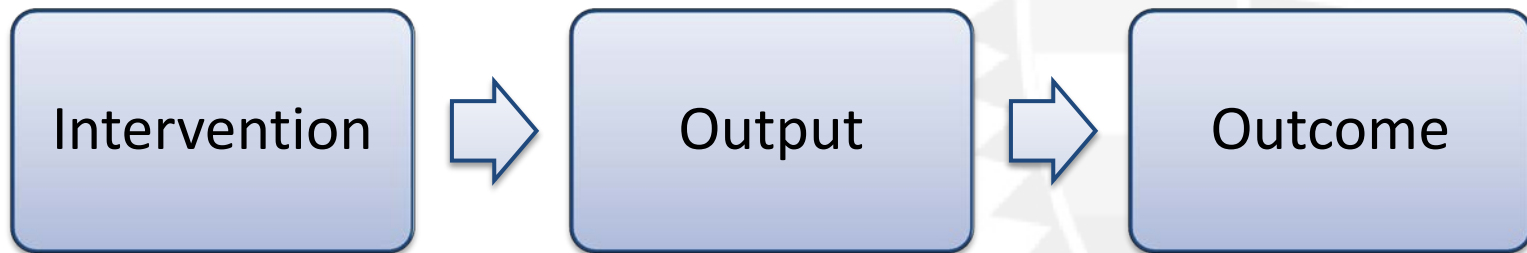
- Program timeframe
  - Scope of Intervention
  - Severity of the problems being addressed
  - Program resources
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# Alignment of Outputs and Outcomes

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- Intervention produces output
- Output leads to the outcome
- Output and outcome measure the same intervention and beneficiaries



# Alignment of Outputs and Outcomes

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## Intervention

Members meet one-on-one with 3rd grade students who are reading below grade level on a weekly basis for 10 months.



## Output

Number of students who start in a CNCS supported education program. (ED1)  
Number of students that completed participation in CNCS supported K-12 education programs. (ED2)



## Outcome

Number of students with improved academic performance in literacy and/or math. (ED5)



# DEFINITIONS

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**Strategy** = Intervention

- The strategy/intervention will be the same for all components of the measure – output, outcome – because all of these should result from the same intervention.

**Result** = Output, Intermediate Outcome, End Outcome

**Indicator** = For outputs, a description of the number of beneficiaries to be counted. For outcomes, a description of the measurable change that will occur.

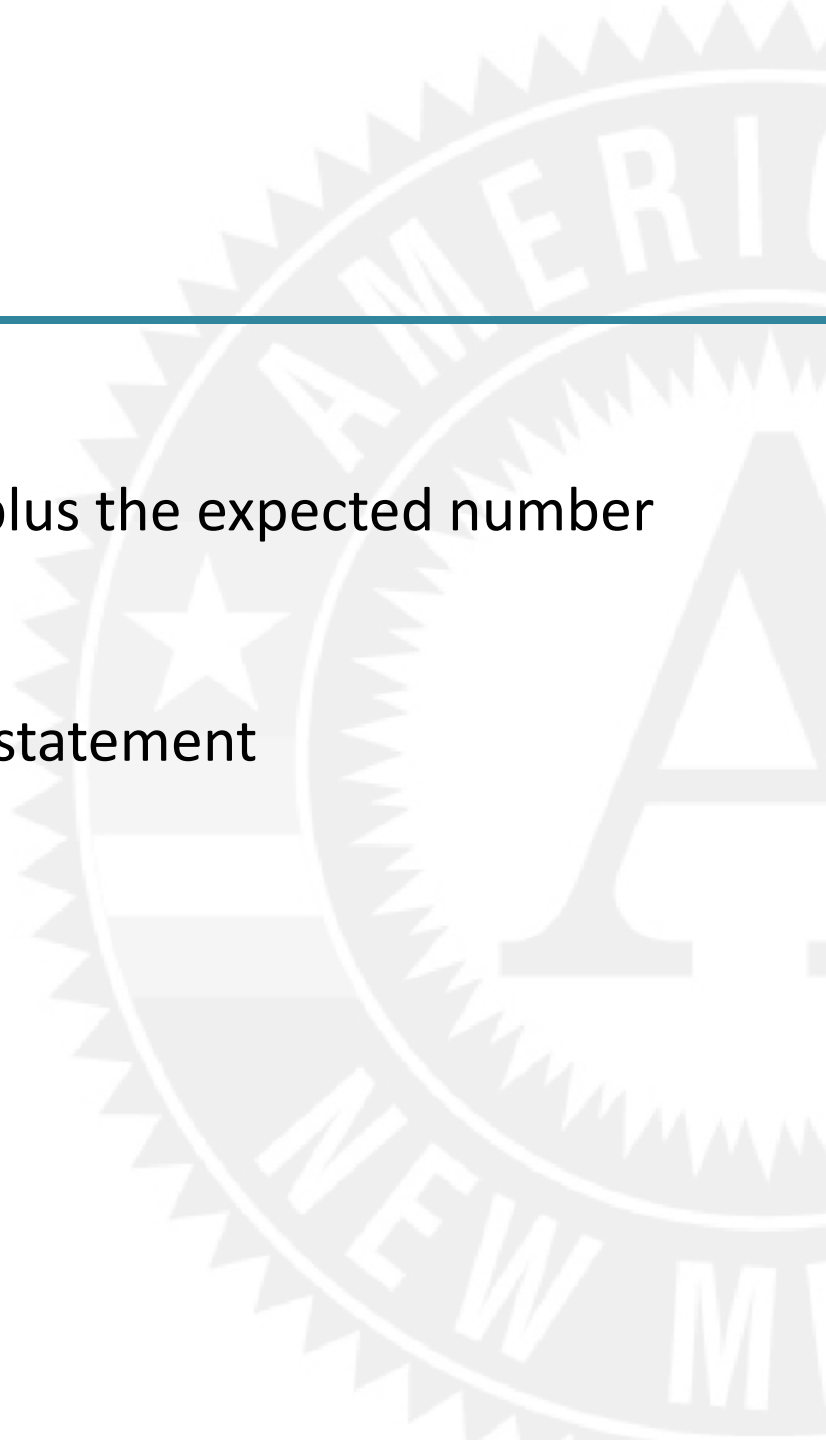


# DEFINITIONS

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**Target Statement** = The indicator plus the expected number  
– 100 beneficiaries will...

**Target** = The number in the target statement  
– 100







# DEFINITIONS

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**Instrument** = The specific tool that will be used to collect your data

- School attendance records, AIMSweb letter sounds and letter names pre/post test

**Data Collection Methodology** = How data will be collected

- Survey, pre/post test



# DEFINITIONS

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**Result Statement:** Students will demonstrate improved academic performance...

**Indicator:** Number of students with improved academic performance

**Target Statement:** 100 Students will demonstrate improved academic performance...

**Target:** 100





# SUMMARY OF KEY POINTS

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- Performance measurement is a systematic process of measuring progress (outputs and outcomes)
- Performance measurement does not seek to “prove” a theory of change, but can provide snapshots.
- Impact evaluation can determine if results occurred because of the intervention.
- Strong performance measures align with the theory of change (need, intervention and outcome)
  - The intervention is based on evidence that supports a cause-and-effect relationship between the intervention and an intended outcome.
  - The theory of change helps identify an appropriate outcome to measure.



# SUMMARY OF KEY POINTS

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- Quality outcomes should:
  - Be meaningful
  - Be ambitious yet realistic
  - Match the type of change you want to see (attitude, knowledge/skills, behavior, condition)
- Strong performance measures are aligned
  - Output comes from the intervention
  - Outcome is likely to result from output
  - Output and outcome measure the same intervention and beneficiaries

# RESOURCES

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## **CNCS National Service Knowledge Network**

- [www.nationalserviceresources.org/npm/ac#.U9Z-8\\_IdUsI](http://www.nationalserviceresources.org/npm/ac#.U9Z-8_IdUsI)

## **eGrants Performance Measures Module for AmeriCorps**

- <http://learning.nationalserviceresources.org/mod/page/view.php?id=3064>

## **CNCS National Service Hotline**

- [https://questions.nationalservice.gov/app/ask\\_eg](https://questions.nationalservice.gov/app/ask_eg)



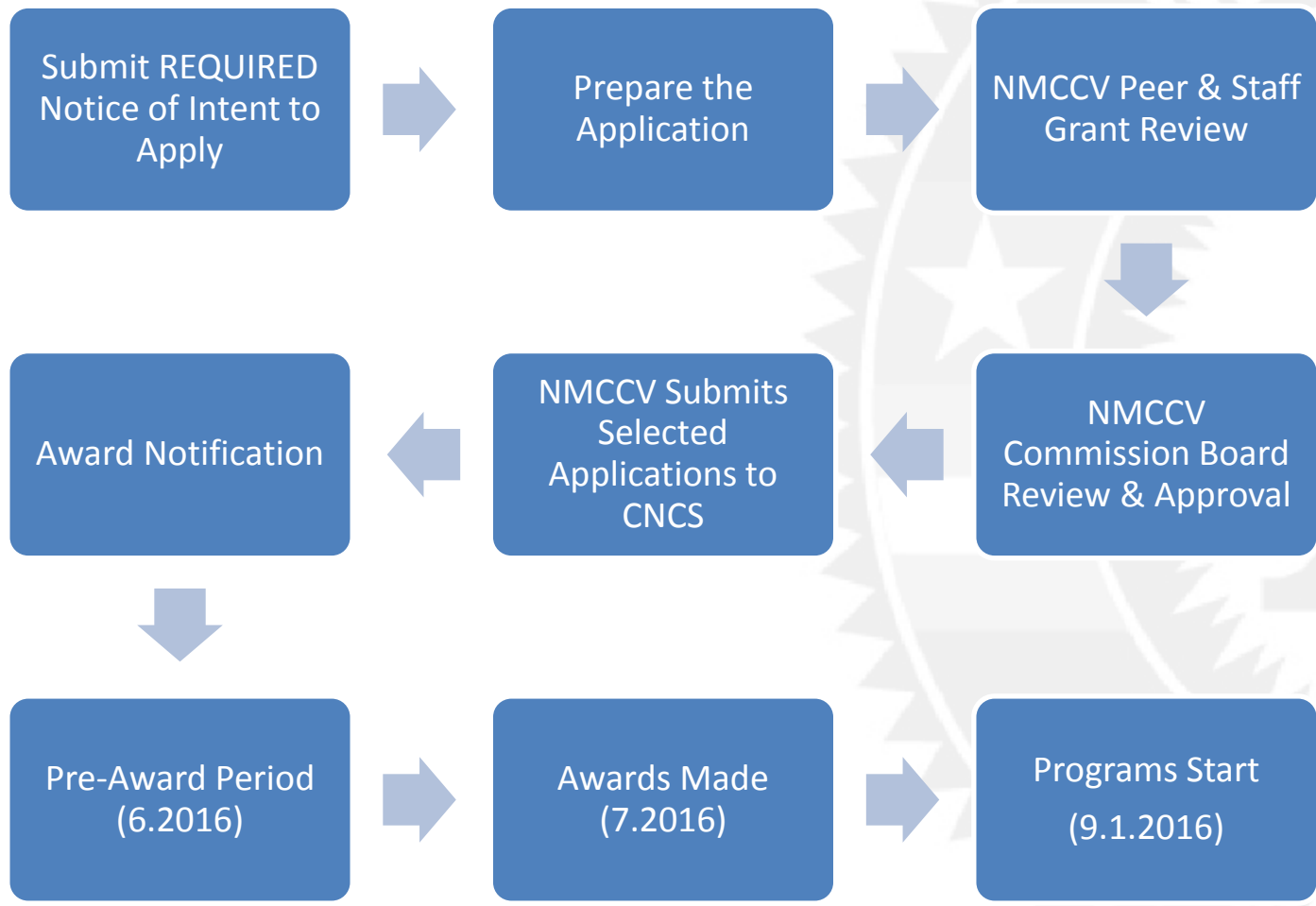
# AMERICORPS PROGRAM REQUIREMENTS

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The AmeriCorps program is a Federally funded program. As such, the following requirements apply to the program activities and funds expended as part of the program.

- Administrative Requirements
  - 2 CFR 215 (A-110), A-102
- Cost Principles
  - 2 CFR 225 (A-87), 2CFR 230 (A-122), 2 CFR 220 (A-21)
- Audits
  - A-133
- National and Community Service Act of 1990 (as amended by the Serve America Act)
  - 42 USC 12501 et seq., and 45 CFR 2510 et seq.
- Applicable Federal Policies
- AmeriCorps Regulations
  - 45 CFR 2520-2550
- AmeriCorps Provisions

# GRANT REVIEW & SELECTION PROCESS





# QUESTIONS?

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