NEW MEXICO COMMISSION FOR COMMUNITY VOLUNTEERISM 2017-2018 AMERICORPS FUNDING OPPORTUNITY

AMERICORPS PROGRAM MANAGEMENT & DESIGN

Presented by Logan Rice

Program Officer

New Mexico Commission for Community Volunteerism

AMERICORPS GRANTS

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

- 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
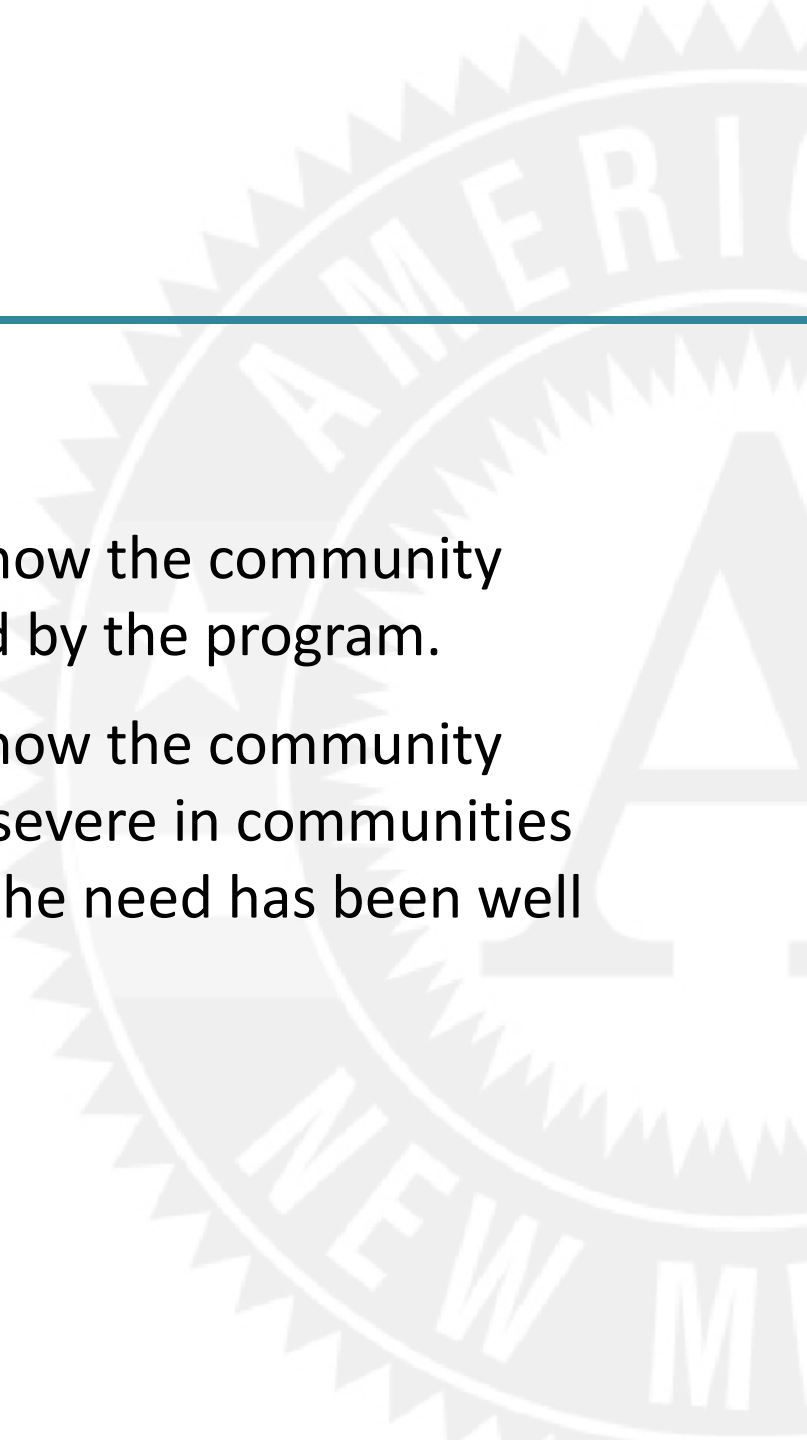
PROGRAM DESIGN

- Problem/Need *2pts*

- Theory of Change and Logic Model *19pts*

- Evidence Base *12pts (5 tiers)*

- Notice Priority *3pts*

- Member Training *4pts*

- Member Supervision *2pts*

- Member Experience *3pts*

- Commitment to AmeriCorps Identification *2pts*

Problem/Need

Program Criteria:

- The applicant clearly describes how the community problem/need will be addressed by the program.

- The applicant clearly describes how the community need/problem is prevalent and severe in communities where members will serve and the need has been well documented with relevant data.

Problem/Need

To Consider:

- Why does the problem exist? How is it perpetuated?

  - What data or research can you provide to support your rationale for why the problem exists?

  - Answering this will help to ensure that you are addressing the appropriate contributors to the problem.

- Who is directly affected by the need? How many people are directly affected? How severe is this?

- What makes this a compelling need? Is it likely to become worse? What will happen if you do nothing?

Problem/Need

To Consider:

- What data could you use to document the extent or severity of this problem in your proposed community?

  - If you are proposing to place members in Albuquerque and Santa Fe, then you should have data for both locations and articulate the severity of the problem in both locations.

- Where are you getting your data?

- How recent is your data?

Theory of Change

A theory of change is a theory (or hypothesis) for how an intervention can address or solve a stated problem. A theory of change articulates a problem, a proposed intervention, and the change (outcomes) that is expected to result from delivering the intervention. Underlying the theory is a set of assumptions, supported by evidence, about why the intervention is likely to lead to the outcomes.
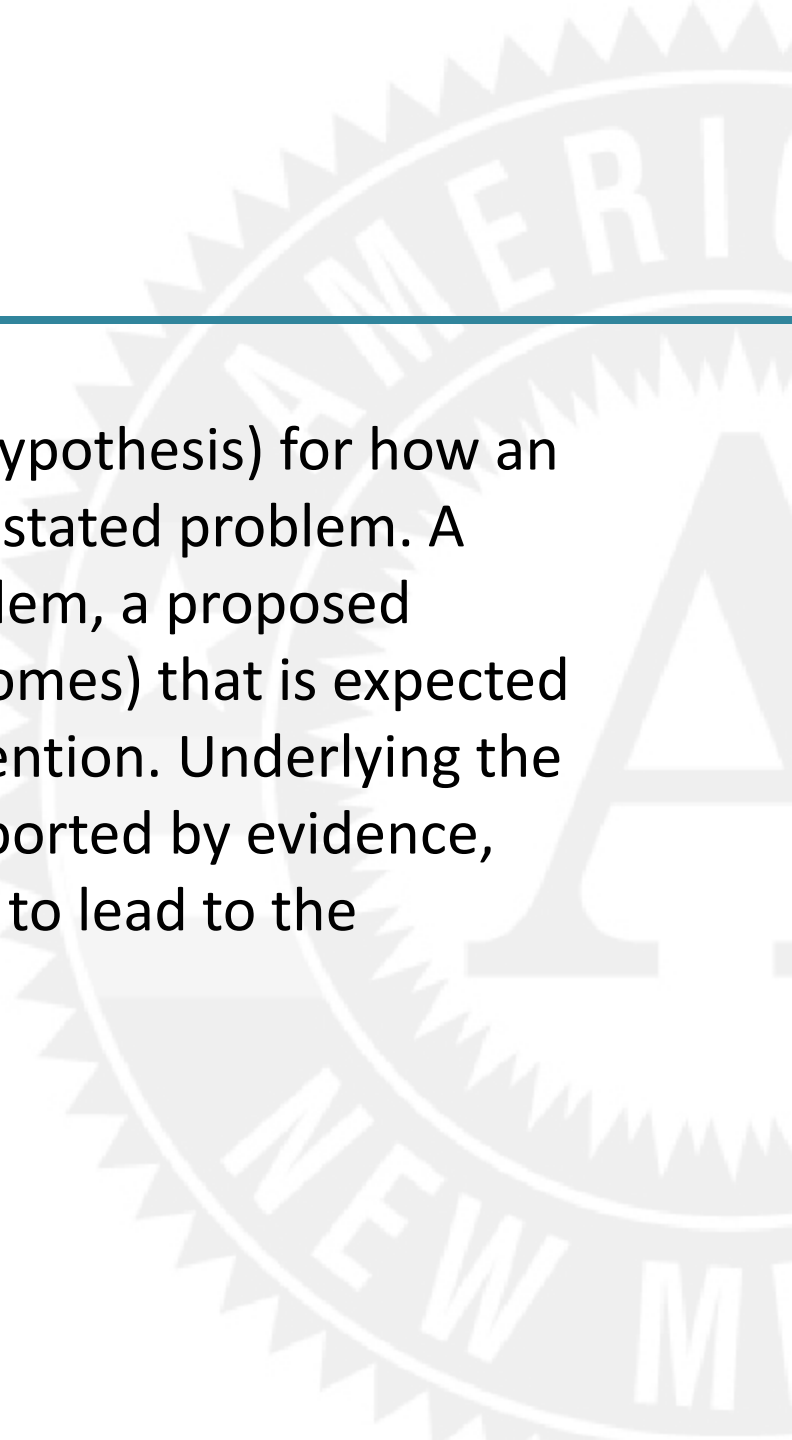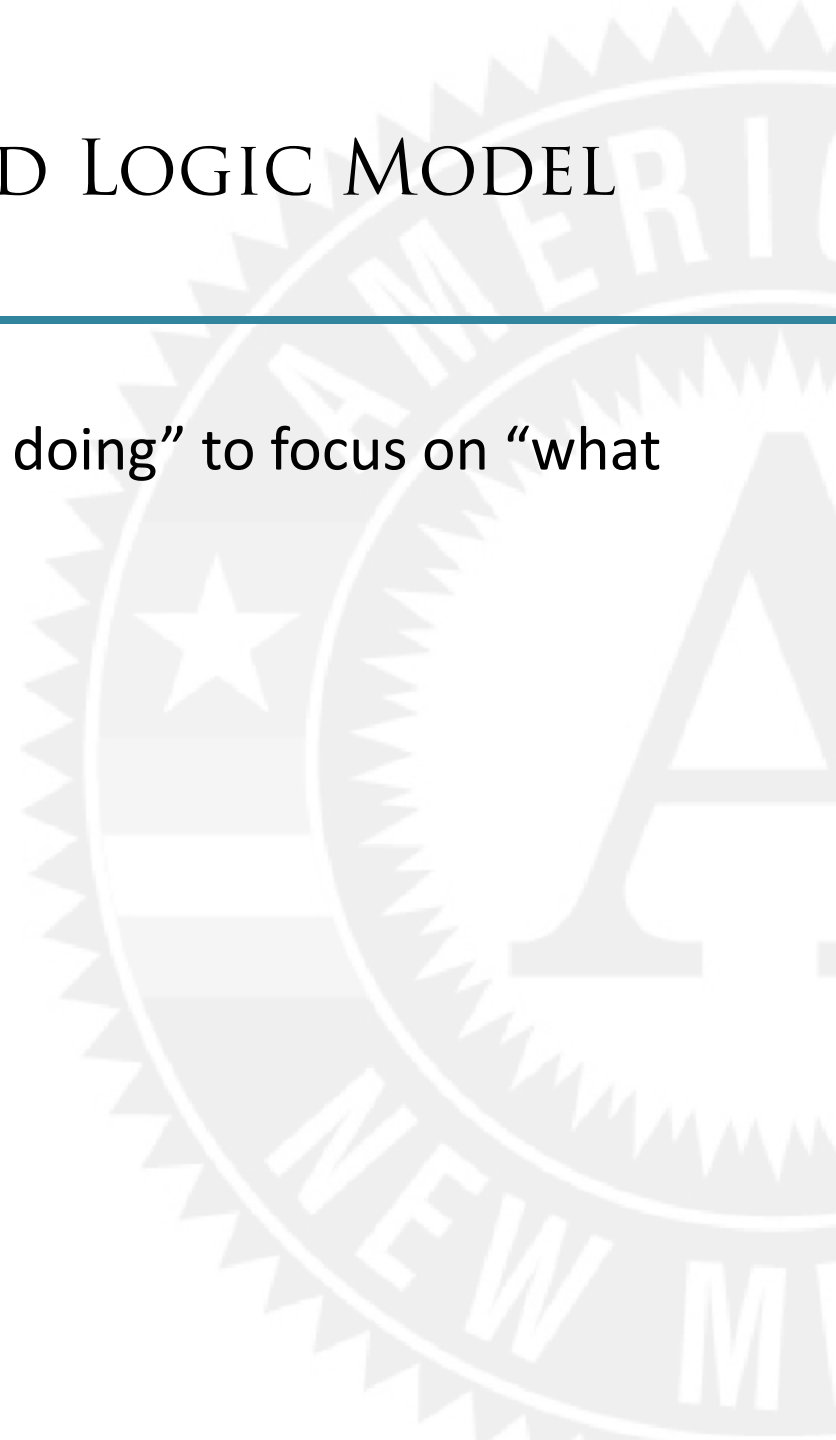
Theory of Change and Logic Model

Shifts thinking from "what are we doing" to focus on "what do we want to achieve".

Program Criteria:

- Logic Model

- Narrative Text

Theory of Change and Logic Model

The Logic Model shall depict:

- A summary of the community problem outlined in the narrative.

- The inputs or resources that are necessary to deliver the interventions, including:

    - Number of locations or sites in which members will provide services

    - Number of AmeriCorps members that will deliver the intervention

- The core activities that define the intervention or program model that members will implement or deliver, including:

    - The duration of the intervention (e.g., the total number of weeks, sessions or months of the intervention)

    - The dosage of the intervention (e.g., the number of hours per session or sessions per week.)

    - The target population for the intervention (e.g., disconnected youth, third graders at a certain reading proficiency level).

Theory of Change and Logic Model

The Logic Model shall depict:

- The measureable outputs that result from delivering the intervention (i.e., number of beneficiaries served) Identify which National Performance Measures will be used as output indicators.

- Outcomes that demonstrate changes in knowledge/skill, attitude, behavior, or condition that occur as a result of the intervention.

Basic Logic Model: Inputs

Instructions: A logic model is a well-specified conceptual framework that identifies the key components of the proposed process, product, strategy, or practice (i.e. the active "ingredients" that are hypothesized to be critical to achieving the relevant outcomes) and describes the relationship among the key components and outcomes, theoretically and operationally.

LOGIC MODEL					
Project Resources	Core Project Components	Evidence of Project Implementation and Participation	Evidence of Change (Outcomes)		
Inputs	Activities	Outputs	Short-Term	Medium-Term	Long-Term
What we Invest (# and type of AmeriCorps members)	What We Do	Direct Products from Program Activities	Changes in knowledge, skills, attitudes, opinions	Changes in behavior or action that result from participants' new knowledge	Meaningful changes, often in their condition or status in life

INPUTS

Term of Service	MSYs	Minimum # of Hours
Full Time	1.00	1700
Half Time	.500	900
Reduced Half Time	.381	675
Quarter Time	.265	450
Minimum Time	.212	300

To meet the minimum 20 Member Slot requirement, you may use any combination of member types.
(except for FTFA programs which require all full-time)

Inputs

To Consider:

- What are the minimum knowledge and skill requirements that you are looking for in a member?

- What characteristics are you looking for in a member?

- How will you ensure that you have a diverse corps of members?

- What do you need to do to ensure an inclusive service environment?

Basic Logic Model: Activities

Instructions: A logic model is a well-specified conceptual framework that identifies the key components of the proposed process, product, strategy, or practice (i.e. the active "ingredients" that are hypothesized to be critical to achieving the relevant outcomes) and describes the relationship among the key components and outcomes, theoretically and operationally.

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BASIC LOGIC MODEL: OUTPUTS

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OUTPUTS

Counts:

- Number of people served.

- Number of products created.

Basic Logic Model: Outcomes

Instructions: A logic model is a well-specified conceptual framework that identifies the key components of the proposed process, product, strategy, or practice (i.e. the active "ingredients" that are hypothesized to be critical to achieving the relevant outcomes) and describes the relationship among the key components and outcomes, theoretically and operationally.					
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Outcomes

Change:

- Attitude/Belief

  – Increased interest in school

- Knowledge/Skill

  – Improved reading scores/grades

- Behavior

  – Increased school attendance

- Condition

  – Successful completion of high school

THEORY OF CHANGE AND LOGIC MODEL

Program Criteria:

• The applicant clearly describes the proposed intervention including the roles of AmeriCorps members and (if applicable) the roles of leveraged volunteers.

• The applicant clearly describes how the intervention is likely to lead to the outcomes identified in the applicant's theory of change.

• The applicant clearly describes how the AmeriCorps members will produce significant and unique contributions to existing efforts to address the stated problem.

• All elements of the logic model are logically aligned.

Evidence Base

- **No Evidence** (0 Points) means that the applicant has not provided evidence that they have systematically collected any qualitative or quantitative data to date.

- **Pre-preliminary Evidence** (1-2 points) means the applicant has demonstrated data collection experience testing or tracking on at least one aspect of its logic model. For example, the applicant has collected systemic and accurate data on one or more of the following: the community need the proposed intervention will address, the program intervention's activities and services delivered, participation in the intervention by the target population, and/or participant outcomes.

Evidence Base

- **Preliminary Evidence** (3-6 points) means the applicant has described up to two outcome studies about the intervention that yielded promising results for the proposed intervention or a similar intervention that the applicant will replicate with fidelity to the evaluated program model.

  The ways to demonstrate preliminary level of evidence are as follows:
  - Applicant must describe at least one outcome study that was conducted of their own intervention; **OR**
  - Applicant must describe at least one random control trial study or quasi-experimental evaluation that found positive results for the same intervention that the applicant plans to replicate; **OR**
  - Applicant may submit evidence from both bullets listed above.

Evidence Base

- **Moderate Evidence** (7-9 Points) means the applicant has submitted up to two well-designed and well-implemented studies that evaluated the same intervention described in this application and identified evidence of effectiveness on one or more key desired outcomes of interest as depicted in the applicant's logic model.

  Applicants classifying their evidence as **Moderate** must submit up to two evaluation reports from external sources or evaluations published in peer-reviewed articles as separate attachments.

Evidence Base

- **Strong Evidence** (10-12 points) means the applicant has demonstrated that the intervention has been tested nationally, regionally, or at the state-level using a well-designed and well-implemented QED or RCT. Alternatively, the proposed intervention's evidence may be based on multiple well-designed and well-implemented QEDs or RCTs in different locations or with different populations within a local geographic area. The overall pattern of study findings is consistently positive. Findings from the RCT or QED studies may be generalized beyond the study context.

  Applicants classifying their evidence as **Strong** must submit up to two evaluation reports from external sources or evaluations published in peer-reviewed articles as separate attachments.

Notice Priority

Program Criteria:

- The applicant clearly describes how its proposed program is within one or more of the 2016 AmeriCorps funding priorities as outlined in the RFP and more fully described in the Glossary.

- The applicant clearly describes how the proposed program meets all of the requirements detailed in the RFP and in the Notice Glossary

One of the things that makes the AmeriCorps program unique is that those engaging in service have the ability to be impacted as much as the beneficiaries they serve.

These individuals commit to serve with your organization to Get Things Done!

You have the opportunity to launch your members into a lifetime of service.

It is your responsibility to ensure that they have a meaningful service experience with your program.

Member Training

Program Criteria:

- The applicant clearly describes how members will receive high quality training to provide effective service.

- The applicant clearly describes how members and volunteers will be aware of, and will adhere to, the rules including prohibited activities.

Member Training

To Consider:

- Develop a plan for orienting your members to:

  – CNCS, your Community, your Organization, your AmeriCorps program, their service site

- Consider your training needs:

  – Specific to their service

  – Initial vs. Ongoing

- Who will lead orientation and training?

- When will it take place?

- Where will it be held?

Member Supervision

Program Criteria:

- The applicant clearly describes how members will receive high quality guidance and support from their supervisor to provide effective service.

- The applicant clearly describes how supervisors will be adequately trained/prepared to follow AmeriCorps and program regulations, priorities, and expectations.

- The applicant clearly describes how supervisors will provide members with excellent guidance and support throughout their service.

Member Supervision

To Consider:

- Who will supervise your members?

- How will your supervisors be selected?

- When will your supervisors be trained?

- Who is responsible for training the supervisors?

- How will you provide ongoing support, training and oversight to the supervisors?

MEMBER EXPERIENCE

Program Criteria:

- AmeriCorps members will gain skills and experience as a result of their training and service that can be utilized and will be valued by future employers after their service term is completed.

- The applicant clearly describes how AmeriCorps members will have access to meaningful service experiences and opportunities for reflection.

- The applicant clearly describes how AmeriCorps members will have opportunities to establish connections with each other and the broader National Service network to build esprit de corps.

Member Experience

Program Criteria:

- The applicant clearly describes how AmeriCorps members will develop an ethic of and skills for active and productive citizenship and will be encouraged to continue to engage in public and community service after their AmeriCorps term.

- The applicant clearly describes how the program will recruit AmeriCorps members from the communities in which the programs operate.

COMMITMENT TO AMERICORPS IDENTIFICATION

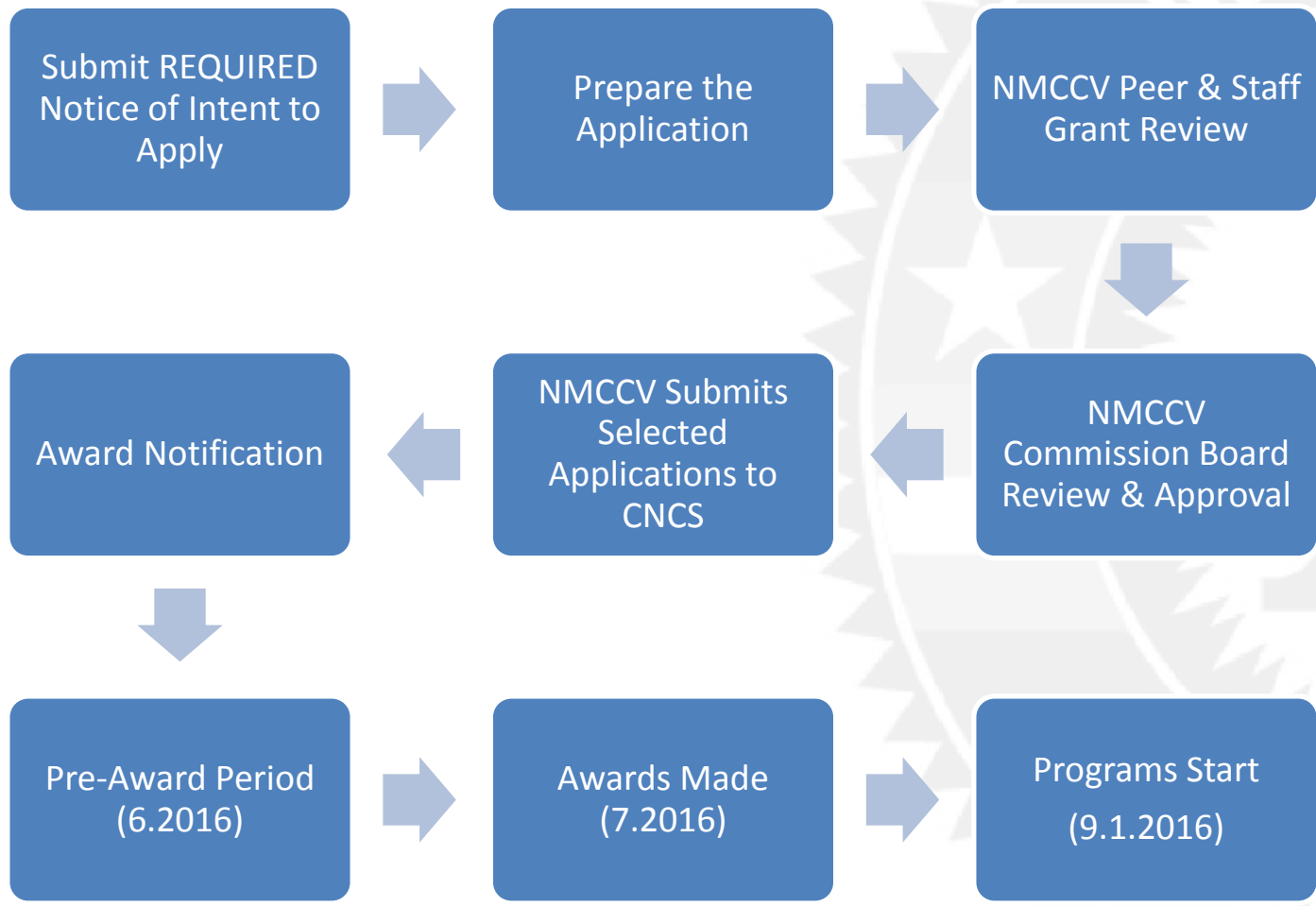Program Criteria:

- The applicant clearly describes how member will know they are AmeriCorps members.

- The applicant clearly describes how the staff and community members where the members are serving will know they are AmeriCorps members.

- The applicant clearly describes how AmeriCorps members will be provided with and will wear service gear that prominently displays the AmeriCorps logo daily.

Resources

- Building a High Quality AmeriCorps Program: From Blueprint to Implementation: New Program Start-up Guide – http://www.nationalserviceresources.org/files/legacy/fileman ager/down load/grantee_resources/programStartupGuide.pdf

- Learning Pathways for Program Start-Up – http://s3.amazonaws.com/resource_center_video/taag/progra m-start- up/index.html

- Resources for Recruiting Members and Volunteers – http://www.nationalserviceresources.org/volunteer-member-staff- management/recruitment

GRANT REVIEW & SELECTION PROCESS

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Submit REQUIRED        →    Prepare the          →    NMCCV Peer & Staff
Notice of Intent to         Application               Grant Review
Apply
                                                            ↓

Award Notification    ←    NMCCV Submits        ←    NMCCV
                           Selected                  Commission Board
                           Applications to           Review & Approval
     ↓                     CNCS

Pre-Award Period      →    Awards Made          →    Programs Start
(6.2016)                   (7.2016)                  (9.1.2016)
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Questions?

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