Appendix B. National Performance Measures Instructions

Senior Demonstration Programs-American Rescue Plan (updated December 15, 2021)

Contents

Performance Measure Requirements
Measured in Unduplicated Volunteers*

1. **American Rescue Plan Funding Priorities:**
Applicants are invited to submit applications for the American Rescue SDP funds. Applicants are required to address one or more of the following Focus Areas: Disaster Services, Economic Opportunity, Education, Environmental Stewardship, Healthy Futures, and Veteran and Military Families. Applicants are invited to apply for funding based on the determination that your project proposal meets the criteria as detailed in this document.
To maximize the impact of investment in national service; AmeriCorps Seniors will prioritize national service investments in the following areas:
    - Efforts to help local communities recover from the COVID-19 Pandemic. AmeriCorps Seniors is specifically interested in applications that establish or support education, vaccination, and vaccination education efforts; particularly in hard-to-reach communities.
    - Applications that actively engage in removing structural racial inequities, advance racial equality, and increase opportunity to achieve sustainable change in communities.
    - Applicants may propose programming in any county, city, or town. Applicants are encouraged to propose programming in the priority service areas identified on Appendix A: List of Priority Areas.
2. **Primary Focus Areas:**
    - **Access to Care- Healthy Futures:** Applications specifically related to increasing access to care and public health education opportunities in hard-to-reach communities and/or historically underserved communities; including, but not limited to, establishing, and supporting contact-tracing, vaccination sites and providing vaccine education, transportation, and registration. Applicants may also propose to develop programming to address mental health support.
    - **Education – Intergenerational Programming:** Applications that engage older adults in supporting students and families for successful transitions in returning to the classrooms and/or strengthen social emotional learning of students to increase school readiness and K-12 success post pandemic.
    - **Veterans and Military Families:** Veterans and Military Families, Caregivers, and Survivors – a program model that improves the quality of life of veterans and improves the well-being of military families, caregivers, and survivors.
    - **Aging in Place – Independent Living:** Applications that specifically support communities historically underserved, marginalized, and adversely impacted by persistent poverty and inequality to increase independent living for older adults and/or individuals with disabilities, to re-engage in their communities post COVID-19 recovery. Activities such as companionship to deal with bereavement of a loved one due to death related to COVID-19 or providing support to seniors adjusting to a loss of a loved one during the pandemic.
    - **Access to Care - Substance Abuse:** Applications that focus AmeriCorps Seniors volunteers on assignments that increase access to care and participation in health education activities designed to prevent or reduce substance abuse.

- **Addressing Food Insecurity – Health Futures:** Applications that focus AmeriCorps Seniors volunteers on assignments that increases access to healthy food in underserved communities.
- **Aging in Place – Elder Justice**: Applications that focus AmeriCorps Seniors volunteers in assignments addressing elder justice, including activities that mitigate the potential that clients and caregivers will be victims of financial fraud, abuse, and/or neglect and/or that aid and support services to victims of elder abuse, neglect, and exploitation as a result of the COVID-19 pandemic.
- **Economic Opportunity – Workforce Development:** Applications that establish and/or support programs designed to increase the number of economically disadvantaged individuals receiving job training and other skill development services, with a goal of connecting individuals and families to resources developed to support post-pandemic life.
- **Economic Opportunity – Financial Knowledge**: Applications that result in seniors working on financial literacy, improving financial knowledge, and utilization of savings plans.
- **Economic Opportunity/Economic Mobility**: Educational opportunity and economic mobility for communities experiencing persistent unemployment or underemployment, and students experiencing homelessness or those in foster care.
- **Economic Opportunity/Digital and Information Literacy**: Educational opportunities that increase the number of underserved or economically disadvantaged individuals having access to and the opportunity to develop skills needed to use online resources.

3. **National Performance Measures:** Every national performance measure output must be paired with a single outcome. For each Performance Measure, applicants must select one output and one of the associated outcomes. While beneficiaries may receive benefits associated with more than one available outcome, select only one outcome for each beneficiary served.

4. **Work Plan:** All unduplicated AmeriCorps Seniors volunteers or Volunteer Service Years (VSY), which is 1 VSY equals 1,044 hours of service, must be placed in the work plan. The maximum cost per unduplicated volunteer in all Performance Measures included in the Work Plan may not exceed the allowable cost per volunteer or VSY as stated below.

5. **Maximum Cost per Unduplicated Volunteer or VSY in Outcome Assignments**:
    - **Non-Stipend programs**: For every $1,000 in base federal funding, at least one unduplicated volunteer* must be placed in the work plan that result in National Performance Measure outcomes.
    - **Stipend Programs:** For every $7,500 in base federal funding, at least one AmeriCorps Seniors VSY * must be placed in the work plan that result in national performance measure outcomes in the Education or Healthy Futures Aging in Place focus areas

For Example: $75,000 of federal funding divided by $7,500 equals minimum of 10 VSYs placed into unduplicated volunteer outcome assignment.

6. **Unduplicated Volunteers*:**

    - **Non-stipended programs** count actual unduplicated volunteers in outcomes of performance measures. Each volunteer can only be counted once even if they are assigned to more than one service activity. The volunteer should be counted in the area where he/she will make the most impact – in terms of the focus area, the type of service, or the scope of service (such as the greatest number of hours served).

    - **Stipended programs** count Volunteer Service Years (VSY), which is calculated by taking the total hours of services spent on each performance measure divided by 1044 hours. To complete the Performance Measures module, stipended programs must enter volunteer service years into the number of unduplicated volunteer section of the work plans.

        > *Example:* $75,000 of federal funding has a minimum of 10 VSYs equals 10,440 hours of service (10 multiplied by 1,044).

7. **Rounding Unduplicated Volunteers in Outcome Assignments:**

    Common arithmetic rules should be used to determine how to round unduplicated volunteers in outcome-based work plans. Grantees should round to the nearest whole number. For example, an AmeriCorps Seniors grantee with stipend program requesting $100,000 in federal funding would require 13.3 unduplicated volunteers in work plans that result in national performance measure outcomes ($100,000/$7,500 =13.3). Since 13.3 is less than 13.5, this would be rounded down to 13 unduplicated volunteers in work plans that result in national performance measure outcomes. In contrast, a grantee with $110,000 in federal funding (14.6 volunteers in outcome-based work plans) would round up and require 15 unduplicated volunteers in work plans that result in national performance measures outcomes.

8. **COVID-19 Performance Measure Resources:**

    - [AmeriCorps Seniors Performance Measures- COVID](#)
    - [AmeriCorps Seniors Pandemic Recovery: A Pathway Forward- Updated March 2021](#)

Complete List of AmeriCorps Seniors Performance Measures

These selection rules specify allowable output/outcome pairings for National Performance Measures. Applicants must follow these selection rules when using National Performance Measures. Applicants may not select any National Performance Measures that may appear in eGrants if they are not present on this list. Please see the Notice for additional information about application requirements.

Focus Area: Education

*_Applicants who experience issues finding the appropriate measures in the Performance Measure Module of eGrants, should ensure that the objectives of the measures they would like to use are marked in the "**Objective**" tab. Then, in the "**Performance Measure**" tab, that the "**Other**" category in "**Select Category Title**" is selected._

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
School Readiness	ED1A: Number of individuals served	ED23A: Number of children demonstrating gains in school readiness	Tutoring Mentoring Other Classroom Support Out-of-School Time Family Involvement Service-Learning Summer Learning Classroom Teaching Social and Emotional Support
K- 12 Success	ED1A: Number of individuals served	ED5A: Number of students with improved academic performance ED9: Number of students graduating from high school on time ED10: Number of students enrolling in post-secondary education/training ED27C: Number of students with improved academic engagement or social-emotional skills ED6: Number of students with increased attendance ED7A: Number of students with decreased disciplinary incidents (referrals, suspensions/expulsions, criminal or gang involvement)	Tutoring Mentoring Other Classroom Support Out-of-School Time Family Involvement Service-Learning Summer Learning Classroom Teaching Opioid/Drug Intervention

Post- HS Education Support	ED1A: Number of individuals served	ED11: Number of individuals earning a post-secondary degree or technical certification	Tutoring Mentoring Family Involvement Service Learning Summer Learning

Education Notes

- These performance measures are intended to measure the impact of activities that support and/or facilitate access to services and resources that contribute to improved educational outcomes for economically disadvantaged people, especially children.
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

*Applicants that select output ED1A may select outcome ED5A, ED6, ED7A, ED9, ED10, ED11, ED23A, **or** ED27C.*

ED1A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps Senior -supported services related to education; may include students enrolled in grades K-12, out-of-school youth, preschool age children, and/or individuals pursuing postsecondary education **Served:** substantive engagement of individuals with a specific education-related goal in mind. Cannot consist solely of mass
How to Measure/	Tracking mechanism that ensures an unduplicated count of individuals who have received

ED5A (outcome)	Number of students with improved academic performance
Definition of Key Terms	**Students:** those reported in ED1A **Improved academic performance:** an improved demonstration of skill or knowledge in one or more academic subjects
How to Measure/ Collect Data	Standardized test, report card grade, or other instrument capable of measuring changes in academic performance at the individual beneficiary level. When possible, pre-post assessments should be utilized.

ED6 (outcome)	Number of students with increased school attendance
Definition of Key Terms	**Students:** those reported in ED1A **Increased school attendance:** higher rate of presence and/or on-time arrival at school as compared to a previous comparable time period
How to Measure/ Collect Data	School/district/classroom attendance records or other instrument capable of measuring changes in attendance at the individual beneficiary level

ED7A (outcome)	Number of students with decreased disciplinary incidents (referrals, suspensions/expulsions, criminal or gang involvement)
Definition of Key Terms	**Students:** those reported in ED1A **Decreased disciplinary incidents:** lower rate of incidents as compared to a previous comparable time period

How to Measure/	School/district/classroom records, police records, or other instrument capable of measuring

ED9 (outcome)	Number of students graduating from high school on time with a diploma
Definition of Key Terms	**Students:** those reported in ED1A **On Time:** Within four years of starting 9th grade
How to Measure/ Collect Data	Preferred method is school/district graduation records for student beneficiaries. Beneficiary self-reports may also be utilized.

ED10 (outcome)	Number of students enrolling in post-secondary education or training
Definition of Key Terms	**Students:** those reported in ED1A **Post-secondary education or training** may include two- or four-year college programs or occupational/vocational programs **Enrolling:** means matriculating as a full-time or part-time student
How to Measure/ Collect Data	Preferred method is registration records that confirm student enrollments. Beneficiary self-reports may also be utilized.

ED11 (outcome)	Number of students earning a post-secondary degree
Definition of Key Terms	**Students**: those reported in ED1A or V1, V7A, V8 **Degree:** may include an associate degree from an accredited academic program or an occupational or vocational program; a bachelor's degree (ex., BA, BS); a master's degree (ex.: MA, MS, MEng, MEd, MSW); a professional school degree (ex.: MD, DDS, DVM); or a doctorate degree (ex.: PhD, EdD)
How to Measure/ Collect Data	Preferred method is registration records that confirm degree was earned. Beneficiary self- reports may also be utilized.
Notes	Programs may only select this measure if they are able to collect data during a one-year grant period.

ED23A (outcome)	Number of children demonstrating gains in school readiness
Definition of Key Terms	**Children:** those reported in ED1A **School readiness:** Preparation for Kindergarten which includes multiple indicators assessed across developmental and behavioral domains including but not limited to physical well- being, health and motor development, social and emotional development, approaches to learning, language development, cognitive development, and age-appropriate academic skills and behavior.
How to Measure/ Collect Data	Teacher observation, standardized test, or other instrument capable of measuring changes in school readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

ED27C (outcome)	Number of students with improved academic engagement or social and emotional skills

Definition of Key Terms	**Students:** those reported in ED1A **Improved academic engagement or social and emotional skills**: A positive change in student skills, attitude, and/or mindset that is likely to contribute to increased educational success. May include increased interest in school, improved perspective on school climate, increased attachment to school, and/or increased educational aspirations.
How to Measure/ Collect Data	Survey, observation, or other instrument capable of measuring changes in academic engagement or social and emotional skills at the individual beneficiary level. When possible, pre-post assessments should be utilized.
Notes	Academic or behavioral improvements counted under ED5A, ED6, or ED7A cannot be counted under this measure

Focus Area: Healthy Futures

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
Aging in Place	H4A: Number of individuals served	H9A: Number of individuals who report having increased social support or improved capacity for independent living H14: Number of caregivers of older adults and individuals with disabilities who reported having increased social support H15A: Number of individuals with developmental disabilities receiving services that promote integration and inclusion	Companionship Nutrition/Food Support Legal Services Transportation Medical Services Opioid/Drug Intervention Elder Justice: Fraud and Scam Prevention Respite Services
Obesity & Food	H4A: Number of individuals served	H12: Number of individuals who report increased food security H17: Number of individuals with increased health knowledge H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19: Number of individuals with improved health	Outreach Education/Training Referrals Medical Services Nutrition/Food Support Physical Activities Counseling/Coaching Opioid/Drug Intervention

Access to Care	H4A: Number of individuals served	H15A: Number of individuals with developmental disabilities receiving services that promote integration and inclusion H17: Number of individuals with increased health knowledge H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19: Number of individuals with improved health H20: Number of individuals with improved access to medical care	Outreach Education/Training Referrals Medical Services Counseling/Coaching Opioid/Drug Intervention Disability Inclusion

Healthy Futures Notes:

- These performance measures are intended to measure the impact of activities that meet health needs within communities including access to care and addressing childhood obesity.
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

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*Applicants that select output H4A may select outcome H12, H15A, H17, H18, H19, **or** H20.*

H4A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps Seniors supported services related to improving health-related outcomes **Served:** substantive engagement of individuals with a specific health-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.
How to Measure/	Tracking mechanism that ensures an unduplicated count of individuals who have received services.

H9A (outcome)	Number of individuals who report having increase social support or improved capacity for independent living
Definition of Key Terms	**Individuals:** those reported in H4A or V1, V7A, V8
How to Measure/ Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in social support or perceived social support and/or independent living capacity at the individual beneficiary level. When possible, pre-post assessments should be utilized.

	AmeriCorps is providing a mandatory survey instrument for stipended volunteer programs and recommends its use for non-stipended programs: AmeriCorps Seniors Independent Living Survey.

H12 (outcome)	Number of individuals who report increased food security
Definition of Key Terms	**Individuals:** those reported in H4A **Food security**: Access at all times to enough food for an active, healthy life. Food security includes at a minimum: (1) the ready availability of nutritionally adequate and safe foods, and (2) an assured ability to acquire acceptable foods in socially acceptable ways (that is, without resorting to emergency food supplies, scavenging, stealing, or other coping strategies). [USDA]
How to Measure/ Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in food security at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H14 (outcome)	H14: Number of caregivers of older adults and individuals with disabilities who reported having increased social support
Definition of Key Terms	**Individuals:** those reported in H4A or V1, V7A, V8 **Older Adults**: Individual age 65 or older **Respite Services**: Services that provide temporary relief from the stresses of caregiving by providing short term assistance to and adult who is the primary caregiver for another person. **Social ties/perceived social support**: Relationships with other people and or the belief that these people will offer (or have offered) effective help during times of needs.
How to Measure/ Collect Data	Programs should collect data for this measure from surveys, interview, caseworker assessment, or other instrument capable of measuring changes in food security at the individual beneficiary level. When possible, pre-post assessments should be utilized. AmeriCorps is providing a mandatory survey instrument for stipended volunteer programs and recommends its use for non-stipended programs: AmeriCorps Seniors Respite Care Performance Measure Survey.

H15A (outcome)	H15A Number of individuals with developmental disabilities receiving services that promote integration and inclusion
NOTE	AmeriCorps Seniors applicants may only select this measure if they have historically supported programming in this area.
Definition of Key Terms	**Individuals:** those reported in H4A
How to Measure/ Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in social support or perceived social support and/or independent living capacity at the individual beneficiary level. When

H17 (outcome)	Number of individuals with increased health knowledge

Definition of Key Terms	**Individuals:** those reported in H4A
How to Measure/	Survey, test, or other instrument capable of measuring changes in knowledge at the individual beneficiary level. When possible, pre-post assessments should

H18 (outcome)	Number of individuals reporting a change in behavior or intent to change behavior to
Definition of Key Terms	**Individuals:** those reported in H4A
How to Measure/	Survey, interview, or other instrument capable of measuring changes in behavior at the individual beneficiary level. When possible, pre-post

H18 (outcome)	Number of individuals reporting a change in behavior or intent to change behavior to improve their health
Definition of Key Terms	**Individuals:** those reported in H4A or V1, V7A, V8
How to Measure/ Collect Data	Survey, interview, or other instrument capable of measuring changes in behavior at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H19 (outcome)	Number of individuals with improved health
Definition of Key Terms	**Individuals:** those reported in H4A
How to Measure/ Collect Data	Assessment by a healthcare professional, survey, or other instrument capable of measuring changes in health condition at the individual beneficiary level. When possible, pre-post assessments should be utilized.

H20 (outcome)	Number of individuals with improved access to medical care
Definition of Key Terms	**Individuals:** those reported in H4A
How to Measure/ Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes in health care access at the individual beneficiary lee. When possible, pre-post assessments should be utilized.

Focus Area: Veterans and Military Families

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
Veterans & Families Served	V1: Number of veterans served V7A: Number of active military members and/or military family members served V8: Number of	O9V: Number of individuals with improved financial knowledge O11V: Number of individuals transitioned into safe/affordable housing O10V: Number of individuals who secure employment	Financial Literacy Education Housing Unit Development Housing Unit Repair Housing Placement/Assistance Job Training Job Placement GED Education Other Adult

	veteran family members served	O21V: Number of individuals with improved job readiness	Education Tutoring
			Mentoring
			Family Involvement
		ED11V: Number of individuals earning a post-secondary degree or technical certification	Service Learning
			Summer Learning
			Companionship
		H9AV: Number of individuals who report having increased social support or improved capacity for independent living	Nutrition/Food
			Support Legal Services
			Transportation
			Outreach
			Referrals
		H12V: Number of individuals who report increased food security	Medical Services
			Nutrition/Food Support
			Physical Activities
		H14V: Number of caregivers of older adults and individuals with disabilities who reported having increased social support	Counseling/Coaching
			Respite Services
			Opioid/Drug Intervention
		H17V: Number of individuals with increased health knowledge	
		H18V: Number of individuals reporting a change in behavior or intent to change behavior to improve their health	
		H19V: Number of individuals with improved health	
		H20V: Number of individuals with improved access to medical care	

Veterans and Military Families Notes:

- These performance measures are intended to measure the impact of activities that positively impact the quality of life of veterans and improve military family strength.
- For information on O9V, O10V, O11V, O21V See Economic Opportunity.
- For information on ED11 see Education
- For information on H9AV, H12V, H14V, H17V, H18V, H19V, H20V See Healthy Futures
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

Applicants that select outputs V1, V7A, or V8 may select outcome O9V, O10V, O11V, O21V, ED11V, H9AV, H12V, H14V, H17V, H18V, H19V, or H20V.

V1 (output)	Number of veterans served
Definition of Key Terms	**Veteran:** a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable [Section 101 of Title 38, 23 United States Code] **Served:** substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

V7A (output)	Number of active duty military service members and/or military family members served
Definition of Key Terms	**Active duty military service member**: The term ''active duty'' means "full-time duty in the active military service of the United States, including active duty or full-time training duty in the Reserve Component" [DOD Dictionary of Military and Associated Terms, April 2018]. AmeriCorps considers National Guard members and reservists and wounded warriors sub-groups of active duty military service members for the purposes of grant applications and performance measure reporting. **Military family member:** Immediate family member related by blood, marriage, or adoption to a current member of the U.S. armed forces including one who is deceased. **Served:** substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

V8 (output)	Number of veteran family members served
Definition of Key Terms	**Veteran:** a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable [Section 101 of Title 38, 23 United States Code] **Veteran family member:** Immediate family member related by blood, marriage, or adoption to a veteran, including one who is deceased. **Served:** substantive engagement of individuals with specific outcome(s) in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.
How to Measure/	Tracking mechanism that ensures an unduplicated count of individuals who have received

Collect Data	services

Focus Area: Disaster Services

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
Assistance Provided	D1A: Number of individuals served	D5: Number of individuals reporting increased disaster readiness	Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation
	G3-3.4: Number of organizations that received capacity building services	G3-3.10A: Number of organizations that increase their efficiency, effectiveness, and/or program reach	Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation

Disaster Services Notes:

- These performance measures are intended to measure the impact of activities that help individuals and communities prepare, respond, recover, and mitigate disasters, and increase community resiliency.
- For EN4, EN4.1, EN5, EN5.1 See Environmental Stewardship Section
- For G3-3.4, G3-3.10A See Capacity Building Section
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

Applicants that select output D1A may select outcome D5.

D1A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps-supported services related to disaster preparedness, response, recovery, and/or mitigation **Served:** substantive engagement of individuals with a specific disaster-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

D5 (outcome)	Number of individuals reporting increased disaster readiness
Definition of Key Terms	**Individuals:** those reported in measure D1A **Disaster readiness:** measures taken to prepare for and reduce the effects of future disasters
How to Measure/ Collect Data	Survey, interview, or other instrument capable of measuring changes in disaster readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Focus Area: Capacity Building

Objective	Selection Rules	Service Activity

	Outputs	Outcomes	
Capacity Building & Leverage	G3-3.4: Number of organizations that received capacity building services G3-3.1A Number of Community volunteers recruited or managed G3-3.16A: Dollar value of cash or in-kind resources leveraged.	G3-3.10A: Number of organizations that increase their efficiency, effectiveness, and/or program reach	Volunteer management Training Resource development Systems development Donations Management

Capacity Building Notes:

- These performance measures are intended to measure the impact of capacity building activities that leverage private investment in community solutions.
- Activities associated with these measures must meet the definition of capacity building specified in the "key terms" definition under G3-3.4.
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

*Applicants that select outputs G3-3.4, G3-3.1A, **or** G3-3.16A may select outcome measure G3-3.10A.*

G3-3.4 (output)	Number of organizations that received capacity building services
Definition of Key Terms	**Organization:** nonprofit or state/local/tribal government entity **Capacity building services**: a set of activities that expand the scale, reach, efficiency, or effectiveness of programs and organizations. Capacity building activities may also leverage resources (e.g., funding, volunteers, in-kind support, or partnerships) for programs and/or organizations. As a general rule, AmeriCorps considers capacity building activities to be *indirect services* that enable organizations to provide more, better and sustained *direct services*. Capacity building activities must (1) be intended to support or enhance the program delivery model, (2) respond to the organization's goal of increasing, expanding or enhancing services in order to address pressing community needs, and (3) enable the organization to provide a sustained level of more or better direct services after the national service participant's term of service has ended.

How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of organizations who have received services

G3-3.1A (output)	G3-3.1A Number of Community volunteers recruited or managed.
Definition of Key Terms	**Community Volunteers**: Residents in the community who are recruited and/or managed by the AmeriCorps-supported organization or assigned national service participant(s) to offer time, knowledge, skills and expertise for free. Community volunteers differ from national service participants. **Recruited:** Enlisted or enrolled as a direct result of an intention to do so.
How to Measure/ Collect Data	Only count community volunteers that were specifically recruited by the AmeriCorps-supported organization or the national service participated engaged in capacity building activity. The organization must use some form of volunteer management system, having processes or capabilities that allow them to track information about individual volunteers. NOTE: National service participants may not recruit volunteers to do activities that they themselves are prohibited from doing, including by not limited to managing the AmeriCorps- supported projects/grants or community organizing intended to promote advocacy.

G3-3.16A (output)	G3-3.16A: Dollar value of cash or in-kind resources leveraged.
Definition of Key Terms	**Cash resources:** Cash, check, or other monetary gift **In-Kind resources**: Non-cash contributions, including donated goods or services, expert advice, equipment or property**.** **Leverage:** To garner additional resources or assets through capacity building activities (such as funding, volunteers, in-kind support, and partnerships.
How to Measure/ Collect Data	Only cash and in-kind resources raised specifically as a result of capacity building activities provided by the AmeriCorps-supported organization or assigned national service participant(s) engaged in capacity building activity intended to support or enhance the program delivery model may be counted. The organization must keep administrative records or other information management systems that enable them to track and verify the origin, intent, and other transactional information on commitments and contributions of resources.

G3-3.10A (outcome)	Number of organizations that increased their effectiveness, efficiency, and/or program scale/reach

Definition of Key Terms	**Organizations:** those counted in G3-3.4
	Effectiveness: Improved ability of the organization to achieve outcomes resulting in better success rates or better quality of outcomes achieved
	Efficiency: Improved outcomes with the same level of resources; improved or consistent quality of services with fewer resources
	Scale/Reach: The scope of a program's services. Increased scale/reach can be measured by the number of new people served, new populations served, and/ or new or expanded services.
How to Measure/ Collect Data	Organizational assessment tool or other instrument capable of measuring changes in effectiveness, efficiency, or scale/reach at the organization level. When possible, pre-post assessments should be utilized.

Focus Area: Economic Opportunity

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
Financial Literacy	O1A: Number of individuals served	O9: Number of individuals with improved financial knowledge O19A Dollar value of tax returns generated	Financial Literacy Education Financial Fraud Prevention Tax Preparation
Housing	O1A: Number of individuals served	O11: Number of individuals transitioned into safe, healthy, affordable housing	Housing Unit Development Housing Unit Repair Housing Placement/Assistance
	O4: Number of housing units developed or repaired	O20: Number of safe, healthy, affordable housing units made available	Housing Unit Development Housing Unit Repair
Employment	O1A: Number of individuals served	O10: Number of individuals who secure employment O21: Number of individuals with improved job readiness	Job Training Job Placement GED Education Other Adult Education

Economic Opportunity Notes:

- These performance measures are intended to measure the impact of activities that support and/or facilitate access to services and resources that contribute to the improved economic well-being and security of economically disadvantaged people.
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.

- All individuals counted under these measures must be program beneficiaries, not National Service Participants.

*Applicants that select output OA1 may select outcome O9, O10, O19A **or** O21.*

O1A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps Seniors supported services related to increasing economic opportunity **Served:** substantive engagement of individuals with a specific goal in mind related to economic opportunity. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received Services.

O9 (outcome)	Number of individuals with improved financial knowledge
Definition of Key Terms	**Individuals:** those reported in measure O1A or V1, V7A, V8 **Improved financial knowledge:** increased knowledge/understanding of financial literacy topics such as credit management, financial institutions including banks and credit unions, and utilization of savings plans
How to Measure/ Collect Data	Survey, interview, or other instrument capable of measuring changes in financial knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

O10 (outcome)	Number of individuals who secure employment
Definition of Key Terms	**Individuals:** those reported in measure O1A **Secure employment:** individual is hired in a new job as a result of AmeriCorps Seniors supported services provided; individual may have been previously working in a different job or previously unemployed.
How to Measure/ Collect Data	Preferred method is a copy of acceptance letter from employer or copy of first pay stub. Beneficiary self-reports may also be utilized.

O11 (outcome)	Number of individuals transitioned into safe, healthy, affordable housing
Definition of Key Terms	**Individuals:** those reported in measure O1A or V1, V7A, V8 **Safe, healthy, affordable housing:** Grantee certifies that the housing is safe and healthy based on an inspection or other documentation. Grantee defines affordability and certifies that the housing is affordable to the individual(s) transitioned into the unit.
How to Measure/ Collect Data	Preferred method is a proof of residence such as a lease, mortgage, certificate of occupancy, or other verification from an external agency. Beneficiary self-reports may also be utilized.

O19A (outcome)	O19A Dollar value of tax returns generated

How to Measure/ Collect Data	Only the dollar value of tax refunds generated specifically as a result of assisting VITA or Tax Tutoring activities provided by AmeriCorps-supported organization or assigned national service participant(s) engaged in the service activity may be counted. The organization must keep administrative records or other information management systems that enable them to track and verify the dollar value of tax refunds generated.

O21 (outcome)	Number of individuals with improved job readiness
Definition of Key Terms	**Individuals:** those reported in measure O1A **Improved job readiness:** increased knowledge or skills related to seeking, obtaining, or successfully retaining a job.
How to Measure/ Collect Data	Survey, interview, observation, or other instrument capable of measuring changes in job readiness at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Applicants that select output O4 may select outcome O20.

O4 (output)	Number of housing units developed or repaired
Definition of Key Terms	**Housing unit:** A single-family home (including a mobile home if permanently placed), an apartment, or a room in a group home for people with disabilities **Develop:** Build new or substantially rehabilitate housing units that were uninhabitable or soon would have become so. Involves replacing major systems such as the roof, the plumbing, the wiring, the foundation, or elevating the unit as required by a flood plain standard. **Repair:** A more modest level of physical work on the unit, such as weatherizing, painting, replacing appliances and removing safety hazards
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of the number of housing units that have received AmeriCorps-supported development or repair services

O20 (outcome)	Number of safe, healthy, affordable housing units made available
Definition of Key Terms	**Housing unit:** those reported in measure O4 **Safe, healthy, affordable housing unit:** Grantee certifies that the housing unit is safe and healthy based on an inspection or other documentation. Grantee defines affordability and certifies that the housing unit is affordable. **Made available:** This count indicates that the work has been completed to make the units available, but they may or may not have been occupied.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of the number of safe, healthy, affordable housing units that have been made available

Focus Area: Environmental Stewardship

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
At-Risk Ecosystems	EN4: Acres of parks or public land treated	EN4.1: Acres of parks or public land improved	Fire Mitigation Flood Mitigation Invasive Species Removal Debris Removal Plant Establishment
	EN5: Miles of trails or rivers treated.	EN5.1: Miles of trails or rivers improved	Trail Creation Trail Remediation Stream Remediation Fire Mitigation Flood Mitigation Invasive Species Removal Debris Removal Plant Establishment

Environmental Stewardship Notes:

- These performance measures are intended to measure the impact of activities that provide direct services that contribute to increased energy and water efficiency, renewable energy use, or improving at-risk ecosystems, and support increased citizen behavioral change leading to increased efficiency, renewable energy use, and ecosystem improvements particularly for economically disadvantaged households and economically disadvantaged communities.
- These activities must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- AmeriCorps encourages grantees to perform service with the greatest impact versus providing minimal impact to the highest number of acres/miles/individuals

Applicants that select output EN4 may select outcome EN4.1.

EN4 (output)	Number of acres of public parks or other public and tribal lands that are treated
Definition of Key Terms	**Public parks**: Park/recreation areas that are designated by national, state, city, or county governments (not trails or rivers; see EN5) **Other public lands:** Other publicly owned lands; land owned by nonprofits for public use or the public good (such as land conservancies): and public easements **Tribal lands:** Same meaning as imparted by the definitions of "Indian Lands" and "Indian Tribes" provided in. SEC. 101. [42 U.S.C. 12511] **Treated:** Removal of invasive species, planting native plants, building

	riparian buffers, clearing of natural debris (such as fallen trees/limbs, hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatment must go beyond basic trash removal.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of acres of land that have received services

EN4.1 (outcome)	Number of acres of public parks or other public and tribal lands that are improved
Definition of Key Terms	**Acres of public parks or other public and tribal lands:** those reported in EN4 **Improved:** Renovated to reduce human impact or the negative impact of natural disasters or invasive species, restored native plants and habitat, reduced erosion, protected watersheds, reduced wildfire risk, upgraded or repaired outdoor recreation facilities or signage, increased public safe access, protected flora and fauna. Improvement should be consistent with an accepted natural resource restoration, maintenance or improvement plan.
How to Measure/ Collect Data	Land manager assessment or other instrument capable of measuring changes in land condition at the scale of individual acres. When possible, pre-post assessments should be utilized.

Applicants that select output EN5 may select outcome EN5.1.

EN5 (output)	Number of miles of public trails or waterways that are treated and/or constructed
Definition of Key Terms	**Public trails or waterways:** owned/maintained by national, state, county, city or tribal governments; nonprofits when for public use or the public good; and public easements **Treated:** Removal of invasive species, planting native plants, building riparian buffers, improving tread/corridor of existing trail or making changes to increase the trail lifespan, implementing safety measures, removal of unsafe trail structures, repair of damage caused by visitor use, changes to increase accessibility, clearing of natural debris (such as fallen trees/limbs and hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatments must go beyond basic trash removal. **Constructed:** Activities designed to make trails newly available such as adding handicapped accessibility, building boardwalks, trail-blazing, converting a railroad bed to a trail, etc.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of miles of trail/waterway that have received services

EN5.1 (outcome)	Number of miles of public trails or waterways that are improved and/or put into use
Definition of Key Terms	**Miles of public trails or waterways:** those reported in EN5 **Improved:** Restored to reduce human impact or the negative impact of natural disasters or invasive species, restored native plants and habitat, reduced erosion, protected watersheds, increased safe condition or long-term sustainability of trails, increased accessibility, protected flora and fauna. Improvement should be consistent with an accepted natural

	resource restoration, maintenance or improvement plan. **Put into use:** Established safe and useable trails that are now available for public access
How to Measure/ Collect Data	Land manager assessment or other instrument capable of measuring changes in trail or waterway condition at the scale of individual miles. When possible, pre-post assessments should be utilized.

Independent Living Performance Measure Survey

> **Thank you for taking the time to complete this survey. We would like to know how the AmeriCorps Seniors volunteer who has been assisting you has affected your life.**
>
> **All information will be kept confidential; please do not disclose your name. You may choose not to answer a question.**

This 1st question is about how many hours of service that you may have received in the past 4 weeks from your AmeriCorps Seniors volunteer.

Tell us how many TOTAL HOURS in a typical week you received services.

Here is an example of how Mrs. Jones would answer question #1:

Her AmeriCorps Seniors volunteer usually spends one hour on Monday with and two hours on Wednesday. Therefore, the total hours a week that she receives services is 3 hours a week.

1. In a typical week, my AmeriCorps Seniors volunteer is with me for	☐☐ **hours**

Please turn the page for the questions 2-13

Because I Have a AmeriCorps Seniors volunteer …

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
2) … I feel less lonely.	☐	☐	☐	☐
3) … I feel I have close ties to other people.	☐	☐	☐	☐
4) … I am able to do the things I need to do.	☐	☐	☐	☐
5) … I am able to do most things I want to do.	☐	☐	☐	☐
6) … I am more satisfied with my life.	☐	☐	☐	☐
7) … I can remain living in my own home.	☐	☐	☐	☐
8) … I am able to get to the grocery store.	☐	☐	☐	☐
9) … I am able to get to medical appointments.	☐	☐	☐	☐
10) … I am able to take care of other necessary errands/appointments.	☐	☐	☐	☐
11) … I am eating regularly scheduled meals.	☐	☐	☐	☐
12) Overall, I am satisfied with my AmeriCorps Seniors volunteer.	☐	☐	☐	☐
13) Overall, AmeriCorps Seniors Program has met my expectations.	☐	☐	☐	☐

Respite Performance Measure Survey

Thank you for taking the time to complete this survey. We would like to know how the AmeriCorps Seniors volunteer who has been providing respite care you has affected your life (as the caregiver).

All information will be kept confidential; please do not disclose your name. You may choose not to answer a question.

This 1st question is about how many hours of respite service that you may have received in the past 4 weeks from your AmeriCorps Seniors volunteer.

Tell us how many TOTAL HOURS in a typical week you received respite services.

Here is an example of how Mrs. Jones would answer question #1:

Her AmeriCorps Seniors volunteer usually spends one hour on Monday with and two hours on Wednesday providing respite services. Therefore, the total hours a week that she receives respite services is 3 hours a week.

1. In a typical week, my AmeriCorps Seniors volunteer is with me for	☐☐ hours of respite

Please turn the page for the questions 2-12

Because I Have a AmeriCorps Seniors volunteer assisting with Respite Care …

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
2) … I feel less lonely.	☐	☐	☐	☐
3) … I feel I have close ties to other people.	☐	☐	☐	☐
4) … I am able to do the things I need to do.	☐	☐	☐	☐
5) … I am able to do most things I want to do.	☐	☐	☐	☐
6) … I am more satisfied with my life.	☐	☐	☐	☐
7) … The person I care for is able to remain at home.	☐	☐	☐	☐
8) … I am able to get short-term rest and relief.	☐	☐	☐	☐
9) … I am able to find time to run errands.	☐	☐	☐	☐
10) … I am able find time to attend to my personal and health care needs.	☐	☐	☐	☐
11) Overall, I am satisfied with the Caregiver Respite AmeriCorps Seniors volunteer.	☐	☐	☐	☐
12) Overall, AmeriCorps Seniors program has met my expectations.	☐	☐	☐	☐