Appendix B: AmeriCorps Seniors RSVP Performance Measure Instructions

References and Authorities Definitions, Suggestions regarding Data Collection, and Additional Notes

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This document explains specific performance measure instructions for the AmeriCorps Seniors RSVP program. It contains the menu of available service activities and output and outcome measures, with additional information on how to use each of them. This document should be used in tandem with the Notice of Funding Opportunity or Invitation to Apply.

Contents:

AmeriCorps Seniors RSVP Performance Measure Requirements
Measured in Unduplicated Volunteers*

1. **Primary Focus Area:** AmeriCorps Seniors RSVP programs are required to declare one of the six AmeriCorps priority focus areas as a primary focus area for the grant award. AmeriCorps's six focus areas are: Disaster Services, Economic Opportunity, Education, Environmental Stewardship, Healthy Futures, and Veterans and Military Families.

2. **Work Plans:** All unduplicated volunteers* must be placed in work plans. Work plans must meet the maximum cost per unduplicated volunteer in outcome assignments requirement below. Work plans may include some combination of national performance measures and other community priorities.

3. **National Performance Measures.** Every national performance measure output must be paired with a single outcome. For each work plan, 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. "Other Community Priorities" work plans are not considered national performance measures.

4. **Other Community Priorities.** A work plan consisting of "Other Community Priorities" may be created by the grantee to address community activities not captured in national performance measures.

5. **Maximum Cost per Unduplicated Volunteer in Outcome Assignments.** For every $1,000 in annual base federal funding, at least one unduplicated volunteer* must be placed in work plans that result in national performance measure outcomes.

6. **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 RSVP grantee with $56,400 in federal funding would require 56.4 unduplicated volunteers in work plans that result in national performance measure outcomes. Since 56.4 is less than 56.5, this would be rounded down to 56 unduplicated volunteers in work plans that result in national performance measure outcomes. In contrast, a grantee with $56,900 in federal funding (56.9 volunteers in outcome-based work plans) would round up and require 57 unduplicated volunteers in work plans that result in national performance measure outcomes.

* *Unduplicated Volunteers*: 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).

Complete List of AmeriCorps Seniors RSVP National 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 NOFO for additional information about application requirements.

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. More detailed instructions are included in Volume 1 of the AmeriCorps Seniors Grant Application Instructions.

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

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
	D6: Number of structures protected or restored	D7: Number of structures returned to regular use after a disaster	Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation
	EN4: Acres of parks or public land treated	EN4.1: Acres of parks or public land improved	Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation
	EN5: Miles of trails or rivers treated.	EN5.1: Miles of trails or rivers improved	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

Focus Area: Economic Opportunity

Strategic Plan 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

Focus Area: Education

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

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
Energy Efficiency	EN1: Number of housing units or public structures weatherized or retrofitted to improve energy efficiency	EN1.1: Number of housing units or public structures with reduced energy consumption or reduced energy costs	Weatherization Retrofitting
Awareness & Stewardship	EN3: Number of individuals receiving education or training in environmental stewardship and/or environmentally conscious practice	EN3.1: Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices EN3.2 Number of individuals reporting a change in behavior or intention to change behavior to better protect the environment	Education/Training Service Learning

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	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 (for legacy programming only)

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 |

Other Community Priorities

Objective	Selection Rules		Service Activity
	Outputs	**Outcomes**	
Other	SC1: Grantee met their target for community priority activity (Yes/No)	None	N/A

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 veteran family members served	O9V: Number of individuals with improved financial knowledge O11V: Number of individuals transitioned into safe/affordable housing O10V: Number of individuals who secure employment O21V: Number of individuals with improved job readiness ED11V: Number of individuals earning a post-secondary degree or technical certification H9AV: Number of individuals who report having increased social support or improved capacity for independent living H12V: Number of individuals who report increased food security H14V: Number of caregivers of older adults and individuals with disabilities who reported having increased social support 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	Financial Literacy Education Housing Unit Development Housing Unit Repair Housing Placement/Assistance Job Training Job Placement GED Education Other Adult Education Tutoring Mentoring Family Involvement Service Learning Summer Learning Companionship Nutrition/Food Support Legal Services Transportation Outreach Referrals Medical Services Nutrition/Food Support Physical Activities Counseling/Coaching Respite Services Opioid/Drug Intervention

Capacity Building

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.

Disaster Services Focus Area

Focus Area 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.

Applicants that select output D6 may select outcome D7.

D6 (output)	Number of structures protected or restored
Definition of Key Terms	**Structures:** housing units or public facilities **Protected:** prepared to more effectively withstand future disasters **Restored:** repaired from damage sustained during a disaster
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of structures that received services

D7 (outcome)	Number of structures returned to regular use after a disaster
Definition of Key Terms	**Structures:** those reported in measure D6 **Returned to regular use:** able to be used for the same or similar purpose for which they were used prior to the disaster
How to Measure/ Collect Data	Report from structure owner/manager/occupant, or other instrument capable of measuring changes in condition at the individual structure level.

Economic Opportunity Focus Area

Focus Area 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 O1A may select outcome O9, O19A, O11, O10, **or** O21.

O1A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps-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 distributing pamphlets.
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 or V1, V7A, V8 **Secure employment:** individual is hired in a new job as a result of AmeriCorps-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 or V1, V7A, V8 **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

Education Focus Area

Focus Area 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-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 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

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/ Collect Data	School/district/classroom records, police records, or other instrument capable of measuring changes in disciplinary incidents at the individual beneficiary level

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

Environmental Stewardship Focus Area

Focus Area 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 EN1 may select outcome EN1.1.

EN1 (output)	Number of housing units or public structures weatherized or retrofitted to improve energy efficiency
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 **Public structure:** Shelter, such as homeless shelter or emergency shelter operated by a nonprofit or government organization; government-owned building **Weatherization:** Modifying a building to reduce energy consumption and costs and optimize energy efficiency. Whole-house weatherization includes the installation of modern energy-saving heating and cooling equipment and looks at how the house performs as a system. **Retrofit**: An energy conservation measure applied to an existing building or the action of improving the thermal performance or maintenance of a building.
How to Measure/ Collect Data	Tracking mechanism that ensures an unduplicated count of units/structures that have received services

EN1.1 (outcome)	Number of housing units or public structures with reduced energy consumption or reduced energy costs
Definition of Key Terms	**Housing units or public structures:** those reported in EN1
How to Measure/ Collect Data	Utility bill/statement, computer modeling, resident survey, or other instrument capable of measuring changes in energy consumption or energy costs at the individual unit/structure level. When possible, pre-post assessments should be utilized.

Applicants that select output EN3 may select outcome EN3.1 **or** EN 3.2.

EN3 (output)	Number of individuals receiving education or training in environmental stewardship and/or environmentally-conscious practices
Definition of Key Terms	**Environmental Stewardship and/or environmentally conscious practices:** Organized efforts to teach about how natural environments function and, particularly, how human beings can manage their behavior and choices in order to live sustainably within those environments. **Education or training:** substantive engagement of individuals with a specific education 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 that have received services

EN3.1 (outcome)	Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices
Definition of Key Terms	**Individuals:** those reported in EN3
How to Measure/ Collect Data	Survey, test, or other instrument capable of measuring changes in knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

EN3.2 (outcome)	Number of individuals reporting a change in behavior or the intent to change behavior to better protect the environment
Definition of Key Terms	**Individuals:** those reported in EN3
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.

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.

Healthy Futures Focus Area

Focus Area Notes:

- These performance measures are intended to measure the impact of activities that meet health needs within communities including access to care, aging in place, 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.

Applicants that select output H4A may select outcome H9A, H12, H14, H15A, H17, H18, H19, **or** H20.

H4A (output)	Number of individuals served
Definition of Key Terms	**Individuals:** recipients of AmeriCorps-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/ Collect Data	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 the Senior Companion Program and recommends its use for AmeriCorps Seniors RSVP: AmeriCorps Independent Living Survey.

H12 (outcome)	Number of individuals who report increased food security
Definition of Key Terms	**Individuals:** those reported in H4A or V1, V7A, V8 **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 both the AmeriCorps Seniors Senior Companion Program and recommends its use for RSVP: 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 possible, pre-post assessments should be utilized.

H17 (outcome)	Number of individuals with increased health knowledge
Definition of Key Terms	**Individuals:** those reported in H4A or V1, V7A, V8
How to Measure/ Collect Data	Survey, test, or other instrument capable of measuring changes in knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

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 or V1, V7A, V8
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 or V1, V7A, V8
How to Measure/ Collect Data	Survey, interview, caseworker assessment, or other instrument capable of measuring changes is healthy care access at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Other Community Priorities

Notes:

- Community Priority Service Activities ensure that AmeriCorps Seniors RSVP programs can continue to engage in appropriate service activities that may not necessarily lead to national performance measures outcomes but do support the intent of the authorizing legislation.
- This work plan is designed to ensure that an activity supported by appropriated funds is represented in the grant application while minimizing data collection burden.
- 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.

SC1 (output)	Yes/ No met all Applicant-Determined Community Priority Service Activity Targets

Definition of Key Terms	**Community Priority Service Activity:**
	 1. Service activity conducted by RSVP volunteers that may not necessarily lead to national performance measures but:
	    a. Provides opportunities for senior service to meet unmet local and state needs;
	    b. Empowers people 55 years of age or older to contribute to their communities through service, enhance the lives of those who serve and those whom they serve, and provide communities with valuable services; and
	    c. Provides opportunities for people 55 years of age or older to share their knowledge, experiences, abilities, and skills for the betterment of their communities and themselves.
	 2. Community priority service activities shall not include any prohibited activities.
	
	 Applicant- Determined Community Priority Service Activity Targets: Target goals for Community Priority Service Activity that are identified by the program. Unlike national performance measure outputs, these targets are not reported to AmeriCorps. Instead, grantees will report yes/no that they have achieved the target goals for all their Community Priority Service Activities.

Veterans and Military Families Focus Area

Focus Area 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/ Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

Change Log

This table lists all changes made to this document since September 2018.

Date	Change(s)
October 2018	• The Appendix now provides clarification on how grantees should properly round unduplicated volunteers in National Performance Measure Work Plans. • Minor edits were made to the Other Community Priority notes.
July 2019	• A few cosmetic updates were made to the document • References to measure OA1 were corrected to read O1A • Instructions on what to select, should performance measure options be missing in eGrants were added (pg. 3) • A link to the Senior Corps Independent Living and Respite Care Performance Measure Surveys were added to measures H9A and H14 (pg. 18-19)