Campus Compact
AmeriCorps Program
Performance Measures
Agenda

• Theory of Change
• National Performance Measures
• Volunteer Measures
• Capacity Measures
• Beneficiary’s Served Measures
• Member Measures
• Reporting
## Theory of Change

<table>
<thead>
<tr>
<th>Problem</th>
<th>Inputs</th>
<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Long term Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iowa nonprofits cannot meet the increased demand for their direct services. Communities may view their nonprofits as having large budgets, but in reality the organization depends on effective and reliable volunteers to support direct service programs.</td>
<td>Campus based positions  • Program development  • Volunteer coordination</td>
<td>Number of campuses completing Civic Action Plans (12)</td>
<td>Number of CCA host sites that monitor their progress in improving toward the goals identified in their Civic Action Plan with the assistance of Iowa College AmeriCorps Program members (8)</td>
<td>Organizations improve their capacity and are able to provide more or better direct services to their communities. And/Or Beneficiaries receive more or better direct services.</td>
<td></td>
</tr>
</tbody>
</table>
National Performance Measures

Output
Number of campuses completing Civic Action Plans

Instrument
Pre-survey completed as part of member position description
National Performance Measures

**Outcome**
Number of CCA host sites that monitor their progress in improving toward the goals identified in their Civic Action Plan with the assistance of Campus Compact AmeriCorps members

**Instrument**
Post-survey completed by host site. Open April through August.
Volunteer Measures

• Number of Recruited Volunteers (national performance measure)
  • Episodic
  • Ongoing

• Number of Managed Volunteers
  • Episodic
  • Ongoing

• Hours served by recruited and managed volunteers
Volunteer Measures

You must count a volunteer as EITHER a recruited or managed volunteer. Not both. Your count must be unduplicated.

**Recruited Volunteer:** Enlisted or enrolled as a direct result of an intentional effort to do so.

**Managed Volunteer:** Includes training, direction, coordination and supervision of the community volunteer by the CNCS-supported organization or national service participant in tasks, duties and services for the intended purpose of supporting or enhancing the program delivery model.

**Episodic volunteers:** Individuals who volunteer sporadically for a service site. This may include one or several service projects at a variety of organizations.

**Ongoing Volunteers:** Individuals who provide uninterrupted service for one specific service project and/or organization.
Capacity Measures

**Output**
Number of organizations receiving capacity building support

**Instrument**
Member Position Descriptions
Capacity Measures

Outcome
Number of organizations reporting that capacity building activities provided by CCA members have helped to make the organization more effective

Instrument
Post Survey
Program Focus Areas

ON Campus
1. Civic Action Plan

Off Campus/Capacity Building
1. Community Engagement
2. Program Development
3. Research Development
4. Volunteer Coordination
Beneficiary’s Served Measures

Estimates allowed

- Veteran family members served
- Military family members served
- Active duty military members

Active Duty

The term “active duty” means “Full-time duty in the active military service of the United States, including the United States Army, the United States Navy, the United States Air Force, the United States Marine Corps, and the United States Coast Guard. This includes members of the Reserve Component serving on active duty or full-time training duty, but does not include full-time National Guard duty.” Department of Defense Dictionary of Military and Associated Terms, As Amended Through 15 May 2011.

- Opportunity youth enrolled as AmeriCorps members (CCA or otherwise)
Member Measures

• Veterans serving as AmeriCorps members
• Number of civic engagement trainings, lessons or reflection sessions per member
  • Measured on the Member Training Certification Form
• Members who participated in disaster services projects
• Local disasters to which AmeriCorps members have responded
• Individuals affected by disaster receiving assistance from members
Potpourri Reporting

- Member experiences
- Beneficiary’s served
- Days of service events
- Accolades and awards
- Events/programs/projects that demonstrate a deep impact
Program Deadlines

All reports must be submitted using the online Formstack reporting system.

<table>
<thead>
<tr>
<th>ITEM</th>
<th>REPORTING TIMELINE</th>
<th>DATE DUE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position Description</td>
<td>n/a</td>
<td>5 days before start of service</td>
</tr>
<tr>
<td>Fall Performance Measure Report</td>
<td>8/15/2019 - 12/31/2019</td>
<td>1/17/2020</td>
</tr>
<tr>
<td>Spring Performance Measure Report</td>
<td>1/1/2020 - 5/31/2020</td>
<td>6/12/2020</td>
</tr>
<tr>
<td>Member Program Evaluations (all members)</td>
<td>Varies</td>
<td>60 days, 6 weeks, and 6 months after start</td>
</tr>
<tr>
<td>Member Monthly Narrative (full &amp; half time only)</td>
<td>While in-service</td>
<td>5th of each month</td>
</tr>
</tbody>
</table>
Campus Compact
AmeriCorps Program
Position Description Training
A. Service Site Information

B. Position Purpose

C. Civic Action Plan goal

D. Typical Service Conditions

E. AmeriCorps Tasks & Activities

F. Service Schedule

<table>
<thead>
<tr>
<th>Member Name</th>
<th>&gt; Edit this section</th>
</tr>
</thead>
</table>

A. SERVICE SITE

<table>
<thead>
<tr>
<th>Position Title</th>
<th>&gt; Edit this section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service Site</td>
<td>&gt; Edit this section</td>
</tr>
<tr>
<td>Service Site Address</td>
<td>&gt; Edit this section</td>
</tr>
<tr>
<td>Supervisor Name</td>
<td>&gt; Edit this section</td>
</tr>
<tr>
<td>Supervisor Contact</td>
<td>&gt; Edit this section</td>
</tr>
</tbody>
</table>

B. BACKGROUND CHECKS: This position will have recurring access to vulnerable populations and requires the following background checks.

a. National Sex Offender Registry check using the National Sex Offender Public Website (NSOPW)

b. Iowa Department of Criminal Investigation (DCI) Criminal Background Check

c. State of residence (if other than Iowa) check, and

d. Federal Bureau of Investigation (FBI) background check (the FBI check includes fingerprinting).

C. POSITION PURPOSE

> Edit this section

D. CIVIC ACTION PLAN GOAL

> List goal, if your campus does not yet have a civic action plan then remove this section

E. TYPICAL SERVICE CONDITIONS

> Edit this section

E. AMERICORPS TASKS & ACTIVITIES

> Edit this section

> List specific activities for recruited/managed volunteers

F. SERVICE SCHEDULE

> Edit this section

Hours taken for sick, vacation, and holiday leave cannot be counted toward the time needed to successfully complete the term of service.

A maximum of 20% of your service hours may be training, education or other similar approved activities, and a maximum of 10% of your service hours may be for allowable fundraising activities.

G. EVALUATIONS

The member will receive an evaluation of their service during the middle and end of their term of service from their host site supervisor. Evaluations also include self-evaluations. The end of term evaluation includes a program evaluation.

H. LIVING ALLOWANCE

The member’s living allowance is $8,100 to be paid every two weeks for the duration of the member’s term of service by Iowa Western Community College.

a. A living allowance is not a wage. The Member is not paid a living wage on an hourly basis. Members will receive equal payments of their living stipend paid out every two weeks from Iowa Western Community College (IWCC).
General Guidelines

Eligible Service Sites
- Non-profit organizations (including faith-based organizations) that are not solely focused on lobbying
- State and local governments
- Elementary and secondary schools
- Indian tribes
- Institutions of higher education
- Labor organizations

Service Site Limitations
- **Full time members** can only serve at their host site. They may partner with other local public organizations.
- **Part time members** (minimum time) may serve at up to three public organizations (see eligible service sites).

Position Description Guidelines
- A list of “Shoulds” and “Should-nots”
Guidance on Appropriate Service Activities

• **Non duplication or displacement:** Member activities must be above-and-beyond what the individual or regular volunteers would “normally” do.

• **Capacity Building Activities:** CNCS considers capacity building activities to be indirect services that provide a sustained level of more or better direct services after the national service participant’s term of service has ended.

• **Connection to Program Outcomes:** Activities must be connected to the CCA’s design, goals, and performance measures.

• **Administrative activities are not allowed:** Members must not serve in a primarily administrative role. However, members should be expected to maintain his/her own files, but not those of other staff.
Guidance on Appropriate Service Activities

• **Direct Service is generally unallowable:** Direct service might be allowable if the activities; (1) train the member on their capacity building activities, (2) are required in an emergency, and (3) are organization-wide events (such as days of service events).

• **AmeriCorps and Academic requirements:** The position should be defined by AmeriCorps service expectations and not those established for another school or employment purpose.

• **Federal Work Study:** Part-time members can receive Federal Work Study for their service. Full-time members can also receive Federal Work Study for their service. However, ICAP is required to reduce the member’s living allowance by the amount of the work-study award.

• **On-campus service sites:** On-campus service sites may include campus departments, specific programs, or other student service clubs.