



Campus Compact

# Campus Compact AmeriCorps Program

Performance Measures



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# Agenda

- Theory of Change
- National Performance Measures
- Volunteer Measures
- Capacity Measures
- Beneficiary's Served Measures
- Member Measures
- Reporting



# Theory of Change

Problem	Inputs	Activities	Outputs	Outcomes	Long term Outcome
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.	Campus based positions	<ul style="list-style-type: none"> <li>• Program development</li> <li>• Volunteer coordination</li> </ul>	Number of campuses completing Civic Action Plans (12)	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)	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.
	Community based positions	<ul style="list-style-type: none"> <li>• Community Engagement</li> <li>• Program Development</li> <li>• Organizational Development</li> <li>• Volunteer Coordination</li> </ul>	Number of organizations receiving capacity building support (25)	Number of organizations reporting that capacity building activities provided by CCA members have helped to make the organization more effective (20)	



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# National Performance Measures

## Output

Number of campuses completing Civic Action Plans

## Instrument

Pre-survey completed as part of member position description



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# 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.*



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# Capacity Measures

## Output

Number of organizations receiving capacity building support

## Instrument

Member Position Descriptions





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# 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



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# 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



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# Potpourri Reporting

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



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# Program Deadlines

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

ITEM	REPORTING TIMELINE	DATE DUE
Position Description	n/a	5 days before start of service
Fall Performance Measure Report	8/15/2019 - 12/31/2019	1/17/2020
Spring Performance Measure Report	1/1/2020 - 5/31/2020	6/12/2020
Summer Performance Measure Report	6/1/2020 - 8/31/2020	9/11/2020
Final Performance Measure Report	9/1/2020 - 11/30/2020	12/11/2020
Civic Action Plan Report	8/2019 to 8/2020	8/31/2020
Member Program Evaluations (all members)	Varies	60 days, 6 weeks, and 6 months after start
Member Monthly Narrative (full & half time only)	While in-service	5 <sup>th</sup> of each month



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# Campus Compact AmeriCorps Program

Position Description Training



# Template

- A. Service Site Information
- B. Position Purpose
- C. Civic Action Plan goal
- D. Typical Service Conditions
- E. AmeriCorps Tasks & Activities
- F. Service Schedule

Member Name > Edit this section

**A. SERVICE SITE**

Position Title	> Edit this section
Service Site	> Edit this section
Service Site Address	> Edit this section
Supervisor Name	> Edit this section
Supervisor Contact	> Edit this section

**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 Office 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.