![AmeriCorps Seniors logo]

Appendix B: AmeriCorps Seniors RSVP Performance Measure Instructions

AmeriCorps Seniors
July 15, 2024

This document explains specific performance measure instructions for the AmeriCorps Seniors RSVP program and applies to continuation and competition applications. 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 and the Grant Application Instructions.

Table of Contents

AmeriCorps Seniors RSVP Work Plan Requirements

- **Beneficiary:** The person or entity receiving services from AmeriCorps Seniors volunteers. Depending on the service activity, the beneficiary could be a student, an older adult, a family, an organization, a house, a mile of trail or river, etc. Each beneficiary can be included in only one work plan, regardless of whether they are receiving services under multiple work plans. The beneficiary should be counted in the work plan where they receive the most services based on hours or intensity of service.

- **Maximum Cost per Unduplicated Volunteer:**

  - **Competition applications and grantees with 25SR and higher grant numbers:** There is no maximum cost per unduplicated volunteer for the AmeriCorps Seniors RSVP Competition. Instead, applicants use a formula to determine the federal share of the budget. The federal share of the budget cannot exceed $75,000 plus $350 per unduplicated volunteer. All unduplicated volunteers, including those placed in Other Community Priorities, are used when calculating the budget amount.

    Federal share = $75,000 + $350 * (Number of unduplicated volunteers)

  - **Grantees with 23SR or 24SR grant numbers:** Grantees must place at least 1 unduplicated volunteer in an outcome-based work plan for every $1,000 in federal funding. For example, if a grantee has $85,000 in baseline funding, they must place at least 85 unduplicated volunteers in total in outcome-based work plans.

- **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 the benefits associated with more than one available outcome, only one outcome may be selected for each beneficiary. Other Community Priorities work plans are not considered outcome-based work plans.

- **Other Community Priorities:** A work plan for Other Community Priorities may be created by the applicant to address community activities for which applicants will not be able to collect outcome data. Applicants will choose a service activity for this work plan that most closely matches what the volunteers will be doing. Applicants may have more than one Other Community Priorities work plan, but they may not designate Other Community Priorities as the Primary Focus Area.

  - **Competition applications and grantees with 25SR and higher grant numbers:** Applicants cannot place more than 20% of their total unduplicated volunteers in Other Community Priorities work plans. For example, if an applicant has 50 unduplicated volunteers, they cannot place more than 10 unduplicated volunteers in total in Other Community Priorities work plans.

  - **Grantees with 23SR or 24SR grant numbers):** Once applicants have placed 1 unduplicated volunteer in an outcome-based work plan for every $1,000 in

AmeriCorps
Seniors

federal funding, they may place additional volunteers in an outcome-based work plan or in Other Community Priorities work plans.

- **Primary Focus Area:** AmeriCorps Seniors RSVP programs are required to declare one of the AmeriCorps' six main focus areas as a Primary Focus Area for the grant award. The Primary Focus Area represents the area in which the applicant aims to make the most impact. AmeriCorps's six main focus areas are: Disaster Services, Economic Opportunity, Education, Environmental Stewardship, Healthy Futures, and Veterans and Military Families.

    o Capacity Building and Other Community Priorities are not eligible to be a Primary Focus Area.

- **Rounding Unduplicated Volunteers:** Unduplicated volunteers must be reported in whole numbers only. Common arithmetic rules should be used to determine how to round unduplicated volunteers. Applicants should round to the nearest whole number. Please see your Notice of Funding Opportunity for the unduplicated volunteer requirements and calculators.

- **RSVP Priorities:**

    o **Competition applications and grantees with 25SR and higher grant numbers:** If applicants choose to address one or more of these RSVP priorities specified in the Competition Notice of Funding Opportunity, they must include at least one outcome-based work plan designated for that priority following the instructions outlined in the section titled RSVP Priorities for Competition.

    o **Grantees with 23SR or 24SR grant numbers:** Not applicable.

- **Service Activity:** A category and description of what the AmeriCorps Seniors volunteers will be doing. Applicants must assign a Service Activity to each work plan. The list of Service Activities will appear after they have selected an objective and an output. Applicants choose the category that best fits the work they are doing. Sample activities that may fall under each Service Activity are included in this document. In the Service Activity Description, the applicant should define the service activity and show how it relates to the category they selected.

- **Unduplicated Volunteers:** Volunteers who meet eligibility criteria for AmeriCorps Seniors RSVP and are enrolled as volunteers. Each volunteer can only be counted as an unduplicated volunteer once, even if they are assigned to more than one work plan. The volunteer should be counted as an unduplicated volunteer in the work plan where they 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). Please see your Notice of Funding Opportunity for unduplicated volunteer requirements.

    o **Competition applications and grantees with 25SR and higher grant numbers:** At least 80% of the unduplicated volunteers must be in an outcome-based work plan.

    o **Grantees with 23SR or 24SR grant numbers:** Grantees must place at least 1 unduplicated volunteer in an outcome-based work plan for every $1,000 in federal funding.

AmeriCorps Seniors

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

AmeriCorps
Seniors

Complete List of AmeriCorps Seniors RSVP National Performance Measures

The following sections outline the notes, selection rules, definitions, and data collection information for each focus areas. The selection rules specify allowable output/outcome pairings and service activities for national performance measures. Applicants must follow these selection rules when creating their work plans. Applicants may only select the national performance measures that appear in this list. Note: eGrants may list additional national performance measures which are not applicable to the AmeriCorps Seniors RSVP program. Please see the Notice of Funding Opportunity 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 the* [AmeriCorps Seniors Grant Application Instructions.](#)

Primary Focus Area: 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, and EN5.1, see Environmental Stewardship.

- For G3-3.4 and G3-3.10A, see Capacity Building.

- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

AmeriCorps Seniors

Selection Rules

Objective	Output	Outcome	Service Activity
Assistance Provided	D1A: Number of individuals served	D5: Number of individuals reporting increased disaster readiness	• Disaster Mitigation • Disaster Preparation • Disaster Recovery • Disaster Response
	D6: Number of structures protected or restored	D7: Number of structures returned to regular use after a disaster	
	EN4: Acres of parks or public land treated	EN4.1: Acres of parks or public land improved	
	EN5: Miles of trails or rivers treated.	EN5.1: Miles of trails or rivers improved	
	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	

Definitions and Data Collection

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

AmeriCorps Seniors

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 used.

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 withstand future disasters more effectively **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

AmeriCorps
Seniors

Service Activities under Disaster Services

Service Activity Category	Volunteer activities could include but are not limited to:
Disaster Mitigation	Coordinating or implementing activities that can lessen the severity of a disaster's impact, either before or after a disaster happens
Disaster Preparation	Coordinating or facilitating community or household planning or education, infrastructure development, or other activities to assist in preparing before a disaster happens
Disaster Recovery	Coordinating or implementing activities in the weeks or months after a disaster to assist in community recovery
Disaster Response	Coordinating or implementing activities immediately after a disaster happens

Primary Focus Area: 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 AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
Financial Literacy	O1A: Number of individuals served	O9: Number of individuals with improved financial knowledge O19A: Dollar value of tax returns generated	• Financial Fraud Prevention • Financial Literacy Education • Tax Preparation
Housing	O1A: Number of individuals served	O11: Number of individuals transitioned into safe, healthy, affordable housing	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair

AmeriCorps Seniors

Objective	Output	Outcome	Service Activity
Housing	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	• GED Education • Job Placement • Job Training • Other Adult Education

Definitions and Data Collection

*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 disaster preparedness, response, recovery, and/or mitigation **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, O9V (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 used.

AmeriCorps
Seniors

O10, O10V (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 used.

O11, O11V (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 used.

O19A (outcome)	Dollar value of tax returns generated
Definition of Key Terms	**Dollar value of tax returns:** The dollar value of tax refunds generated specifically as a result of VITA or Tax Tutoring activities provided by AmeriCorps-supported organization or assigned national service participant(s) engaged in the service activity
How to Measure/Collect Data	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.

AmeriCorps
Seniors

O21, O21V (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 used.

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

AmeriCorps
Seniors

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

Service Activities under Economic Opportunity

Service Activity Category	Volunteer activities could include but are not limited to:
Financial Fraud Prevention	Helping individuals identify warning signs of fraud, avoid risks, and understand steps to take if fraud is suspected
Financial Literacy Education	Teaching group courses or meeting one-on-one with individuals on budgeting, household finance, personal financial management, and other related topics
GED Education	Helping individuals earn a General Education Diploma (GED)
Housing Unit Development	Building new housing or substantially renovating existing housing
Housing Unit Placement/Assistance	Helping individuals locate and secure housing
Housing Unit Repair	Making minor repairs to existing housing units, such as painting, weatherization, replacing appliances, removing safety hazards, adding accessibility or safety devices (grab bars, ramps, etc.)
Job Placement	Helping individuals find and secure employment
Job Training	Leading or facilitating activities related to job skill development, including upskilling or reskilling to help people enter a new career or reenter the workforce
Tax Preparation	Helping individuals with filing their income tax returns
Other Adult Education	Leading or facilitating activities related to adult education topics beyond GED education

AmeriCorps Seniors

Primary Focus Area: 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 AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
School Readiness	ED1A: Number of individuals served	ED23A: Number of children demonstrating gains in school readiness	• Classroom Teaching • Family Involvement • Mentoring • Out-of-School Time • Service Learning • Social and Emotional Support • Summer Learning • Tutoring • Other Classroom Support

AmeriCorps Seniors

Objective	Output	Outcome	Service Activity
K-12 Success	ED1A: Number of individuals served	ED5A: Number of students with improved academic performance ED6: Number of students with increased attendance ED7A: Number of students with decreased disciplinary incidents (referrals, suspensions, expulsions, criminal or gang involvement) 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	• Classroom Teaching • Family Involvement • Mentoring • Opioid/Drug Intervention • Out-of-School Time • Service Learning • Social and Emotional Support • Summer Learning • Tutoring • Other Classroom Support
Post-HS Education Support	ED1A: Number of individuals served	ED11: Number of individuals earning a post-secondary degree or technical certification	• Family Involvement • Mentoring • Service Learning • Summer Learning • Tutoring

AmeriCorps
Seniors

Definitions and Data Collection

*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 post-secondary 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 used.

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

AmeriCorps
Seniors

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 used.

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 used.

AmeriCorps
Seniors

ED11, ED11V (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 used.
Note	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 used.

AmeriCorps
Seniors

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 used.
Note	Academic or behavioral improvements counted under ED5A, ED6, or ED7A cannot also be counted under this measure

Service Activities under Education

Service Activity Category	Volunteer activities could include but are not limited to:
Classroom Teaching	Providing support to the course instructor and helping teachers by supervising activities and working with children to foster a positive learning environment for students; not being a full-time classroom teacher
Family Involvement	Engaging family members in a student's academic progress
Mentoring	Building a one-on-one relationship with a student to offer guidance and support
Opioid/Drug Intervention	Preventing opioid or drug use among students, supporting students who have family members using substances, or supporting students in recovery
Out-of-School Time	Leading or coordinating before- or after-school activities
Service Learning	Leading or coordinating experiential learning activities
Social and Emotional Support	Helping students build social and emotional skills
Summer Learning	Leading or coordinating summer educational activities
Tutoring	Working one-on-one with a student
Other Classroom Support	Providing other support in the classroom

AmeriCorps Seniors

Primary Focus Area: Environmental Stewardship

Notes

- These performance measures are intended to measure the impact of activities that provide direct services contributing 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 AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

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

AmeriCorps Seniors

Objective	Output	Outcome	Service Activity
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	• Retrofitting • Weatherization
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

Definitions and Data Collection

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

AmeriCorps
Seniors

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 used.

*Applicants that select output EN3 may select outcome EN3.1 **or** EN3.2.*

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 used.

AmeriCorps Seniors

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 used.

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

AmeriCorps Seniors

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 used.

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

AmeriCorps Seniors

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 used.

Service Activities under Environmental Stewardship

Service Activity Category	Volunteer activities could include but are not limited to:
Debris Removal	Clearing natural debris (tree limbs, etc.) or unnatural debris (disaster debris or improperly disposed of waste); goes beyond basic trash removal
Education/Training	Teaching community members to improve knowledge or develop a new skill or behavior
Fire Mitigation	Implementing or coordinating practices to reduce damage from fire
Flood Mitigation	Implementing or coordinating practices to reduce damage from flood
Invasive Species Removal	Removing invasive species
Plant Establishment	Planting and nourishing plants, flowers, or trees
Retrofitting	Modifying existing commercial buildings to improve energy efficiency
Service Learning	Leading or coordinating experiential learning activities
Stream Remediation	Restoring and protecting streams
Trail Creation	Building or creating new trails, such as adding handicapped accessibility, building boardwalks, trail-blazing, converting a railroad bed to a trail, etc.

AmeriCorps
Seniors

Service Activity Category	Volunteer activities could include but are not limited to:
Trail Remediation	Restoring and protecting existing trails
Weatherization	Making homes more energy efficient

Primary Focus Area: Healthy Futures

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 AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
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 • Counseling/ Coaching • Elder Justice: Fraud and Scam Prevention • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Referrals • Respite Services • Transportation

AmeriCorps Seniors

Objective	Output	Outcome	Service Activity
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	• Counseling/ Coaching • Education/Training • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Outreach • Physical Activities • Referrals
Access to Care	H4A: Number of individuals served	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	• Counseling/ Coaching • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals

AmeriCorps Seniors

Definitions and Data Collection

*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, H9AV (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 used. AmeriCorps has a mandatory survey instrument for the Senior Companion Program and recommends its use for AmeriCorps Seniors RSVP: AmeriCorps Independent Living Survey.

AmeriCorps
Seniors

H12, H12V (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 used.

H14, H14V (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 used. AmeriCorps has a mandatory survey instrument for the Senior Companion Program and recommends its use for RSVP: AmeriCorps Seniors Respite Care Performance Measure Survey.

AmeriCorps Seniors

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 used.

H17, H17V (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 used.

H18, H18V (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 used.

H19, H19V (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 used.

AmeriCorps Seniors

H20, H20V (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 used.

Service Activities under Healthy Futures

Service Activity Category	Volunteer activities could include but are not limited to:
Companionship	Socializing, interacting, or visiting with people at risk for isolation or loneliness
Counseling/Coaching	Working with individuals to improve their health, including support groups or one-on-one peer and family support
Education/Training	Leading or facilitating sessions for community members to improve knowledge or develop a new skill or behavior
Elder Justice: Fraud and Scam Prevention	Helping individuals identify warning signs of fraud and scams, avoid risks, and understand steps to take if fraud or a scam is suspected
Legal Services	Providing or facilitating access to legal services
Medical Services	Providing or facilitating access to medical or preventive health services, including physical health, mental health, behavioral health, specialty care, etc.
Nutrition/Food Support	Educating people about nutrition and food or increasing access to food
Opioid/Drug Intervention	Preventing or treating opioid or drug use, supporting people who have family members using substances, or supporting people in recovery
Outreach	Bringing services or information to people who might not otherwise have access
Physical Activities	Leading or coordinating activities involving physical movement or exercise
Referrals	Connecting individuals to services, including care coordination or system navigation. May include connecting to services related to social determinants of health.
Respite Services	Providing short-term relief for caregivers
Transportation	Providing or facilitating access to transportation

AmeriCorps Seniors

Primary Focus Area: 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, and O21V, see Economic Opportunity.
- For information on ED11V, see Education.
- For information on H9AV, H12V, H14V, H17V, H18V, H19V, and H20V, see Healthy Futures.
- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.
- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
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	• Financial Literacy Education
		O11V: Number of individuals transitioned into safe/affordable housing	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair
		O10V: Number of individuals who secure employment O21V: Number of individuals with improved job readiness	• GED Education • Job Placement • Job Training • Other Adult Education
		ED11V: Number of individuals earning a post- secondary degree or technical certification	• Family Involvement • Mentoring • Service Learning • Summer Learning • Tutoring

AmeriCorps
Seniors

Objective	Output	Outcome	Service Activity
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	H9AV: Number of individuals who report having increased social support or improved capacity for independent living H14V: Number of caregivers of older adults and individuals with disabilities who reported having increased social support	• Companionship • Counseling/ Coaching • Elder Justice: Fraud and Scam Prevention • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Referrals • Respite Services • Transportation
		H12V: Number of individuals who report increased food security 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	• Counseling/ Coaching • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Outreach • Physical Activities • Referrals

AmeriCorps Seniors

Definitions and Data Collection

*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 (outcome)	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

AmeriCorps
Seniors

V8 (outcome)	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

Service Activities under Veterans and Military Families

Service Activity Category	Volunteer activities could include but are not limited to:
Companionship	Socializing, interacting, or visiting with people at risk for isolation or loneliness
Counseling/Coaching	Working with individuals to improve their health, including support groups or one-on-one peer and family support
Family Involvement	Engaging family members in a student's academic
Financial Literacy Education	Teaching group courses or meeting one-on-one with individuals on budgeting, household finance, personal financial management, and other related topics
GED Education	Helping individuals earn a General Education Diploma (GED)
Housing Placement/Assistance	Helping individuals locate and secure housing
Housing Unit Development	Building new housing or substantially renovating existing housing
Housing Unit Repair	Making minor repairs to existing housing units, such as painting, weatherization, replacing appliances, removing safety hazards, adding accessibility or safety devices (grab bars, ramps, etc.)
Job Placement	Helping individuals find and secure employment
Job Training	Job skill development, including upskilling or reskilling to help people enter a new career or reenter the workforce
Legal Services	Providing or facilitating access to legal services

AmeriCorps Seniors

Service Activity Category	Volunteer activities could include but are not limited to:
Medical Services	Providing or facilitating access to medical or preventive health services, including physical health, mental health, behavioral health, specialty care, etc.
Mentoring	Building a one-on-one relationship with a student to offer guidance and support
Nutrition/Food Support	Educating people about nutrition and food or increasing access to food
Opioid/Drug Intervention	Preventing or treating opioid or drug use, supporting people who have family members using substances, or supporting people in recovery
Outreach	Bringing services or information to people who might not otherwise have access
Physical Activities	Leading or coordinating activities involving physical movement or exercise
Referrals	Connecting individuals to services, including care coordination or system navigation. May include connecting to services related to social determinants of health.
Respite Services	Providing short-term relief for caregivers
Service Learning	Leading or coordinating experiential learning activities
Summer Learning	Leading or coordinating summer educational activities
Transportation	Providing or facilitating access to transportation
Tutoring	Working one-on-one with a student
Other Adult Education	Leading or facilitating activities related to adult education topics beyond GED education

AmeriCorps
Seniors

Focus Area: 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 AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
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	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management

Definitions and Data Collection

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 AmeriCorps Seniors volunteer's term of service has ended.
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of organizations who have received services

AmeriCorps
Seniors

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 AmeriCorps Seniors volunteer(s) to offer time, knowledge, skills, and expertise for free. Community volunteers differ from AmeriCorps Seniors volunteers. **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 AmeriCorps Seniors volunteers 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: AmeriCorps Seniors volunteers may not recruit volunteers to do activities that they themselves are prohibited from doing, including but not limited to managing the AmeriCorps-supported projects/grants or conducting political or other prohibited activities as defined in Section 2.3 of the RSVP Operations Handbook.

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 AmeriCorps Seniors volunteer(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.

AmeriCorps
Seniors

G3-3.10A (outcome)	Number of organizations that increased their effectiveness, efficiency, and/or program scale/reach
Definition of Key Terms	**Organizations:** The nonprofit or state/local/tribal government entity receiving capacity building services

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 used. |

Service Activities under Capacity Building

Service Activity Category	Volunteer activities could include but are not limited to:
Donations Management	Collecting, sorting, organizing cash or other donations, etc.
Resource Development	Developing internal or external resources that help an organization operate more efficiently or effectively or that extend program reach, building partnerships or referral networks, etc.
Systems Development	Creating processes or procedures that help an organization operate more efficiently or effectively or that extend program reach, building system partnerships or networks, environmental scan or gap analysis, etc.
Training	Conducting training of organization staff on a new process or procedure, training community volunteers to perform a service, leading train-the-trainer sessions, etc.
Volunteer Management	Recruiting, managing, scheduling, supervising, and/or coordinating community volunteers, etc.

AmeriCorps Seniors

Other Community Priorities

Notes

- Community priority work plans 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.

- Applicants may create more than one Other Community Priorities work plan. Each Other Community Priorities work plan must have a Service Activity. The work plan must describe the community needs and what volunteers will be doing.

- **For Competition applications and grantees with a 25SR or higher grant number,** applicants may not place more than 20% of their total unduplicated volunteers in Other Community Priorities work plans.

- **For grantees with a 23SR or 24SR grant number,** grantees must first place 1 unduplicated volunteer in an outcome-based work plan for every $1,000 in federal funding. Additional volunteers may be placed in outcome-based work plans or in Other Community Priorities work plans.

- The output target for the Other Community Priorities work plan should be "1." No outcome is needed.

- These activities must be carried out by AmeriCorps Seniors volunteers or by volunteers directly recruited and/or supported by AmeriCorps Seniors volunteers.

- All individuals counted under these measures must be program beneficiaries, not AmeriCorps Seniors volunteers.

Selection Rules

Objective	Output	Outcome	Service Activity
Other	SC1: Grantee met their target for community priority activity (Yes/No)	None	• **Competition and grantees with a 25SR or higher grant number:** Any Service Activity listed in Disaster Services, Economic Opportunity, Education, Environmental Stewardship, or Healthy Futures • **Grantees with a 23SR or 24SR grant number:** Grantees select "N/A"

AmeriCorps
Seniors

Definitions and Data Collection

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.

How to Measure/Collect Data	Not applicable for this output

Service Activities under Other Community Priorities

Competition applicants and grantees with a 25SR or higher grant number must include a Service Activity for their Other Community Priorities work plan(s). They may select any Service Activity included under Disaster Services, Economic Opportunity, Education, Environmental Stewardship, or Healthy Futures in this Appendix B for their Other Community Priorities work plan(s). Choose the one that most closely aligns with what volunteers will be doing. See previous sections of this document for examples of the Service Activities. Competition applicants may not select the Service Activity of N/A, even though it appears in eGrants.

Grantees with 23SR or 24SR grant numbers select N/A as their Service Activity in their Other Community Priorities work plan.

AmeriCorps
Seniors

RSVP Priorities for Competition

Competition applicants who select one or more of the priorities listed in the RSVP Competition Notice must include at least one outcome-based work plan designated for each priority. Applicants may designate more than one outcome-based work plan for a priority. To designate an outcome-based work plan for a priority, applicants must:

- Begin the Description of Community Need for the work plan with "Priority: {Insert priority}." The priorities are:
    - o Supporting Older Adults and their Caregivers
    - o Helping Old Adults Re-Enter the Workforce
    - o Preventing and Mitigating Fraud and Scams
    - o Reducing the Number of People Who Are Unhoused
    - o Supporting Local Climate Change Initiatives
    - o Supporting Behavioral Health Initiatives
- Demonstrate the need in the community specific to the priority and how the AmeriCorps Seniors volunteers will address the priority through the work plan.
- Use one of the output/outcome pairings and service activities noted for the selected priority below. Applicants may not select national performance measures or service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Applicants may not designate an Other Community Priorities work plan for a priority. Failure to include an outcome-based work plan designated for a priority will disqualify the application from priority consideration.

Priority: Supporting Older Adults and their Caregivers

Activities that could fall under this priority include but are not limited to supporting caregivers of older adults by providing respite for caregivers or hosting caregiver support groups, assisting older adults or their caregivers with system navigation and care coordination, and aiding grandparents or older adults who are custodians of children.

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

AmeriCorps
Seniors

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management
Healthy Futures	Aging in Place	H4A	H9A H14	• Companionship • Counseling/Coaching • Elder Justice: Fraud and Scam Prevention • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Referrals • Respite Services • Transportation
	Obesity & Food	H4A	H12 H17 H18 H19	• Counseling/Coaching • Education/Training • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Outreach • Physical Activities • Referrals
	Access to Care	H4A	H17 H18 H19 H20	• Counseling/Coaching • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals

AmeriCorps
Seniors

Focus Area	Objective	Output	Outcome	Service Activity
Veterans and Military Families	Veterans & Families Served	V1 V7A V8	ED11V	• Mentoring • Service Learning • Tutoring
			H9AV H14V	• Companionship • Counseling/Coaching • Legal Services • Medical Services • Nutrition/Food Support • Opioid/Drug Intervention • Referrals • Respite Services • Transportation
			H12V H17V H18V H19V H20V	• Counseling/Coaching • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals

Priority: Helping Old Adults Re-enter the Workforce

Activities that could fall under this priority include but are not limited to services related to job readiness or job seeking, mentoring or coaching, training or upskilling, removing barriers to employment for older adults. *(Note: the AmeriCorps Seniors volunteers serving under this priority are not job seekers; instead, they will be providing services to other older adults who are job seekers.)*

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development

AmeriCorps Seniors

Focus Area	Objective	Output	Outcome	Service Activity
Economic Opportunity	Employment	O1A	O10 O21	• GED Education • Job Placement • Job Training • Other Adult Education
Education	Post-HS Education Support	ED1A	ED11	• Mentoring • Service Learning • Tutoring

Priority: Preventing and Mitigating Fraud and Scams

Activities that could fall under this priority include but are not limited to using digital navigators and other methods to prevent and mitigate financial fraud, abuse, and exploitation of older adults, particularly with the evolution of artificial intelligence and increase in the use of digital technology in fraud and scams.

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management
Economic Opportunity	Financial Literacy	O1A	O9	• Financial Fraud Prevention
Healthy Futures	Aging in Place	H4A	H9A	• Elder Justice: Fraud and Scam Prevention

Priority: Reducing the Number of People Who Are Unhoused

Activities that could fall under this priority include but are not limited to developing or renovating affordable housing, supporting people who are unhoused (including those in encampments or in unauthorized encampments on public lands) in finding and maintaining permanent housing, and addressing housing needs of specific populations (older adults, veterans, immigrants, etc.).

AmeriCorps
Seniors

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management
Economic Opportunity	Financial Literacy	O1A	O9	• Financial Literacy Education
	Housing	O1A	O11	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair
		O4	O20	• Housing Unit Development • Housing Unit Repair
Environmental Stewardship	Energy Efficiency	EN1	EN1.1	• Retrofitting • Weatherization
Veterans and Military Families	Veterans & Families Served	V1 V7A V8	O9V	• Financial Literacy Education
			O11V	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair

Priority: Supporting Local Climate Change Initiatives

Activities that could fall under this priority include, but are not limited to, educating the community about greenhouse gas emissions, supporting energy conservation and renewable energy through education or modifications to make homes energy efficient, educating the community on waste management practices such as composting and recycling, and planting trees or restoring ecosystems to counter greenhouse gas emissions.

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or

AmeriCorps Seniors

service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management
Environmental Stewardship	At-Risk Ecosystems	EN4	EN4.1	• Debris Removal • Fire Mitigation • Flood Mitigation • Invasive Species Removal • Plant Establishment
		EN5	EN5.1	• Debris Removal • Fire Mitigation • Flood Mitigation • Invasive Species Removal • Plant Establishment • Stream Remediation • Trail Creation • Trail Remediation
	Energy Efficiency	EN1	EN1.1	• Retrofitting • Weatherization
	Awareness & Stewardship	EN3	EN3.1 EN3.2	• Education/Training • Service Learning

Priority: Supporting Behavioral Health Initiatives

Activities that could fall under this priority include but are not limited to reducing isolation and loneliness among older adults, improving older adult mental health, using peer-to peer support and support groups for people of all ages and their family members, helping with system navigation and care coordination, providing supportive employment or housing programs, distributing and training in the use of Narcan or Naloxone, and using harm reduction efforts such as fentanyl strips.

Work plans designated for this priority must use one of the output/outcome pairings and service activities noted below. Applicants may not select national performance measures or

AmeriCorps
Seniors

service activities for a priority-designated work plan that are not present on this list, even if those performance measures or service activities appear in eGrants.

Focus Area	Objective	Output	Outcome	Service Activity
Capacity Building	Capacity Building & Leverage	G3-3.4 G3-3.1A G3-3.16A	G3-3.10A	• Donations Management • Resource Development • Systems Development • Training • Volunteer Management
Economic Opportunity	Housing	O1A	O11	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair
		O4	O20	• Housing Unit Development • Housing Unit Repair
	Employment	O1A	O10 O21	• GED Education • Job Placement • Job Training • Other Adult Education
Education	K-12 Success	ED1A	ED6 ED7A ED9 ED10 ED27C	• Classroom Teaching • Family Involvement • Mentoring • Opioid/Drug Intervention • Out-of-School Time • Service Learning • Social and Emotional Support • Summer Learning • Tutoring • Other Classroom Support
	Post-HS Education Support	ED1A	ED11	• Family Involvement • Mentoring • Service Learning • Summer Learning • Tutoring
Healthy Futures	Aging in Place	H4A	H9A	• Companionship • Counseling/Coaching • Medical Services • Opioid/Drug Intervention • Referrals

AmeriCorps Seniors

Focus Area	Objective	Output	Outcome	Service Activity
Healthy Futures	Access to Care	H4A	H17 H18 H19 H20	• Counseling/Coaching • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals
Veterans and Military Families	Veterans & Families Served	V1 V7A V8	O11V	• Housing Placement/Assistance • Housing Unit Development • Housing Unit Repair
			O10V O21V	• GED Education • Job Placement • Job Training • Other Adult Education
			H9AV	• Companionship • Counseling/Coaching • Medical Services • Opioid/Drug Intervention • Referrals
			H12V H14V H17V H18V H19V H20V	• Counseling/Coaching • Education/Training • Medical Services • Opioid/Drug Intervention • Outreach • Referrals

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.

AmeriCorps
Seniors

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 (see *Complete List of AmeriCorps Seniors RSVP National Performance Measures*).
	• A link to the Senior Corps Independent Living and Respite Care Performance Measure Surveys were added to measures H9A/H9AV and H14/H14V (see *Definitions and Data Collection* in the *Primary Focus Area: Healthy Futures*).
September 2021	• Updated branding; changed CNCS to AmeriCorps and Senior Corps to AmeriCorps Seniors.
August 2023	• A few cosmetic updates were made to the document.
	• Changed "national service participants" to "AmeriCorps Seniors volunteers" for clarity throughout the document.
	• Clarified definition of "unduplicated volunteers" (see *AmeriCorps Seniors RSVP Work Plan Requirements*).
	• Added an example of how to calculate the "Maximum Cost per Unduplicated Volunteer in Outcome Assignments" (see *AmeriCorps Seniors RSVP Work Plan Requirements*).
	• Added definition of "beneficiary" (see *AmeriCorps Seniors RSVP Work Plan Requirements*).
	• Removed references to the COVID-19 performance measure resources (see *AmeriCorps Seniors RSVP Work Plan Requirements*).
	• Added the indicator numbers for outcomes related to Veterans and Military Families to the appropriate outcomes in Economic Opportunity, Education, and Healthy Futures.
	• Added "Social and Emotional Support" as a service activity under K-12 Success (see *Selection Rules* in *Primary Focus Area: Education*).
	• Moved the description of "dollar value of tax returns" from the "How to Measure/Collect Data" box to the "Definitions" box for outcome O19A (see *Definitions and Data Collection* in *Primary Focus Area: Economic Opportunity*).

AmeriCorps Seniors

July 2024	• Added definition of "service activity" (see *AmeriCorps Seniors RSVP Work Plan Requirements*).
	• Revised document to align with the RSVP Competition to be held starting in FY 2025.
	• Added examples of activities under the service activities for each Focus Area.
	• Reorganized document to group all sections for each Focus Area together.
	• Arranged the service activities in alphabetical order throughout the document.

AmeriCorps Seniors

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 see the next page for the questions 2-13

Because I Have an 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 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 see the next page for the questions 2-12

Because I Have an 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.	☐	☐	☐	☐