

Performance Measures Overview

AmeriCorps VISTA projects have two main conceptual components: (1) to build capacity of programs or organizations that (2) are intended to help individuals and communities out of poverty. The antipoverty component is the reason resources are awarded to an organization while the capacity building measures are how the anti-poverty work is accomplished.

Capacity Building Performance Measures

Strategic Plan Objective	Selection Rules		Interventions
	Outputs (select at least one)	Outcomes (select at least one)	
Capacity Building & Leverage	<p>G3-3.4: Number of organizations that received capacity building services</p> <p>G3-3.1A Number of Community volunteers recruited or managed</p> <p>G3-3.16A: Dollar value of cash or in-kind resources leveraged.</p>	G3-3.10A: Number of organizations that increase their efficiency, effectiveness, and/or program reach	<p>Volunteer management</p> <p>Training Resource development</p> <p>Systems development</p> <p>Donations</p> <p>Management</p>

Capacity Building

Capacity Building Performance Measure Explanations

- Activities associated with these measures must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- Activities associated with these measures must meet the definition of capacity building specified in the “key terms” definition under G3-3.4.

G3-3.4 (Output)	Number of organizations that received capacity building services
Definition of Key Terms	<p>Organization: nonprofit or state/local/tribal government entity</p> <p>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, CNCS considers capacity building activities to be <i>indirect services</i> that enable organizations to provide more, better and sustained <i>direct services</i>. Capacity building activities must (1) be intended to support or enhance the program delivery model, (2) respond to the organization’s goal of increasing, expanding or enhancing services in order to address pressing community needs, and (3) enable the organization to provide a sustained level of more or better direct services after the national service participant’s term of service has ended.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of organizations who have received services

G3-3.1A (Output)	G3-3.1A Number of Community volunteers recruited or managed.
Definition of Key Terms	<p>Community Volunteers: Residents in the community who are recruited and/or managed by the CNCS-supported organization or assigned national service participant(s) to offer time, knowledge, skills and expertise for free. Community volunteers differ from national service participants. Recruited: Enlisted or enrolled as a direct result of an intention to do so.</p>
How to Measure/Collect Data	<p>Only count community volunteers that were specifically recruited by the CNCS supported organization or the national service participated engaged in capacity Collect Data 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.</p> <p>NOTE: National service participants may not recruit volunteers to do activities that they themselves are prohibited from doing, including by not limited to managing the CNCS-supported projects/grants or community organizing intended to promote advocacy.</p>
G3-3.16A (Output)	G3-3.16A: Dollar value of cash or in-kind resources leveraged.

Definition of Key Terms	<p>Cash resources: Cash, check, or other monetary gift</p> <p>In-Kind resources: Non-cash contributions, including donated goods or services, expert advice, equipment or property.</p> <p>Leverage: To garner additional resources or assets through capacity building activities (such as funding, volunteers, in-kind support, and partnerships)</p>
How to Measure/Collect Data	<p>Only cash and in-kind resources raised specifically as a result of capacity building activities provided by the CNCS-supported organization or assigned national service participant(s) engaged in capacity building activity intended to support or enhance the program delivery model may be counted.</p> <p>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.</p>

G3-3.10A (Outcome)	Number of organizations that increased their effectiveness, efficiency, and/or program scale/reach
Definition of Key Terms	<p>Organizations: those counted in G3-3.4</p> <p>Effectiveness: Improved ability of the organization to achieve outcomes resulting in better success rates or better quality of outcomes achieved.</p> <p>Efficiency: Improved outcomes with the same level of resources; improved or consistent quality of services with fewer resources.</p> <p>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.</p>
How to Measure/Collect Data	Organizational assessment tool or other instrument capable of measuring changes in effectiveness, efficiency, or scale/reach at the organization level. When possible, pre-post assessments should be utilized.

Anti-Poverty Performance Measures Overview

All individuals counted under these measures must be program beneficiaries, not National Service Participants. Activities associated with these measures must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants. The following is the Corporation for National Service anti-poverty priority area selected by Montana Campus Compact:

EDUCATION

Within this priority area Campus Compact will support projects that leverage a VISTA member to enhance access to services and resources that contribute to improved educational outcomes for economically disadvantaged children and youth, and college students.

Host sites will build capacity in one of the following focus areas:

- **School readiness** (programs focused on low-income children and families ages 0-PreK) tutoring, mentoring, other classroom support, out-of-school time programs, family engagement, service learning, summer learning, classroom teaching, social and emotional support
- **K-12 success:** tutoring, mentoring, other classroom support, out-of-school time programs, family engagement, service learning, summer learning, classroom teaching, opioid and drug prevention/intervention/recovery
- **Post-Secondary Education Support:** tutoring, mentoring, college-access, service learning, summer learning designed to support the post-secondary academic success of low-income college students.
- **STEM (Science, Technology, Engineering and Math)** tutoring, mentoring, other classroom support, out-of-school time programs, family engagement, service learning, 7 summer learning, classroom teaching

VETERANS AND MILITARY FAMILIES

Within this priority area, Montana Campus Compact will support projects that leverage a VISTA member to build capacity for projects that focus on education for low-income veterans and military families.

Host sites will build capacity in one of the following focus areas:

- **Education:** Post-secondary education success and training for veterans and military families.