



Senior Companion Program Performance Measures



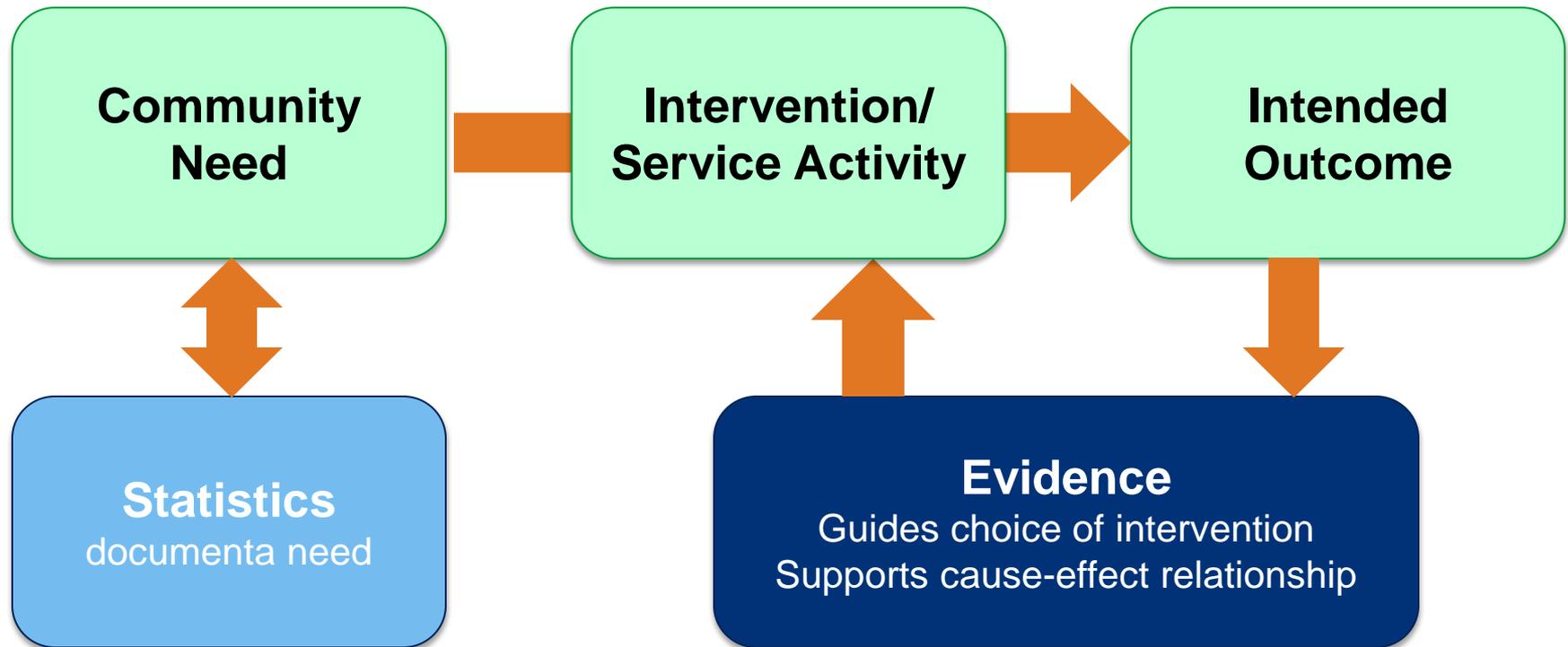
Performance Measurement

- **Performance Measurement is:**
 - The ongoing monitoring and reporting of program accomplishments and progress
 - It explains what level of performance is achieved by the program
- **Performance Measures are:**
 - Outputs used to ensure effective implementation of a program
 - Outcomes used to assess the result of the service provided by the program
- **Theory of Change:**
 - The mechanism by which programs outline how their programs work based on existing research or practice grounded in evidence and field experience

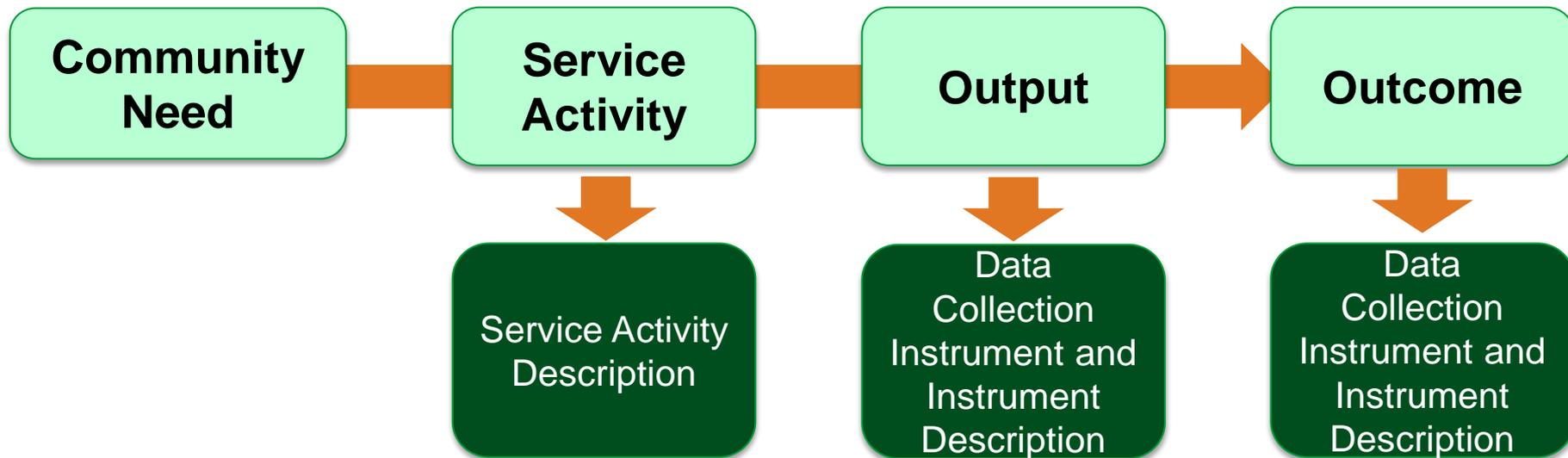
Theory of Change (Logic Model)



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Performance Measures Work Plans





Performance Measures Work Plans

- **Community Need:**

- Data documenting problem/need should answer these questions:
 - **SCOPE:** Who and how many are directly affected? How severe is this?
 - **SIGNIFICANCE:** What makes this a compelling need? Is it likely to become worse? What will happen if we do nothing?
 - **CAUSE(S):** Why does the need exist? How is it perpetuated?



Performance Measures Work Plans



- **Service Activity:**

- The task that volunteers will perform.
- The description should include:
 - Who the beneficiaries are
 - What the volunteers will be doing with them
 - How often volunteers provide service,
 - For how long, and
 - Where the service takes place



Performance Measures Work Plans



- **Outputs:**

- Amount of service provided
(people served, products created, or programs developed)

- **Outcomes:**

- Reflect the changes or benefits that occur
- Can reflect changes in individuals, organizations, communities, or the environment
- Address changes in attitudes/beliefs, knowledge/skills, behavior, or conditions

Common Pitfalls



Community Need/Problem statement	Explains service activities instead of presenting data demonstrating the specific issue in the community that the service activities will address.
	Turns into a “data dump” with too many indirect or unrelated statistics provided.
	The community need and intended outcome are not closely related.
Service Activity	Description of the design and service (how often, for how long, and where the service will take place, and who are the beneficiaries) is incomplete.
Outcome	Isn't likely to result from the service activities proposed.
	Doesn't directly relate to the community need.
Statistics	<p>Are not relevant, compelling, or current</p> <p>Do not come from data on program similar to the one proposed (based on design and dosage)</p> <p>Do not make a strong case for the choice of intervention (service activity)</p> <p>Sources are not cited</p>



Performance Measures Requirements



- Primary Focus Area
 - Healthy Futures Independent Living
- Percentage rules eliminated (no egg!)
- Replaced by cost per unduplicated volunteer in outcome-based assignments or in evidence-based programs with health education outputs
- New measures and new service activities

Performance Measurement Requirements

For every \$6,000 in annual base federal funding, at least one Volunteer Service Year (VSY) worth of service must be placed in work plans that result in:

1. National Performance Measure **outcomes** in the Healthy Futures Independent Living focus area or
2. National Performance Measure outputs in Inclusion of people with disabilities (H15) work plans for grantees that have historically supported programming in this area (see Appendix B).

For work plan projections, 1 VSY = 1 unduplicated volunteer

Calculating Unduplicated Volunteers

- Calculation:
- Total Federal Funding divided by \$6,000 (used as the per VSY rate) = the number of VSYs needed in national performance measures. The number of VSYs and number of unduplicated volunteers will be the same. This calculation assumes that one VSY equals one unduplicated volunteers. The number you calculate will be used to place your outcome-based unduplicated volunteers in work plans.

Example



- Annual Baseline Federal Funding = \$360,000
- 60 unduplicated volunteers in outcomes at per VSY rate of \$6,000

Fed Funding	VSY rate	Unduplicated Volunteers in Outcomes	Total Unduplicated Volunteers
\$360,000	\$6,000	60	60
\$360,000	\$5,000	60	72
\$360,000	\$4,000	60	90



Additions to Measures



- New measures or service activities available
 - Healthy Futures
 - Other Community Priorities

New in Healthy Futures



- **Created Objective:** Inclusion of people with disabilities
- **Created** output measure to accommodate programs serving individuals with developmental disabilities better integrate into their communities
- This measure is only available to programs that historically support placements in this area. Senior Corps will not expand efforts in this area.

Objective	Output	Service Activity	Outcome
Inclusion of people with disabilities	H15. Number of individuals with developmental disabilities receiving services that promote self-determination, independence, productivity, and integration and inclusion in in community-based settings	Transportation; Companionship; Companionship—Dept. of Veterans Affairs; Financial Literacy or Housing Services; Preventing Elder Abuse; Supporting Integration	None

New Option-Other Community Priorities

- All Senior Corps programs given the option to utilize Other Community Priorities if necessary.

Other Community Priorities		
Objective	Output	Outcome
Other	SC1. Grantee met their target for community priority activity. (Yes/No)	None.



Evidence-based Programs



- Incumbents proposing the use of evidence-based programs may be eligible for a higher level of federal funding per volunteer, up to \$500,000. Incumbents must provide documentation of how a higher level of funding supports the implementation of evidence-based programs. (For more information on evidence-based programming, see Appendix C)



- Questions?