



## 2016 Senior Companion Program Indian Tribes, Native, Hawaiians, and Pacific Islanders Competition:

### SCP Performance Measures Overview



### Technical Assistance Call #4

# 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

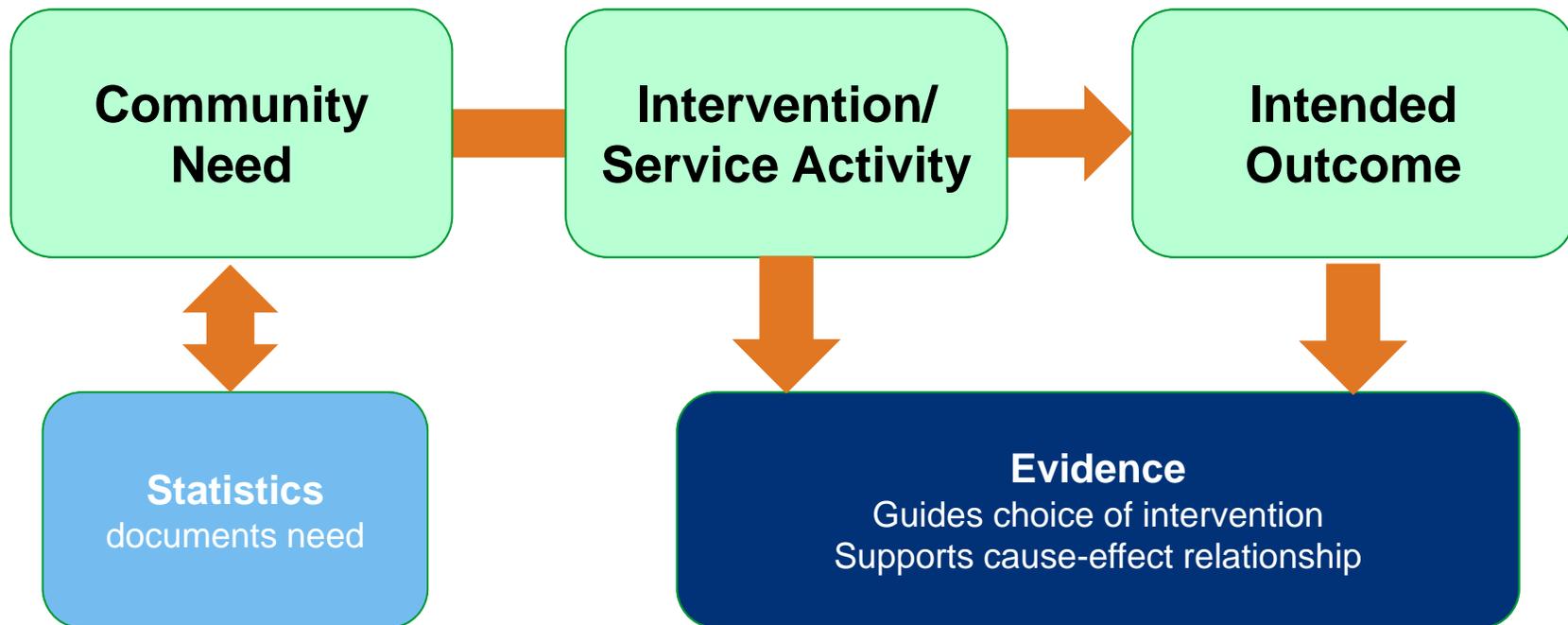
- **Theory of Change:**

- The mechanism by which programs outline how their programs work based on existing research or practice grounded in evidence and field experience

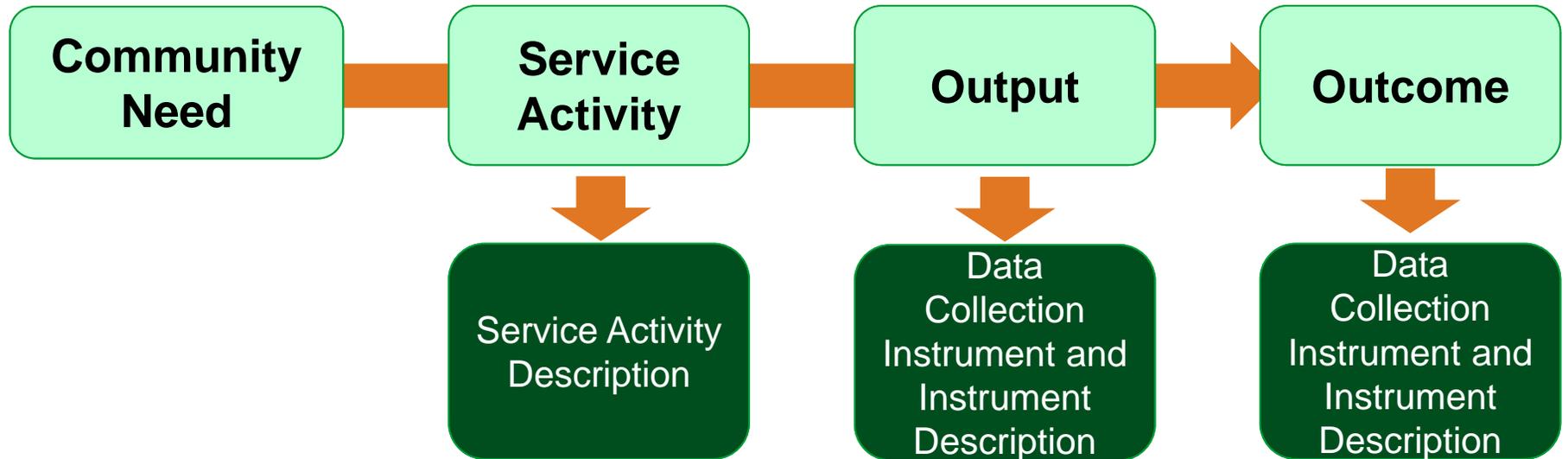
# Theory of Change (Logic Model)



# Theory of Change (Logic Model)



# 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:**

- Amounts of service provided

- (people served, products created, or programs developed)

- **Outcomes:**

- Reflect the changes or benefits that occur

- Can reflect changes in individuals, organization, communities, or the environment

- Address changes in attitudes/beliefs, knowledge/skills, behavior, or conditions

# Common Pitfalls

<b>Community Need/Problem statement</b>	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.
<b>Service Activity</b>	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.
<b>Outcome</b>	Isn't likely to result from the service activities proposed.
	Doesn't directly relate to the community need.
<b>Statistics</b>	<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>

# Additions to Measures



- Focus Areas
  - Healthy Futures
  - Other Community Priorities

# National Performance Measures

- National Performance Measures requirements and options were
  - % of unduplicated volunteers in NPM work plans **removed**
  - Replaced by cost per VSY in outcomes (or outputs in inclusion of people with disabilities for programs historically supporting service in this area)
  - New measures and 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

# 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.

# National Performance Measure Requirement

## How many Volunteer Service Years (VSYs) do I need in order to meet the requirements?

- Calculate: Total Federal Funding Level divided by \$6,000 = the number of VSYs
- Remember: Work plans are based on expected accomplishment at the ***end of the performance period***, i.e. in Year 3. Apply the NPM requirement based on VSYs for Year 3.
- For work plan projections, 1 VSY = 1 unduplicated volunteer

# National Performance Measures Example

For Example:

- Annual Federal Funding Level = \$360,000
- Current number of VSYs = 100
- $\$360,000 / \$6,000 = 60$  **VSYs** in work plans with NPM outcomes for the Healthy Futures Independent Living focus area\*

\* Programs historically supporting inclusion of people with disabilities may use output H15 to meet this requirement

# Example Cont'd



- In other words

Fed Funding	VSF rate	Minimum Number of Unduplicated Volunteers in Outcomes	Total Number of Unduplicated Volunteers
\$360,000	\$6,000	60	60

# Performance Measures Module Home Page Tab

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Grant application ID: 16SC180351

NOFA: FY 2016 SCP Quarter 3 (Year 1 of single or multi year grant)

Type: New Application

Status: Grantee Initial Entry

Submitted:

Legal Applicant Name: Test Account

## eGRANTS Performance Measures

Home Page | Performance Measure | Target | Summary

**Screen Instructions** ✕

Welcome to The Performance Measures Module. Please click on the "Begin" button to start the process of creating Performance Measures. The applicant will be completing the following tasks in the specified order:

- Selecting Objectives
- Allocating Volunteers to each Objective.
- Creating one or more Performance Measures for each Objective.
- Provide "anticipated" data for each of the Performance Measures.
- Complete and submit Performance Measures and exit the Module.

**Add New Performance Measures**

[Begin](#)

**Edit Volunteer Allocation**

[Edit Volunteer Allocation](#)

**Delete or Edit Performance Measures Created**

Objective	ID	Category Title	Service Activity	Output	Output Target	Outcome	Outcome Target	# of Unduplicated Vols	# of Total Vols Contributing	# of Vol Stations
There are currently no performance measure created for this application.										

[Add New Performance Measures](#)

[Next](#)



# Performance Measures Module

## Performance Measures Tab

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Grant application ID: 16SC180430

NOFA: FY 2016 SCP Quarter 3 (Year 1 of single or multi year grant)

Type: New Application

Status: Grantee Initial Entry

Submitted:

Legal Applicant Name: Test Account

### eGRANTS Performance Measures

Home Page
Performance Measure
Target
Summary

Summary of Performance Measures								
Objective	ID	Category Title	Service Activities	Output	Outcome	Complete	Delete	Edit
Aging in Place	1	Outcome Work Plans	Companionship	H8	H9	No	<a href="#">Delete</a>	<a href="#">Edit</a>
Other Healthy Futures	2	Output Only Work Plans	Companionship	H15		Yes	<a href="#">Delete</a>	<a href="#">Edit</a>

**Screen Instructions**

This tab allows you to create sets of aligned performance measures for all the grant activities you will measure.

- Begin by selecting a category title.
- Select an objective for your aligned performance measure.
- Provide a brief description of the need your project will address in this performance measure.
- Select the output you wish to measure in this set of workplans.

#### Performance Measures

- \* Select Category Title
- \* Select Objective
- \* Enter Community Need  
 The description of the community need must be completed for each output you select. This needs statement should explain the compelling need that will be addressed by the volunteers. When you develop your community need, be sure to:  
 • Describe the need in enough detail to convey its importance in the community. Use of local statistics can be helpful to make your case.
- \* Select Output
- \* Select Instrument 

\* Enter Instrument Description

Give the name of the instrument and briefly describe who will collect the data from whom,
- Select Outcome
- Select Instrument 

\* Enter Instrument Description

Give the name of the instrument and briefly describe who will collect the data from whom,
- \* Select Service Activities 

Description

# Performance Measures Module Target Tab

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 Type: New Application  
 Status: Grantee Initial Entry  
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## eGRANTS Performance Measures

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 [Performance Measure](#) | 
 [Target](#) | 
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Screen Instructions

PLEASE DOUBLE-CHECK the Performance Measure requirements outlined in the PM Instructions/Appendix B and verify that your work plans accurately reflect the requirements.

• Success: All allocation rules satisfied

### Volunteer Calculator

#### Total # of Unduplicated Volunteers

My project's total # of unduplicated volunteers is:  .

### Summary of Performance Measures

Objective	ID	Category Title	Service Activity	Output	Output Target	Outcome	Outcome Target	# of Unduplicated Vols	# of Total Vols Contributing	# of Vol Stations
Aging in Place	1.1	Outcome Work Plans	Companionship	H8	<input type="text" value="120"/>	H9	<input type="text" value="95"/>	* <input type="text" value="60"/>	* <input type="text" value="60"/>	* <input type="text" value="3"/>
Other Healthy Futures	2.1	Output Only Work Plans	Companionship	H15	<input type="text" value="85"/>			* <input type="text" value="40"/>	* <input type="text" value="40"/>	* <input type="text" value="2"/>

Save

Review Allocations

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# Performance Measures Module Summary Tab

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Grant application ID: 16SC180430  
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## eGRANTS Performance Measures

Home Page   Performance Measure   Target   **Summary**

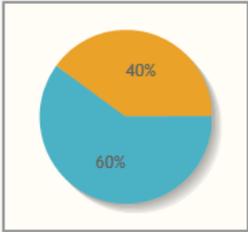
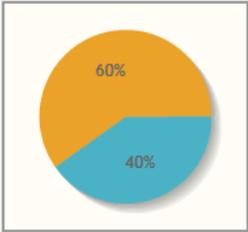
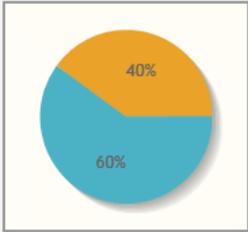
**Screen Instructions** ✕

This page provides a summary of all the information you have entered in this module.

- To print the entire summary, click "Print PDF for all Performance Measures".
- To print one performance measure, expand the measure and click "Print This Measure".
- Click "Edit Performance Measures" to return to the PM tab.
- Click "Edit Targets" to return to the Target tab.
- Click "Validate Performance Measures" to validate this module prior to submitting your application.

**Summary**

- **Success: All Performance Measures are valid. Please exit the performance measures section and go back to the main application**

Unduplicated Volunteers by Objective	Unduplicated Volunteers by Category Title	% of Unduplicated Volunteers working on/not working on Results tied to Outcome
		

[Print PDF for all Performance Measures](#)

▼ **PM 1.1-Companionship**

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- Questions?

# Upcoming Calls

- **Wednesday, May 18, 2016 - 2:00 p.m. ET**
  - **eGrants Overview**
    - Dial-in Number: 1-888-942-9868
    - Participant Passcode: 9000156
    - Replay available until June 30, 2016 - 1-800-628-9698