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Executive Summary

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The UNITE Service Corps (USC) seeks to place 44 full-time USC members in 44 of the poorest elementary schools in Eastern Kentucky. The USC program is a two-fold approach to provide math tutoring and healthy choices curriculum to address drug prevention and nutritional education for 4th and 5th grade students. The 44 USC members will leverage an additional 1100 volunteers to help with activities at their assigned schools. At the end of the grant period, October 1, 2012-August 31, 2014, expected outcomes are for students to show a 30% increase in both math scores and the healthy choices curriculum as measured by pre/post tests. This project will implement services for the CNCS focus area of Strategic Plan Objective 2: Succeeding in K-12. The CNCS investment of \$572,000 will be matched with \$242,000 received from the school service sites.

Rationale and Approach

PROGRAM DESIGN (Rational and Approach)

Needs: Operation UNITE (Unlawful, Narcotics Investigations Treatment and Education), along with collaborative partners, Eastern Kentucky school districts, county health departments, and local anti-drug coalitions, submit this proposal to fund 44 full-time AmeriCorps members composing the UNITE Service Corps (USC). The mission of the (USC) is to address the urgent need in Eastern Kentucky schools for education in making healthy choices and math tutoring programs. With education for healthy choices, topics will be taught that include healthy eating habits and drug education. USC will serve the 5th Congressional District of Kentucky, an Appalachian area that has been identified by federal standards as having some of the highest levels of drug abuse, illiteracy, poverty, and obesity in Kentucky and the nation. According to a 2009 Appalachian Regional Commission Report (ARC) the area has been unable to attract business and industry due to the high rates of substance abuse and the lack of education for decades.

Documentation of the need for drug education in Eastern Kentucky schools is illustrated in the 2010 Kentucky Department of Public Health Needs Assessment which was completed using the Kentucky Incentive for Prevention (KIP) Survey, US Census Bureau data, and Kentucky Performance Report data. The assessment reports the following information: 35.5 percent of 12th graders (10.8% of 8th graders) reported using alcohol in the past 30 days; 18.5 percent of 12th graders (4.8% of 8th graders) report using marijuana in the past 30 days; 63 percent of 12th graders (89.4% of 8th graders) said

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they do not feel it is wrong to use marijuana; 51.5 percent of 12th graders (81.8% of 8th graders) reported it is not wrong to drink alcoholic beverages; and 37.4 percent of 12th graders (10.6% of 8th graders) reported using marijuana at least once in their lifetime. In addition, that same report found that 18.2% percent of 12th graders reported using narcotics that were not prescribed to them at least once in their lifetime. According to the Center for Disease Control (CDC) Kentucky has the highest number of adults and teens using tobacco in the nation. A 2011 report by the University of Kentucky Center for Drug and Alcohol Research reported that rural youth start using drugs sooner and progress from

experimentation to addiction faster than urban youth. According to the Operation UNITE Treatment Voucher survey, applicants report their average age of first time drug use in the 5th Congressional District of Kentucky is age 11.

The Center for Disease Control (CDC) 2009 data indicates that in KY, 30.4% of all adults (ages 20 and above) are obese. According to the 2011 "F as in Fat: How Obesity Threatens America's Future" report by the Trust for America's Health (TFAH) and the Robert Wood Johnson Foundation, Kentucky ranked 6th highest in the nation in adult obesity rates (age 18 and up) with 31.5% of the adult population being obese. That same report found that Kentucky ranked as the 3rd highest state for childhood obesity with 21% of youth 10-17 being obese. The 2011 "Kids Count" report data funded by the Anna E. Casey Foundation and the Foundation for a Healthy Kentucky shows the following obesity rates in the USC targeted counties for adults age 20+: Bell 31%; Breathitt 38%; Harlan 31%; Johnson 36%; Laurel 36%; Leslie 37%; Perry 38%; Pike 34%; and Wolfe 38%. The Foundation for a Healthy Kentucky also found that 75% of Kentucky high school students did not attend physical education classes and that most obese children have at least one other major risk factor for cardiovascular disease.

A 2010 report by the Conference Board of Mathematical Sciences (CBMS) states that elementary school math level learning lays the foundation for a child's future success by empowering their ability to think critically. According to a report 2009 by the Erikson

Institute of Child Development, early math skills have the greatest predictive power of a child's later achievement in higher education. The 2010 feedback reports from the Kentucky Council on Post-Secondary Education (CPE) state that 29 percent of all Eastern Kentucky students leaving high school and going on to post-secondary training are required to complete remedial classes in math before earning college hours. The Council also reports that Algebra II in high school is a "gateway" subject in that those students successfully completing the course are twice as likely to complete college as

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those that fail. With only 20 percent of Eastern KY students taking high school Algebra II and approximately 30 percent taking developmental classes in math at college level, statistics from Kentucky CPE show that only 40 percent of Eastern KY Freshmen entering college actually earn a degree.

The need for healthy eating, drug education, and math tutoring programs is compounded by the widespread poverty in Eastern Kentucky. According to the 2010 US Census data, the 5th Congressional District has the 2nd lowest median household income in the nation with 10 of the top 25 poorest counties in the nation. Eastern Kentucky also has the highest number of at-risk students in Kentucky as defined by the Kentucky Department of Education. Seventy-five percent of students qualify for free/reduced lunch. Kentucky Performance Reports further show that approximately twice as many poverty students have a novice or lowest level achievement level in math. Students from poverty backgrounds are twice as likely to drop out of school leaving themselves at-risk for substance abuse. In the targeted areas of the 5th Congressional District, Big Sandy, Cumberland Valley and KY River Area Development Districts (ADD), the percentage of students scoring below proficiency is 58%, with 29% scoring novice (lowest level) as measured by the Kentucky Core Content Test (KCCT) which is given each year to students in grades 3-8 to determine NCLB (No Child Left Behind) and Kentucky's accountability for schools. In addition, the 2011 data from these three Area Development Districts indicates the percentage of elementary students scoring below proficient and novice area are higher than other areas of the state. With these achievement levels, together with a 75% poverty level (as determined by free/reduced lunch counts), the number of students at-risk are higher than other places in the service area. On the 2010 Kentucky Incentive Prevention Survey (KIP), these Area Development Districts (ADD) reported higher rates of prescription drug, over-the-counter drug and inhalant abuse than other areas within Kentucky. Many children in the 5th Congressional District are considered "at-risk" due to many factors including poverty, low academic achievement, and factors such as obesity and drug use/abuse by the student or family members. Research indicates at-risk students are more apt to turn to drug use than those having high self esteem and who are academically proficient. In most drug education programs, much attention is given to these at-risk behaviors or factors. In the 5th Congressional District, as in most areas of the state, math lags behind the other contents in progress. This is due to many factors including the ability to use higher order or critical thinking skills as referenced earlier in the 2010 report from the Conference Board of Mathematics. It is the intent of this grant to provide math

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tutoring to enhance the student's ability to be successful in school at these early ages. According to the Search Institute, a global innovator in discovering what children need to succeed in their families, schools and communities, a child's commitment to learning and a sense of belonging at school helps them to practice resistance skills and recognize risky behavior. Statistics reveal that many students using drugs are the same students dropping out of school. The link between math and healthy choices education relies on the ability of a child to make decisions that will promote them to be successful in school. Math instructional techniques teach problem solving skills that are useful in making decisions about life issues as well. We are enhancing the student's abilities to make healthy choices and decisions in life. With these statistics in mind, it is clear that there is an urgent need for youth-targeted healthy choices education and math tutoring programs in Eastern Kentucky.

AmeriCorps Effective to Solve the Problem: The USC requests placement of 44 full-time AmeriCorps members in Eastern Kentucky elementary schools within 10 counties to implement healthy choices education and math tutoring programs. We require that members be high school graduates with some college courses and that are confident in their math skills. We prefer members interested in education as a career or that have a teaching degree but are not employed by a school district. The USC is a highly effective means to help solve the community problems associated with lack of educational attainment and drug addiction that plague the 5th Congressional District by providing a service to students that would not otherwise exist. USC members provide one on one or small group tutoring that often teachers cannot provide because of class size and instruction requirements. USC members develop a relationship with students they tutor and often

learn valuable information that indicates other resources a student may need. Members provide before and after school tutoring where schools have lost Extended School Services (ESS) due to budget cuts in the ESS program. Members teach healthy choices curriculum in schools that often do not have the extra personnel or time to teach healthy choices curriculum. USC members also coordinate school projects, UNITE Clubs, and community service projects that would be lacking due to the absence of a sponsor.

Member Interventions: USC will collaborate with Eastern Kentucky school districts, anti-drug community coalitions, county health departments, and community organizations to address the area's compelling need for healthy choices education and mathematics tutoring programs in the Big Sandy, Cumberland Valley, and Kentucky River Area Development Districts. The County Superintendent and the Program Director will jointly make the decision on the specific schools identified for assistance using the 2012 Kentucky Core Content assessment results.

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USC members' roles in drug and nutrition education will directly address the substance abuse and obesity needs of the USC area. USC members will be trained by the UNITE Education Director (ED), the USC Program Director (PD), and the USC Co-Program Director (Co-PD) to implement drug and nutrition education programs, and establish UNITE Clubs. UNITE Service Members will teach the "Too Good for Drugs" (TGFDF) evidenced-based drug prevention curriculum from the Mendez Foundation to 4th and 5th grade students.

TGFDF is a universal drug prevention program designed to mitigate the risk factors and enhance protective factors related to alcohol, tobacco and other drugs (ATOD). The program introduces and develops social and emotional skills for making healthy choices, building positive friendships, and resisting peer pressure. TGFDF concentrates on the following five social and emotional learning skills which research has linked with healthy development and academic success: goal setting; decision-making; bonding with others; identifying and managing emotions; and communicating effectively. TGFDF is a 10 week program. Knowledge attainment will be measured by a 30% improvement assessed by pre- and post-testing.

The USC program currently incorporates the "Take 10" Program and "Energy Balance 101" for the Healthy Choices curriculum for the USC Program. Both evidenced-based programs integrate physical activity, nutrition and health concepts with academic lessons in Elementary school classrooms to reduce obesity. Evaluation of the program will include pre-and post-tests to determine participant's knowledge and understanding of healthy lifestyles curriculum. An improvement of 30% on the pre/post-tests will be an indicator of proficient knowledge and understanding.

Each USC member will involve 50 students and 25 volunteers from community and faith-based organizations for UNITE Clubs and healthy choices education activities. These volunteers will provide assistance with youth activities and UNITE Clubs by being chaperones, locating speakers, and being role models to youth. USC members will each make 2-4 presentations to community and school organizations to recruit community volunteers. Members will participate in their UNITE Community Coalition. Participating in activities such as UNITE Clubs increases the positive influences and protective factors in the lives of students. These protective factors (positive role models, high self-esteem, healthy lifestyles, high student achievement, positive relationships) are all part of UNITE Club activities. Operation UNITE offers funding to all clubs for their activities.

As math tutors, each USC member will work with 25 at-risk math students for the program year who have been identified by classroom teacher tests, No Child Left Behind test data, Kentucky Core Content Test Results, and other prescriptive assessments used in the school. Members will use the

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math program and/or methods adopted by the School Based Decision Making Council to tutor students in deficient areas. At-risk students are those that test behind one grade level based on previous test scores. Pre-tests are designed for each student based on the area needing improvement from their standardized test scores. This tool provides the USC member with an instrument to measure the progress the student is gaining in each area tutored by comparing the pre-test score to a post test score. If the student does not show enough improvement the USC member will continue tutoring in the deficient area until progress is gained. Half of the member's time will be devoted to math tutoring during the day or during the Extended School Services (ESS) program at the school. As previously stated, math tutoring skills will be taught by a National Board Certified Math teacher and school system consultant for the Kentucky State Board of Education, Eastern Region, a strategy that will meet the requirements for teaching tutoring techniques. The training occurs before members begin tutoring services

with additional training being offered per assigned school district on professional development days. Expected outcomes for math tutoring are to see a significant increase in novice and apprentice test scores in math among the host school locations. We expect to see a reduction in both the number of documented school incidents involving substance abuse by students and in the percentage of students that meet the health guidelines of obesity. We will also expect to see students, members and volunteers to continue community service projects using AmeriCorps members sponsoring students and volunteers in a variety of programs. Over the three year cycle we will be able to document the positive impact of our tutoring services by reviewing the school's report card that is made public by the Kentucky Dept. of Education. The school report card addresses both test scores

and discipline incidents. An increase in test scores and a decrease in discipline incidents will provide documentation that our program is having a positive impact. The performance measure target was determined based on the previous pre-and post-test scores dating back to the beginning years of the USC program. A thirty percent increase goal has been met since program inception in 2008 with scores ranging from thirty-two percent to thirty-five point six percent last year.

Member Recruitment: USC members will be inclusively recruited non-discriminately from across the state, region and national population. Minorities and individuals who are physically challenged will be encouraged to apply. Program vacancies will be distributed through: 1) Schools that work specifically with individuals with disabilities; 2) Independent living centers; 3) Vocational rehabilitation agencies; 4) Disability service groups; 5) Regional offices of the Department of Health, Education and Welfare;

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and 6) statewide agencies and groups that work with people with disabilities. USC will use the high school graduates with some college that are confident in math skills and that desire to serve in education. Serving as role models for the students they tutor, their qualifications must be exemplary, combining excellent academic proficiency and well-rounded interpersonal skills. USC members must demonstrate dedication to community service and skills in leadership, organization, computer technology, and communications. Program position vacancies will be distributed through 1) mailing list of state, regional, and national associations; 2) the AmeriCorps Online recruiting program; 3) school district offices; 4) professional colleagues and programs known for their particular interest in the educational and career development of women and minorities. Applications will be reviewed and rated individually by members of a selection committee (including project staff and selected host site personnel). The applicants are then interviewed by the personnel committee and a decision made on the selected member. A limited number of applicants will be interviewed and rated separately by each selection committee member and the committee as a whole. Once the selections are made, candidates will be presented to the program director for interviews and approval.

Member Training: The Majority of USC training will be provided by the UNITE Education Director (ED), USC Program Director (ED), USC Co-Program Director (CO-PD). Training provided by others include: math tutoring skills will be taught by a National Board Certified Math Instructor as stated above; Reporting Suspected Child Abuse/Neglect will be taught by UNITE's Treatment Director, Amy Yates a former supervisor for the Rockcastle County Protection and Permanency Office; Disaster Emergency Assessment will be provided by Pike County Emergency Management Office. Each year the region has serious flooding and in March 2012 several entire communities were destroyed due to tornados. We want our members to be certified to provide skilled help when disasters occur.

Following is a training schedule proposed for 2013-14:

September (Day 1): USC Program Orientation (Business training, Contract, prohibited activities, program duties description, confidentiality, AmeriCorps 101) and "Too Good for Drugs"; "Take 10" and "Energy Balance 101"; UNITE Clubs

September (Day 2): Effective math tutoring practices

October: KCCVS Regional Launch

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November: Reporting Suspected Child Neglect and Abuse

December: "Take 10" and "Energy Balance 101"

January: Disaster Damage Assessment

February: Job interview skills; Building a resume; UNITE Education Kit Training

March: KY Test Ethics for proctors, scribes, and readers

April: How to use Segal Education Award

May: End of Year Celebration and Awards

Member Supervision: The USC Program will be well organized with supervision being provided by a triad of supervisors and instructors. The USC Program Director (PD) and Co-Program Director (CO-PD) have grant administrative experience and will serve as the first part of the triad. The PD and CO-PD will conduct orientation and monthly training sessions with members to review progress, time reporting and offer guidance and updates in addition to the above listed trainings. The UNITE Education Director (ED), Debbie Trusty, and both the Program Director (PD), Eugene Newsome, and Co-Program Director (CO-PD), Nancy Hale, will be the second part of the triad. The ED has 32 years of social service and grant administration experience while the PD and CO-PD have a combined 70 combined years of school and grant administration experience. USC On-Site Supervisors (OSS) will be the third part of the triad. OSS will directly supervise member math tutoring sessions and will sign weekly service logs to verify member service hours. OSS will work with classroom teachers and the member to identify at-risk students and assign them to USC members for Tutoring. The OSS will assist members in collecting pre/post test data for USC quarterly reporting and assign members to designated places in schools to implement service. OSS will include USC members in all school professional development training.

Section 1111 of the Elementary and Secondary Education Act is a plan to improve basic programs operated by local education agencies. New math standards were used for the first time in the school year 2011-2012 with students tested using the Kentucky-Every Child Proficient and Prepared for Success standardized test (K-PREP). Section D, part III of the Elementary and Secondary Education Act addresses challenging students that are achieving at a lower level on the concepts at the grade level. Students tutored by USC members fall into the area below the proficient level. USC members training is conducted by a National Board Certified teacher that has been a school consultant for strategies to assist at-risk students. Members are educated on standards that apply to each grade level. Supervision of members implementing these strategies will be monitored by the grade level teachers

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they are assigned to on a daily basis and the OSS. Both the PD and CO-PD have school administration experience and will observe tutoring sessions and evaluate those sessions as well. UNITE Service Corps will also require the OSS and the supervising teacher to submit a mid- and year-end evaluation of the member's service. We expect to see a decrease in the number of students that are scored in the lower level achievement areas of the Kentucky testing program over the three year grant cycle.

Member Experience: The USC program is prideful of the powerful service experiences and impactful civic participation our members experience. The components that USC uses to meet this criteria begins on the first day of service where members are informed that we participate in the "Make a Difference Day" and "MLK Day" along with the other national and Kentucky AmeriCorps programs. USC participates in a food drive at each school with the food collected remaining in that community. AmeriCorps members see that a significant number of families need assistance and how community service brings and increase of students self-esteem by helping others. Members design monthly service opportunity for members to reflect on their service, AmeriCorps members keep a scrapbook of their service along with the students that participate that contains pictures, letters, and press clippings documenting their service. Members decorate a display board documenting their service and the activities of their students and volunteers that is presented to school boards and to KCCVS officers at the end of the service year celebration. Members receive a framed certificate and group photo at this celebration to remind them of the importance of lifelong civic responsibility to community service. Members that serve in the USC are able to connect with each other within our Corps by several means that include: monthly Corps meetings for professional development; attending local UNITE coalition meetings or UNITE events; and they are encouraged to share ideas, strategies, and successes via emails and phone calls. UNITE Service members attend regional launch meetings that are arranged by the Kentucky Commission of Community Volunteer Service. USC members attend any statewide AmeriCorps meetings when available. Current members are encouraged to mentor new members when their service ends and to become a member of the AmeriCorps Alumni community.

Volunteer Generation: USC members will recruit 25 volunteers per school site for a total of 1100 volunteers that will be involved with UNITE drug prevention clubs and other youth activities in their school and community. USC members will give 2-4

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presentations to community groups outside school functions to garner additional volunteers. USC members will have guidelines in recruiting volunteers based on the school district's policy for volunteers. Members will primarily target teachers, parents, grandparents, student family members, high school/college students and retired community members to assist in the UNITE Club activities and community service projects. By recruiting local community members to assist, the volunteers will see the impact first hand and share their experience with others resulting in a growing awareness of the importance of community service. AmeriCorps members collaborate with the Family Resource Youth Service Center's (FRYSC) in planning service projects. The experience of the FRYSC directors aid members in meeting the needs of their community. In the event of a local tragedy or disaster members and their volunteers will become active in often assisting others outside of the local community. To ensure that volunteers will not be engaged in prohibited activities, the USC will give a copy of the activities to potential volunteers prior to service and have them sign a statement indicating both advisement and understanding. Should any volunteer be found to engage in prohibited activities they will be asked to stop and if the activity persists, they will be dismissed as a volunteer.

AmeriCorps Identification: Each AmeriCorps member will be listed as an AmeriCorps member on the websites of both their assigned school and Operation UNITE. They will utilize this website with their service duties, service location in the building, picture, and educational biography to inform parents of their role as an AmeriCorps member in the school. Members wear photo identification badges as required by school employees along with a Kentucky AmeriCorps pin. USC members will be issued two service gear items to wear during events at the school or community that identify them as AmeriCorps members. All members will use USC letterhead bearing the AmeriCorps logo when sending information home with students or when writing professionals or businesses concerning USC business. When USC members are involved with a school event or community service project AmeriCorps signs and banners will be displayed for branding purposes. UNITE's media director submits press releases to each member's local newspaper when the member is selected, identifying the program as AmeriCorps. Local news media are contacted to cover special events in the school or community and USC is identified as an AmeriCorps program.

Organizational Capability

Organizational Capability

Organization Mission and History: Operation UNITE is a non-profit organization launched in 2003

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to combat the illegal drug epidemic in Eastern Kentucky. UNITE serves the 29-counties of KY's 5th Congressional District by using a three-pronged approach to addressing substance abuse issues that includes law enforcement, treatment, and education programs. The cornerstone of UNITE's education effort seeks to prevent youth drug-use by empowering youth to become healthy leaders in schools and communities. UNITE works to achieve this goal by developing drug prevention, intervention and healthy lifestyles leadership programs that help youth learn to set goals, make positive choices, and lead healthy lives. UNITE partners with 45 school districts and more than 30 community anti-drug coalitions to conduct youth-targeted initiatives. Since inception more than 65,000 youth have participated in UNITE sponsored youth activities.

USC Staff/Experience, Training, Vacancies: The USC PD is Eugene Newsome who brings over 34 years of educational experience to this program including teacher, Jobs for Kentucky Graduates Coordinator, and Day Treatment Director as well as grants management. The USC CO-PD, Nancy Hale, brings 36 years as a public educator working as a teacher and public school administrator. Ms. Hale was chosen as the Kentucky Educator of the Year two times during the 1990s and is certified in grants management. Debbie Trusty, UNITE Education Director, will oversee the USC program and be the primary grant writer for the project. Ms. Trusty has been a social worker for 32 years and currently serves on the Pikeville College Social Advocacy Board, Kentucky Prevention Network Board, Pike/Floyd County Kentucky Agency for Substance Abuse Policy (KY-ASAP), and the WestCare Foundation Eastern KY Region Board and is a certified grant writer through The Grantsmanship Program of CA. Pat Gifford, UNITE Chief Financial Officer (CFO) will oversee the grant finances and maintain standard accounting practices in monitoring/managing funds and personnel, and in ensuring that funds are expended in accordance with the approved budget. Mr. Gifford currently manages multiple millions of dollars in federal and state funding from the U.S. Department of Justice (DOJ), Centers for Disease Control (CDC), Substance Abuse and Health Administration (SAMHSA), Health Resources and Services Administration (HRSA), Appalachian Regional Commission (ARC), as well as numerous foundations. Mr. Gifford and Ms. Trusty do not receive any wages from the AmeriCorps grant. All UNITE grants are audited by an external auditor yearly and there have never been problems identified with the audits. At this time, there are no USC staff vacancies. If successful, USC will be a 6th year recipient of the AmeriCorps grant with all staff acquainted with the grant management.

Training and Technical Assistance to Staff: USC will collaborate with each partner school district to provide the fiscal and programmatic technical assistance needed for USC members. The UNITE CFO

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will provide fiscal technical assistance to USC school sites. The PD, CO-PDED, and OSS will provide programmatic technical assistance during member orientation, monthly member meetings, on-site visits, and on an as-needed basis to ensure that the mission and vision of the USC program is maintained. Additional technical assistance will be available during on-site visits and on an as-needed daily basis. USC Site Training Seminars will have access to technology and computers in their assigned school. Each school district will assign each member a mailbox for email with the Microsoft Office package being available. Many of the schools also have a math support package for at-risk students that will be made available to USC members. Training will occur during USC member orientation with follow-up training provided as part of the monthly USC member meetings and on a daily basis as needed. A training schedule was provided on pages 10 and 11 of narrative section in this report.

Board of Directors and Staff Support of Program: USC's management will be headed by the Operation UNITE Board of Directors. The UNITE Board of Directors is comprised of school, business, law enforcement, judicial, health department and community representatives. The Board of Directors will review the USC needs assessment, updated USC data and program evaluation summations, and make recommendations to the USC Program Director. The Board will work to ensure that the USC program format is replicable and continues after federal funding is removed. USC's organization and program administration will be managed by the USC PD who will be the administrative officer for the USC program. The PD's time will be split 20 percent in administrative functions (budget maintenance, office management, programmatic evaluations, etc.) and 80 percent in programmatic functions which are in direct support of USC activities. The PD and CO-PD are already in place and will not have to be recruited. The in-kind USC OSS will provide daily on-site supervision to USC members.

Sustainability: Community partnerships, volunteer recruitment, and local financial support are essential to sustaining the USC program format beyond the presence of federal funding. USC will draw upon the wide range of community stakeholders with whom Operation UNITE partners to provide healthy choices education, math tutoring sessions, and recruit volunteers. UNITE partners include local, state, and federal government agencies, 45 school districts, more than 30 anti-drug community coalitions, local and regional businesses, local health departments, and other community organizations. USC will work with community partners to build and enhance drug/nutrition education and math tutoring services and create lasting and effective programs. USC financial contributions will include \$242,000 from USC school partners. Financial funds will also come from

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community organizations through the privately funded UNITE Foundation that provides funding for many UNITE youth activities. The demonstrated impact and importance of the program will urge community stakeholders to seek and provide additional funding to continue the program beyond the scope of the grant cycle. Eric Rice, UNITE's Director of Development, works full time to raise funds for the UNITE Foundation that funds USC. For example, UNITE has been successful in sustaining their Treatment Voucher Program that pays for residential substance abuse treatment for the indigent with a five year commitment from Kentucky River Properties Corporation for \$500,000. Mr. Rice would seek the same type of support for USC when federal funding is no longer available.

Compliance and Accountability: The USC program has not had any compliance issues since it's inception in 2008 at the organization level or at service sites. USC has been able to fill all slots awarded and has accepted full-time supplemental slots made available by KCCVS. Even though enrollment has been at one hundred percent, our retention rate was eighty four percent for the last full year of operation as five members exited early from the program. Of those five members, three members left early because they were offered full-time employment from their school and two left for personal reasons. There were no incidents of prohibited or unallowable activities. In the current year, USC received more requests for member service than we were allotted positions and currently enjoys 100 percent enrollment. In order to retain a higher percentage of members for the entire year, we are asking members with teaching credentials to examine their job possibilities and not accept a USC position if there is a strong possibility they will be hired by a school district before their term of service is complete. During USC orientation, members are given a full list of prohibited activities by the program director with training provided. A complete section in member contracts is devoted to prohibited activities and is signed by the member to demonstrate understanding. Members are also given a copy of a grievance procedure during orientation. The PD would ensure that any dismissal would be through due process as detailed in the AmeriCorps member's contract with USC. Non-compliance with member duties includes not adequately reporting service hour totals, failure to perform USC duties, or engaging in prohibited/unallowable activities. Attendance for members is kept on-site by the member's OSS. Members are to sign in and out daily at the school's designated area. Time sheets are kept that reflects the member's daily service and a brief explanation of service for each day is signed by the member, verified and signed by the OSS, then mailed/faxed to the PD who compiles the information for CNCS required fiscal progress reports.

Budget/Cost Effectiveness

Cost Effectiveness and Budget Adequacy

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Cost Effectiveness: The cost per UNITE Service Corps (USC) MSY for 1,700 service hours will be \$13,000. The USC is applying for a fixed grant this cycle. The cost per MSY will consist of personnel expenses, personnel fringe benefits, travel, supplies, training, evaluation, living allowance, FICA and workers compensation, health care, and administrative costs. The member living allowance is based on 44 full-time AmeriCorps members at the minimum allowance of \$12,100. The project will again use The Corps Network Health Care benefit. Each school district will provide a \$5,500 match for each member assigned to that district. These funds coupled with the grant funding requested will provide the source for the above mentioned expenses. This fund is sufficient to support a full-time Program Director and a part-time Co-Director with all of their benefits, materials, and travel. Operation UNITE's anti-drug education initiative is enhanced as each member teaches the "Too Good for Drugs" curriculum and helps sponsor a UNITE Club. Each member receives \$12,100 living allowance paid throughout the 11-month program and receives a \$5,550 education award upon completion of the program. The plan for obtaining diverse non-federal resources for program implementation and sustainability will be to increase community support and funding sources by building upon UNITE's partnership programs and establishing collaborative partnerships with these programs. USC's collaboration with Eastern Kentucky schools and programs will support and extend USC programs which will address the critical need for healthy choices education and math tutoring programs in Eastern Kentucky.

UNITE's Board of Directors, UNITE Director of Development and the USC Program Director will be actively engaged in obtaining non-federal resources for sustainability by collaborating with USC's school, community and faith-based partners to seek a wide variety of outside funding. USC members will build community support by making presentations to community and faith-based organizations and obtaining media coverage about the healthy choices education and math tutoring service projects which they are implementing across Eastern Kentucky. UNITE's collaborative format will encourage USC area schools as well as community and faith-based organizations to work together to bring increased drug/nutrition education and math tutoring funding to the USC area. USC will work throughout the grant period of the AmeriCorps program funding to establish a collaborative format that will garner area community and faith-based organizations to continue to share resources, expertise, programs and materials to continue high quality drug/nutrition education and math tutoring programs. The school districts will make a cash match per AmeriCorps member of \$5,500 for a total of \$242,000 for the 2013-14 program year. The USC school site partners will also contribute in-kind a school USC On-Site Supervisor and work site where the members will implement the USC

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programs. All professional trainers will provide in-kind training to USC members. Operation UNITE, through existing federal funds, will provide \$750 in cash funding for each UNITE Club that USC members establish or expand for at least \$33,000 non-corporation cash dollars for the grant.

Although the administrative positions and services provided by UNITE are funded with federal dollars and are therefore not included in the USC budget, these partnerships and resources are important to note. USC will also see additional cash and in-kind funding each year from USC communities for USC programs.

Budget Adequacy: The budget indicates sources of match funds with each of the USC school partners contributing \$5,500 per USC member to the USC to support the services provided by the USC member(s) assigned to the USC partner school districts. The total of USC partner school district contributions will be \$242,000. USC's budget is more than adequate to support the USC program design as it supports program activities including the cost of criminal history checks and FBI checks. The PD will work closely with the UNITE Board of Directors to collaborate with USC area community and faith-based organizations to increase drug and nutrition education and math tutoring programs in the USC area of Eastern Kentucky. The 44 USC school partners will provide on-site member supervision and associated fringe benefits for these supervisors as in-kind support. Travel for staff and members, including transportation, lodging, subsistence, and other related expenses, USC PD and CO-PD's salaries, fringe benefits, and travel will be covered by the funds received from the USC partner school districts.

Evaluation Summary or Plan

Evaluation Plan

The evaluation will be conducted by a team consisting of three internal evaluators, Debbie Trusty, Eugene Newsome, and Nancy Hale, which will be responsible for implementing the evaluation. AmeriCorps members will keep a record of all data, test scores, and all other information required by the Kentucky Commission of Community Volunteerism and Service. Each month the site supervisor and AmeriCorps member will provide data to the program director. The data collected from each site will then be compiled with all site locations for annual evaluation. UNITE Service Corps members will use Study Island (SI) as the primary research-based math program to monitor student progress. SI (winner of the 2012 Education Software award), is designed in alignment of the Kentucky Common Core Standards and is available in the majority of school districts served by USC. Instant evaluation and progress for each student is available to members using this program. Other research based programs that school districts have already purchased may be used if approved by USC

Narratives

directors. Pre/post tests are used to measure the growth of students in math skills and healthy choices curriculum. The program directors will also use the Kentucky Prepared Every Pupil For Success (K-PREP) test scores at the end of each year in the programs evaluation. The findings will be forwarded to the program officer of the Kentucky Commission for Community and Volunteer Service (KCCVS) each quarter. The dates for this report will be January 15th, May 15th, July 15th, and October 15th of each year. This allows time for the KPREP scores to be returned to the school district and the results made public. During both the fourth quarter of each year, the team of internal evaluators will prepare findings of the data and make recommendations for the final report. In November of each year, the evaluation report will be debriefed by the evaluators and stakeholder representatives and a post-evaluation action plan will be implemented following the grant cycle.

The evaluation plan will be used to determine the targets of expected growth in the performance measures. It will be used to assess the program's effectiveness, and provide a program managing tool.

This will allow UNITE to make informed decisions regarding changes to improve the program. The evaluation will also include the use of volunteers, methods of recruitment, increase math test scores, and awareness of physical activity and nutrition to reduce childhood obesity. Results will be reflected on annual reports submitted to KCCVS. Primary stakeholders of the grant are the CNCS/State Commission, AmeriCorps Program staff and members, students receiving healthy choices education/math curriculum, and school/community partners. UNITE will submit an evaluation report during the re-application process for continued funds in 2013-14, to be reviewed by CNCS. UNITE will demonstrate to the Kentucky Commission on Volunteerism and Service (KCCVS) that their high quality programs are making a positive impact and deserve support for future funding.

Amendment Justification

N/A

Clarification Summary

N/A

Continuation Changes

N/A