

## Performance Measure Review Activity – Environmental Stewardship ANSWER KEY

### Questions for Discussion:

- 1) What aspect(s) of this performance measure need improvement? Why?
  1. The **first** performance measure output is being recorded by the members in a crew log, which may be open to inaccuracies depending on how the area of treatment is calculated. The instructions suggest using a tracking document, survey or acknowledgement of receipt of services from the entity that owns or administers the area improved.
  2. The outcome is not aligned with the output because it is counting acres rather than projects.
  3. For the **second** output, the dosage of who counts as having been educated is not included. It could include people who visit a booth at a fair or take a brochure – this kind of "drive by" interaction is outreach but not education. Also, using sign-in sheets to count attendees could lead to duplicate counting of individuals attending more than one session.
  4. The second outcome lists the target as a percent rather than a number. The measure is of perceived change in knowledge, which is really a change in attitude, rather than an actual measure of whether they know more. Asking if someone knows more post-session than they did pre-session is not a pre/post-test.
  
- 2) Propose specific change(s) that could be made to this performance measure to address the issue(s) identified in #1.
  1. If the grantee is having crew members measure the treated area, they would need to ensure the method for calculating the outcome is accurate and ensure that only the treated acres are counted and not the park or forest as a whole.
  2. The outcome or measure of impact needs to assess the actual land improvement (condition after compared to condition before) rather than assessing satisfaction with the crew's activities.
  3. The second output needs to include the time length for the education session that is required for someone to count as having been educated, such as at least 30 minutes. If someone comes to a session, signs in but leaves after five minutes would not be counted.
  4. For the second outcome, the percent target needs to be applied to the output target so that the outcome target is the number of individuals with increased knowledge rather than a percentage. They need to construct an actual pre-test given before the session and post-test after to see if the attendees changed their level of knowledge. They need to clearly state how much change is required to count. It also is important to remember that not everyone will take or return the post-test, so targets should be set accordingly. Target also should take into account that some audience members may be well informed on your topic already, so they know the material but didn't change their level of knowledge because they didn't learn it from you.

**Performance Measure Review Activity – Environmental Stewardship (with proposed changes)**

*Background Information about Program:*

The Environment Corps has 18 half-time AmeriCorps members working in a full-time capacity to help restore high priority areas on federal lands through agreements with National Park Service, US Forest Service and other government agencies. The purpose of the program is to improve federal lands and the existence of wildlife habitat and reduce the risk of wildfires. In addition, there are three full-time Members who are providing educational programs to community groups, making school presentations and doing public education/outreach at festivals, county fairs and other public events.

Performance Measure Title: Improving Public Lands

<b>Focus Area:</b> Environmental Stewardship	<b>Objective:</b> At-Risk Ecosystems	<b>No. of MSY's:</b> 9.0
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**Output:**

EN4: Number of acres of national parks, state parks, city parks, or other public and tribal lands treated.

**Target:** 150 Acres

**Measured By:** ~~Crew Log Project reports provided by the host~~

**Described Instrument:** For each of their ten projects, ~~members will record in~~ the program ~~will's~~ secure ~~database~~ a report from the project host specifying the number of acres that are treated to remove invasive species, conduct fuels reduction (to reduce the risk of wildfire) or plant new native species.

**Outcome:**

EN4.1: Number of acres of national parks, state parks, city parks, county parks, or other public and tribal lands that are improved.

**Target:** ~~9 projects~~ 130 acres

**Measured By:** Survey

**Described Instrument:** Members will send a survey to project hosts/sponsors after the project has been completed and ask them to use their professional knowledge to rate ~~their satisfaction with the crew's work~~ the condition of the treated land compared to its initial condition and the prescribed treatment to improve it on a scale of one to five. For nine of the ten projects, the rating will be 4 (~~improved~~good) or 5 (~~excellent~~greatly improved).

**Output:**

EN3: Number of individuals receiving education in environmental stewardship and/or environmentally-conscious practices.

**Target:** 1,200 Individuals

**Measured By:** [Individuals who have attended at least one session for a minimum of 30 minutes. sign-in sheets](#)

**Described Instrument:** [sign-in sheets entered into a database to ensure there is no duplication..](#)

**Outcome:**

EN3.1: Number of individuals with an increase in knowledge of environmental stewardship and/or environmentally-conscious practices.

**Target:** [80192 individuals](#)

**Measured By:** Pre-post test

**Described Instrument:** Members will provide a [numbered pre-test and post-test](#) to the audiences they educate, ~~and ask if they know more about~~ [Pre-tests will be completed and collected before the presentations and are designed to assess the individual's knowledge of environmentally-conscious practices.](#) ~~After the presentation,~~ [members will ask the audience to complete and return the post-test to assess their knowledge of the same topics after to determine if it has increased.](#) . [It is expected that 20 percent of the audience will return completed post-tests and of those 240, At least 80 percent will be able to answer at least one more question correctly or will answer all the questions correctly. say "yes."](#)