



AmeriCorps

Applicant-Determined Performance Measure Supplement

and

Suggested Applicant Determined Performance Measures for Native Nations and Bridge Building

AmeriCorps State and National
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Purpose

As stated in the [Performance Measure Instructions](#), applicants are required to create at least one aligned performance measure (an output paired with an outcome) connected to their primary intervention. Applicants are required to use National Performance Measures if they fit their program's Theory of Change. Programs that do not fit within the National Performance Measures may create an applicant-determined measure. This supplement provides more information on when and how to create applicant-determined performance measures in AmeriCorps' web-based grants management system, eGrants.

Applicants should only create applicant-determined measures after reviewing the [Application Instructions](#) and the [Performance Measure Instructions](#) to ensure understanding of the performance measure requirements and selection rules.

What is an Applicant-Determined Performance Measure?

An applicant-determined performance measure is one in which the applicant creates the language for the outputs and/or outcomes that will be measured. This is different from the National Performance Measures, where AmeriCorps pre-determines common outputs and outcomes that are available for applicants to use.

Applicant-Determined Performance Measure Rules

Applicant-determined performance measures must follow all of the requirements listed in the [Performance Measure Instructions](#). The following elements also apply specifically to applicant-determined performance measures.

Applicant-determined performance measures can be:

- An output and outcome pairing
- An outcome paired with a National Performance Measure output

Applicant-determined performance measures cannot:

- Be an output paired with a National Performance Measure outcome
- Duplicate already established National Performance Measures

There are some objectives for which the creation of applicant-determined outputs is not allowed:

- Capacity Building and Leverage (in the Capacity Building focus area)
- Find Opportunity (in the Economic Opportunity focus area)
- Teacher Corps (in the Education focus area)
- Green Jobs (in the Environmental Stewardship focus area)
- Access & Attract (in the Veterans and Military Families focus area)

Entering Information into eGrants

Click on Performance Measure on the left hand navigation to take you to the home screen of the Performance Measures Module. Click on the link to enter Performance Measures.

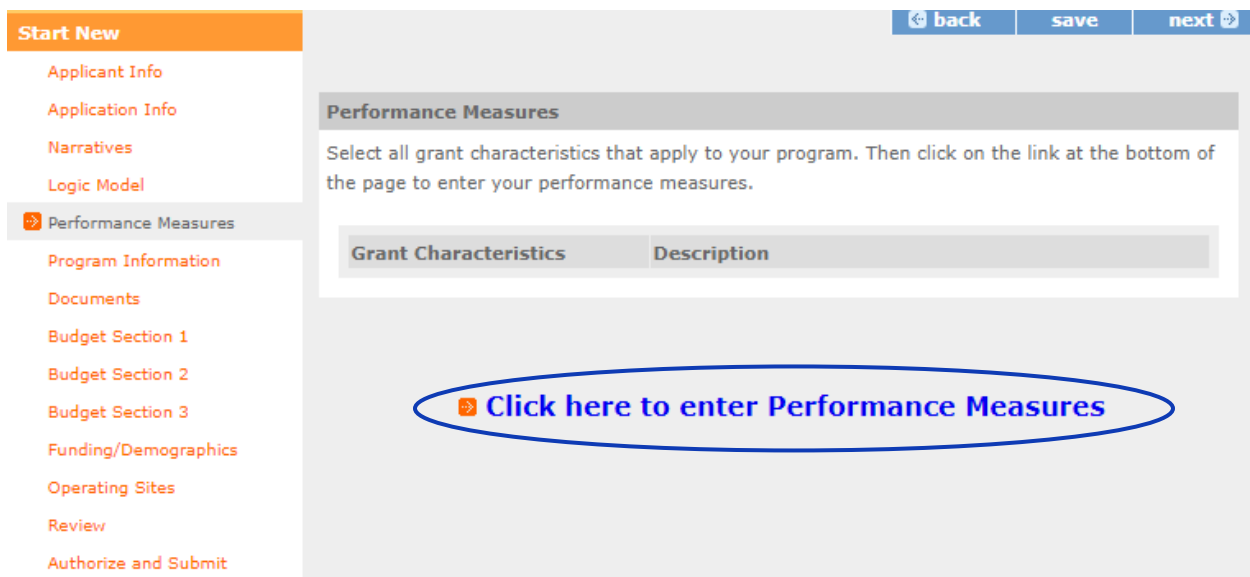


Figure 1: The link to begin the Performance Measures Module in eGrants.

Click Begin.

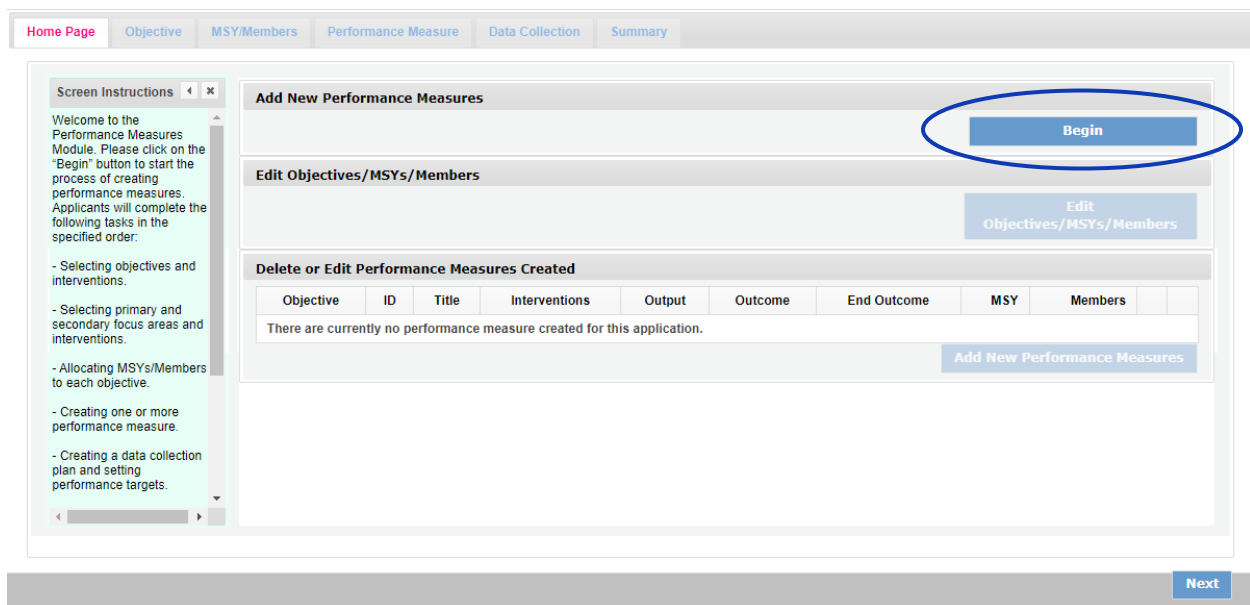


Figure 2: The Home Page tab of the Performance Measures Module featuring the Begin button.

On the Objective tab, find the focus area(s) that applies to the program. If none apply, then select Other Community Priorities. Under the focus area, select the objective(s) of the program activity. If none of the objectives in the focus area apply, select "Other [Focus Area]" if available.

Screen Instructions

On this screen you will select all objectives for your project.

You must choose a primary focus area.

Economic Opportunity

Objectives

- Employment
- Financial Literacy
- Housing**

Interventions

- ☒ Housing Placement/Assistance
- ☐ Housing Unit Development
- ☐ Housing Unit Repair
- ☐ Other

Other Economic Opportunity

* Select Primary Focus Area: --Select Primary Focus Area--

Select Secondary Focus Area: --Select Secondary Focus Area--

* Select Primary Intervention: --Select Primary Intervention--

Select Secondary Intervention: --Select Secondary Intervention--

Figure 3: The Objective tab of the Performance Measures Module with the Economic Opportunity focus area and Housing objective field expanded.

Check the box of the intervention(s) that are part of the program design. If none of the interventions apply, check the box next to “Other.”

Screen Instructions

On this screen you will select all objectives for your project.

You must choose a primary focus area.

Economic Opportunity

Objectives

- Employment
- Financial Literacy
- Housing**

Interventions

- ☒ Housing Placement/Assistance
- ☐ Housing Unit Development
- ☐ Housing Unit Repair
- ☐ Other

Other Economic Opportunity

* Select Primary Focus Area: --Select Primary Focus Area--

Select Secondary Focus Area: --Select Secondary Focus Area--

* Select Primary Intervention: --Select Primary Intervention--

Select Secondary Intervention: --Select Secondary Intervention--

Save Back Next

Figure 4: The Objective tab with the Housing Placement/Assistance intervention checked.

Select the Primary Focus Area and Primary Intervention. Options in the dropdown populate based on the selections made on this tab. If applicable, select the Secondary Focus Area and Secondary Intervention. Applicants are not required to select a Secondary Focus Area or Secondary Intervention. Click Next.

Figure 5: The Objective tab with the primary focus area and primary intervention selected.

On the MSY/Members tab, enter the number of total MSY for the project, as well as the number of MSY and members for each objective. Click Next.

Focus Area	Objective	MSY	% of total MSY	Members
Economic Opportunity	Housing	10.00	100.00	10
Sub Total:		10.00	100.00	10
GRAND TOTAL:		10.0	100.0	10

Figure 6: The MSY/Member tab of the Performance Measures Module showing the total MSY for the project, MSY allocated to the objective, and Members allocated to the objective.

On the Performance Measure tab, select the objective for the performance measure. Options in the dropdown populate based on information entered on the Objective tab. Enter the title of the performance measure and the problem statement. Check the box of the intervention for this performance measure. The options are based on information entered on the Objective tab. If you selected "Other" on the Objective tab, check the box next to the empty field and enter

the name of your intervention. Please note: do not add an applicant-determined intervention that duplicates an intervention already available in the system.

The screenshot shows the 'Performance Measure' tab in a web application. At the top is a navigation bar with links: Home Page, Objective, MSY/Members, Performance Measure (active), Data Collection, and Summary. Below the navigation bar is a 'Summary of Performance Measures' table with columns: Objective, ID, Title, Interventions, Output, Outcome, End Outcome, MSY, Members, Complete, Delete, and Edit. A message below the table states: 'There are currently no Performance measures created for this application.'

Below the summary table is a 'Performance Measures' form. On the left is a 'Screen Instructions' panel with text: 'This tab allows you to create sets of aligned performance measures for all the grant activities you intend to measure. Begin by selecting an objective for your aligned performance measure. Provide a short, descriptive title for your aligned performance measure. Provide a brief description of the problem your program will address in this performance measure.'

The form fields are:

- * Objective: A dropdown menu with 'Housing' selected.
- * Title: A text input field containing 'Performance Measure Title'.
- * Problem Statement: A large text area.
- * Selected Interventions: A dropdown menu with 'Housing' selected, and a checkbox with 'Housing Placement/Assistance' selected.

Figure 7: The Performance Measures tab of the Performance Measures Module with objective, title, problem statement, and intervention entered.

In the Outputs section, select which output to measure. Options in the Outputs section are based on the selected Objective. Only pick one output per performance measure.

This screenshot shows the same 'Performance Measures' form as Figure 7, but with the 'Outputs' and 'Outcomes' sections visible. The 'Screen Instructions' panel now includes: 'Select only the interventions that will lead to the outcomes of this aligned performance measure. If you selected "other intervention" on the...'

The form fields are:

- * Objective: A dropdown menu with 'Housing' selected.
- * Title: A text input field containing 'Performance Measure Title'.
- * Problem Statement: A large text area.
- * Selected Interventions: A dropdown menu with 'Housing' selected, and a checkbox with 'Housing Placement/Assistance' selected.
- * Outputs: A dropdown menu with 'Housing' selected, and three radio button options: 'O1A: Number of individuals served', 'O4: Number of housing units developed or repaired', and an empty text input field. An 'Add User Output' button is to the right.
- * Outcomes: A dropdown menu with 'Housing' selected, and a text input field containing 'No records found.'

At the bottom of the form are three buttons: 'Save', 'Delete PM in Progress', and 'Back Next'.

Figure 8: The Performance Measures tab showing the available Outputs associated with the selected objective.

If you select a National Performance Measure output, the Outcomes section will populate with either the options for a National Performance Measure outcome that aligns with the selected National Performance Measure output or a space for an applicant-determined outcome. It is allowable to have a National Performance Measure output paired with an applicant-determined outcome.

The screenshot displays two sections: 'Outputs' and 'Outcomes', both under the 'Housing' objective. The 'Outputs' section has three radio buttons: 'O1A: Number of individuals served' (selected), 'O4: Number of housing units developed or repaired', and an empty field. The 'Outcomes' section has two checkboxes: 'O11: Number of individuals transitioned into safe, healthy, affordable housing' (unchecked) and an empty field. Both sections have an 'Add User Output' or 'Add User Outcome' button.

Figure 9: The Performance Measures tab showing the available Outcomes associated with the selected National Performance Measure output.

To create the applicant-determined outcome, check the box next to the empty field, then enter the name of the outcome.

This screenshot shows the same interface as Figure 9, but with the 'Applicant-Made Outcome' checkbox in the 'Outcomes' section checked. The text 'Applicant-Made Outcome' is entered into the adjacent text field. The 'Outputs' section remains unchanged.

Figure 10: The Performance Measures tab showing an example of a National Performance Measure output paired with an applicant-determined outcome.

If you create an applicant-determined output, only an applicant-determined outcome will be available. It is allowable to have an applicant-determined output paired with an applicant-determined outcome. It is not allowable to have an applicant-determined output paired with a National Performance Measure outcome.

The screenshot displays two sections: 'Outputs' and 'Outcomes', both under the 'Housing' category. In the 'Outputs' section, there are three radio buttons. The first two are labeled 'O1A: Number of individuals served' and 'O4: Number of housing units developed or repaired'. The third radio button is selected (indicated by a blue dot) and is followed by an empty text input field. To the right of this field is a button labeled 'Add User Output'. In the 'Outcomes' section, there is a single checkbox that is unchecked, followed by an empty text input field. To the right of this field is a button labeled 'Add User Outcome'.

Figure 11: The Performance Measures tab showing that only applicant-determined outcomes are available if creating an applicant-determined output.

To create an applicant-determined output, click the radial next to the empty field, then enter the name of the output. To create an applicant-determined outcome, check the box next to the empty field, then enter the name of the outcome. Remember: do not duplicate any National Performance Measures in the applicant-determined measure fields.

This screenshot shows the same 'Outputs' and 'Outcomes' sections as Figure 11, but with user-defined names. In the 'Outputs' section, the selected radio button is followed by a text input field containing the text 'Applicant-Made Output'. The 'Add User Output' button is still present. In the 'Outcomes' section, the checkbox is now checked (indicated by a checkmark), and the text input field contains the text 'Applicant-Made Outcome'. The 'Add User Outcome' button is also present.

Figure 12: The Performance Measures tab showing an example of an applicant-determined output paired with an applicant-determined outcome.

Enter the number of MSY and Members associated with this Performance Measure. Click Next.

The screenshot displays the 'Performance Measures' tab. On the left, a sidebar contains a section titled '* Outcomes' with a question mark icon. Below this, there are two input fields: '* Enter # of MSYs' with the value '10' and '* Enter # of Members' with the value '10'. The main content area is divided into two sections. The top section, labeled 'O1A: Number of individuals served' and 'O4: Number of housing units developed or repaired', has a radio button selected for 'O4'. Below this, there is a text input field containing 'Applicant-Made Output' and a button labeled 'Add User Output'. The bottom section, labeled 'Housing', has a checkbox checked and a text input field containing 'Applicant-Made Outcome', with a button labeled 'Add User Outcome'. At the bottom right, there are three buttons: 'Delete PM in Progress', 'Back', and 'Next'.

Figure 13: The Performance Measures tab showing the MSY and Members associated with the performance measure.

On the Data Collection tab, enter the description of the intervention. Click on the arrow to expand the data collection section. For applicant-determined measures, the only method available is “Other.” Enter the instrument description and target number of outputs and the unit of the outputs.

Applicant-determined measures do not have system-set units of measure so the applicant will need to enter the appropriate unit. The unit of measure should describe the beneficiary population you intend to count.

Home Page Objective MSY/Members Performance Measure **Data Collection** Summary

Screen Instructions

On this tab, you will provide additional information about your interventions, instruments and plan for data collection. Remember that targets must be numbers, not percentages. Do not enter percentages or member hours as units of measure.

*** Description of Interventions**

Describe the design and dosage (frequency, intensity, duration) of the interventions you have selected.

Intervention Description

Expand each output and outcome and enter data collection information.

▼ Output: Applicant-Made Output

*** Select Method** Other [Add New Method](#)

Describe the specific instrument(s) you will use to measure the output or outcome. Include the title of the instrument(s), a brief description of what it measures and how it will be administered, and details about its reliability and validity if applicable.

*** Enter Instrument Description**

Instrument Description

*** Enter Target Number** 60 *** Unit of Measure** Units

[► Outcome: Applicant-Made Outcome](#)

[Save](#) [Delete PM in Progress](#) [Mark Complete](#) [Back](#) [Next](#)

Figure 14: The Data Collection tab of the Performance Measures Module with the method selected and the unit of measure entered for an applicant-determined output.

For National Performance Measures, there are options for methods to measure the output based on the definitions in the Performance Measure Instructions. The unit of measure is also system-set so that it aligns with the National Performance Measure selected; it cannot be edited.

Home Page Objective MSY/Members Performance Measure **Data Collection** Summary

Screen Instructions

On this tab, you will provide additional information about your interventions, instruments and plan for data collection. Remember that targets must be numbers, not percentages. Do not enter percentages or member hours as units of measure.

*** Description of Interventions**

Intervention Description

Expand each output and outcome and enter data collection information.

▼ Output: O1A: Number of individuals served

*** Select Method** Tracking System [Add New Method](#)

Describe the specific instrument(s) you will use to measure the output or outcome. Include the title of the instrument(s), a brief description of what it measures and how it will be administered, and details about its reliability and validity if applicable.

*** Enter Instrument Description**

Instrument Description

*** Enter Target Number** 60 *** Unit of Measure** Individuals

[► Outcome: Applicant-Made Outcome](#)

[Save](#) [Delete PM in Progress](#) [Mark Complete](#) [Back](#) [Next](#)

Figure 15: The Data Collection tab containing other options for the method and the system-set unit of measure for a National Performance Measure.

Enter the data collection method for the applicant-made outcome as well. Similar to the applicant-made output, the only method is “Other,” and the applicant must state the unit of measure. In most cases, the unit of measure should be the same for the output and outcome(s) in an aligned performance measure. Once the measure is finished, click Mark Complete.

Screen Instructions

On this tab, you will provide additional information about your interventions, instruments and plan for data collection. Remember that targets must be numbers, not percentages. Do not enter percentages or member hours as units of measure.

* Description of Interventions

Intervention Description

Expand each output and outcome and enter data collection information.

► Output: Applicant-Made Output

▼ Outcome: Applicant-Made Outcome

* Select Method Other

Add New Method

Describe the specific instrument(s) you will use to measure the output or outcome. Include the title of the instrument(s), a brief description of what it measures and how it will be administered, and details about its reliability and validity if applicable.

* Enter Instrument Description

Outcome Instrument Description

* Enter Target Number 48 * Unit of Measure Units

Save Delete PM in Progress Mark Complete Back Next

Figure 16: The Data Collection tab with the method selected and the unit of measure entered for an applicant-determined outcome.

The system will return the applicant to the Performance Measure tab. All created performance measures are noted at the top of the Performance Measure tab. All applicant-determined outputs begin with OUTPT and all applicant-determined outcomes begin with OUTCM.

If you would like to create another performance measure, repeat the process. Applicants are required to create at least one aligned performance measure (an output paired with an outcome) connected to their primary intervention. Applicants are not expected to have performance measures for every program activity.

When the applicant has finished designing the performance measures, click Next at the bottom of the page.

Summary of Performance Measures

Objective	ID	Title	Interventions	Output	Outcome	End Outcome	MSY	Members	Complete	Delete	Edit
Housing	1	Performance Measure Title	Housing Placement/Assistance	OUTPT8	OUTCM7		10.00	10	Yes	Delete	Edit

Figure 17: The Performance Measure tab lists the completed applicant-determined performance measure.

The Summary tab provides a summary of the data entered in the Performance Measure Module. When ready, click Validate Performance Measures.

The screenshot shows the 'Summary' tab of the Performance Measure Module. On the left is a 'Screen Instructions' panel. The main content area displays three progress charts, each showing 100% completion for 'MSYs by Focus Area', 'MSYs by Objective', and '% of MSY NPM VS Applicant VS Not in ANY'. To the right is a table titled 'MSYs and Members Count by Objective'.

Objective	No of MSYs	No of Members
Housing	10.00	10
Total	10.0	10

Below the charts and table are input fields for 'Performance Measure Title', 'Focus Area' (Economic Opportunity), 'Objective' (Housing), 'Title' (Performance Measure Title), 'No of MSYs' (10.00), 'No of Members' (10), and a 'Problem Statement' field. A 'Print PDF for all Performance Measures' button is also present. At the bottom right, there are 'Back' and 'Validate Performance Measures' buttons, with the latter circled in blue.

Figure 18: The Summary tab of the Performance Measure Module showing the summary of the applicant-determined performance measure and the Validate Performance Measures button.

If there are no errors with the Performance Measure Module, a notification will appear stating "Success: All Performance Measures are valid."

This screenshot is identical to Figure 18, but with a red notification message at the top of the main content area: "Success: All Performance Measures are valid. Please exit the performance measures section and go back to the main application." This message is circled in blue. The rest of the interface, including the progress charts, table, and buttons, remains the same.

Figure 19: The Summary tab stating the performance measure is valid.

Suggested Applicant Determined Performance Measures for Native Nations

Disaster Services

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
Assistance Provided	D1A: Number of individuals served	D5: Number of individuals reporting increased disaster readiness	Traditional Ecological Knowledge (TEK) . Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation Disaster Adaptation Climate Change Intervention
	D6: Number of structures protected or restored	D7: Number of structures returned to regular use after a disaster	Traditional Ecological Knowledge (TEK) Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation Disaster Adaptation Climate Change Intervention
	Acres of Tribal land or protected land treated	Acres of Tribal land or protected land improved	Traditional Ecological Knowledge (TEK) Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation Disaster Adaptation Climate Change Intervention
	Miles of Tribal land or protected land treated.	Miles of Tribal land or protected land improved	Traditional Ecological Knowledge (TEK) Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation Disaster Adaptation Climate Change Intervention
	G3-3.4**: Number of organizations that received capacity building services	G3-3.10A**: Number of organizations that increase their efficiency, effectiveness, and/or program reach	Traditional Ecological Knowledge (TEK) Disaster Preparation Disaster Response Disaster Recovery Disaster Mitigation Disaster Adaptation Climate Change Intervention

*All National Performance Measure outputs may also be paired with an applicant-determined outcome instead or may be used without an associated outcome.

**In the eGrants Performance Measure Module, these measures may appear with the letter “D” at the end when used in the Disaster Services focus area. However, the instructions for these measures are the same regardless of the focus area in which they are used.

Education

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
School Readiness	ED1A: Number of individuals served	Number of individuals with increased knowledge of Native American/Indigenous language and culture	Tutoring Mentoring Other Classroom Support Out-of-School Time Family Involvement Service Learning Summer Learning Classroom Teaching
K-12 Success	ED1A: Number of individuals served	Number of individuals with increased knowledge of Native American/Indigenous language and culture ED5A: Number of students with improved academic performance ED9: Number of students graduating from high school on time ED10: Number of students enrolling in post-secondary education/training ED27C: Number of students with improved academic engagement or social-emotional skills ED6: Number of students with increased attendance ED7A: Number of students with decreased disciplinary incidents (referrals, suspensions/expulsions, criminal or gang involvement)	Tutoring Mentoring Coaching Other Classroom Support Out-of-School Time Family Involvement Service Learning Summer Learning Classroom Teaching Opioid/Drug Intervention
Post-HS Education Support	ED1A: Number of individuals served	Number of individuals with increased knowledge of Native American/Indigenous language and culture ED11: Number of individuals earning a post-secondary degree or technical certification	Tutoring Mentoring Family Involvement Service Learning Summer Learning

Teacher Corps	N/A (outputs may be reported as Performance Data Elements on annual Progress Reports)	N/A (outcomes may be reported as Performance Data Elements on annual Progress Reports)	N/A
Other Education	ED1A: Number of individuals served	Applicant-determined	Applicant-determined

*All National Performance Measure outputs may also be paired with an applicant-determined outcome instead or may be used without an associated outcome.

Focus Area Notes

- Programs should only opt into the Education performance measures if the measures reflect significant program activities aligned with the applicant's core theory of change.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants. National Service Participant outputs and outcomes should be reported in the Performance Data Elements in annual Progress Reports.

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.

ED27C (outcome)	Number of students with improved academic engagement or social and emotional skills
Definition of Key Terms	Students: those reported in ED1A Improved academic engagement or social and emotional skills: A positive change in student skills, attitude, and/or mindset that is likely to contribute to increased educational success. May include increased interest in school, improved perspective on school climate, increased attachment to school and/or increased educational aspirations. Social-emotional skills developed through more specific routes of Native Culture and Language include but are not limited to healing; improved emotional/mental health; resilience; improved self/communal-identity; increased connection/relationship to community, land, and culture.
How to Measure/Collect Data	Survey, observation, or other instrument capable of measuring changes in academic engagement or social and emotional skills at the individual beneficiary level. When possible, pre-post assessments should be utilized.
Notes	Academic or behavioral improvements counted under ED5A, ED6, or ED7A cannot be counted under this measure

Environmental Stewardship

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
At-Risk Ecosystems	Acres of Tribal or protected lands treated	Acres of Tribal or protected lands improved	Fire Mitigation Flood Mitigation Invasive Species Removal Debris Removal Plant Establishment Climate Change Intervention Traditional Ecological Knowledge (TEK)

	Miles of Tribal or protected lands treated.	Miles of Tribal or protected lands improved	Trail Creation Trail Remediation Stream Remediation Fire Mitigation Flood Mitigation Invasive Species Removal Debris Removal Plant Establishment Climate Change Intervention Traditional Ecological Knowledge (TEK)
Energy Efficiency	EN1: Number of housing units or public structures weatherized or retrofitted to improve energy efficiency	EN1.1: Number of housing units or public structures with reduced energy consumption or reduced energy costs	Weatherization Retrofitting Climate Change Intervention Traditional Ecological Knowledge (TEK)
Awareness & Stewardship	EN3: Number of individuals receiving education or training in environmental stewardship and/or environmentally-conscious practices	EN3.1: Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices EN3.2: Number of individuals reporting a change in behavior or intention to change behavior to better protect the environment	Education/Training Service Learning Climate Change Intervention Traditional Ecological Knowledge (TEK)
Green Jobs	N/A (outputs may be reported as Performance Data Elements on annual Progress Reports)	N/A (outcomes may be reported as Performance Data Elements on annual Progress Reports)	N/A

*All National Performance Measure outputs may also be paired with an applicant-determined outcome instead or may be used without an associated outcome.

Healthy Futures

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
Aging in Place	H4A: Number of individuals served	Number of individuals who report increased access to healthy foods (tribal or rural communities) H9A: Number of individuals who report improved capacity for independent living H19: Number of individuals with improved health	Food Sovereignty Companionship Nutrition/Food Support Legal Services Transportation Medical Services Opioid/Drug Intervention

Obesity & Food	H4A: Number of individuals served	Number of Individuals who report increased access to healthy foods (tribal or rural communities) H12: Number of individuals who report increased food security H17: Number of individuals with increased health knowledge H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19: Number of individuals with improved health	Food Sovereignty Outreach Education/Training Referrals Medical Services Nutrition/Food Support Physical Activities Counseling/Coaching Opioid/Drug Intervention
	H10A: Number of pounds of food provided	Applicant-determined	Food Sovereignty Nutrition/Food Support
Access to Care	H4A: Number of individuals served	H17: Number of individuals with increased health knowledge H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19: Number of individuals with improved health H20: Number of individuals with improved access to medical care	Outreach Education/Training Referrals Medical Services Counseling/Coaching Opioid/Drug Intervention
Other Healthy Futures	H4A: Number of individuals served	Applicant-determined	Applicant-determined

*All National Performance Measure outputs may also be paired with an applicant-determined outcome instead or may be used without an associated outcome.

Veterans and Military Families

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
Veterans & Families Served	V1: Number of veterans served V7A: Number of active military members and/or military family members served V8: Number of veteran family members served	Number of individuals with increased knowledge of cultural well-being and/or addressing stigma of mental health services O9**: Number of individuals with improved financial knowledge O11**: Number of individuals transitioned into safe/affordable housing O10**: Number of individuals who secure employment O21**: Number of individuals with improved job readiness ED11**: Number of individuals earning a post-secondary degree or technical certification H9A**: Number of individuals who report improved capacity for independent living H12**: Number of individuals who report increased food security H17**: Number of individuals with increased health knowledge H18**: Number of individuals reporting a change in behavior or intent to change behavior to improve their health H19**: Number of individuals with improved health H20**: Number of individuals with improved access to medical care	Native Culture and Language Support Financial Literacy Education Housing Unit Development Housing Unit Repair Housing Placement/Assistance Job Training Job Placement GED Education Other Adult Education Tutoring Mentoring Family Involvement Service Learning Summer Learning Companionship Nutrition/Food Support Legal Services Transportation Outreach Referrals Medical Services Physical Activities Counseling/Coaching Opioid/Drug Intervention
Access & Attract	N/A (outputs may be reported as Performance Data Elements on annual Progress Reports)	N/A (outcomes may be reported as Performance Data Elements on annual Progress Reports)	N/A

*All National Performance Measure outputs may also be paired with an applicant-determined outcome instead or may be used without an associated outcome.

**In the eGrants Performance Measure Module, these measures may appear with the letter “V” at the end when used in the Veterans and Military Families focus area. However, the instructions for these measures are the same regardless of the focus area in which they are used.

Suggested Applicant Determined Performance Measures for Bridge Building

As AmeriCorps [acknowledges the important role its programs play in bridging divides](#) – in both preparing members to lead with compassion, empathy, and humility as well as in the ways we see communities flourish when engaging with diverse audiences and service members – the agency and applicants have an opportunity to reimagine the ways in which they measure the impact of bridgebuilding efforts.

Strategic Plan / Objective	Outputs	Outcomes	Interventions
Bridgebuilding reduces polarization & community* division *Community defined as: respondents where an AmeriCorps member is serving; <u>also referenced as the “beneficiaries”</u>	Number of Individuals served	Number of individuals with increased knowledge of bridgebuilding Number of individuals reporting a change in behavior or intention to change behavior to better resolve conflict, lead with humility, courage and recognize other’s humanity Number of individuals receiving an accredited certificate in bridgebuilding skills Number of individuals who report improved confidence in their ability to shift social norms on how people engage with others who are different or disagree Number of individuals who have the ability to contribute to a community that promotes collaboration between people who disagree Number of individuals with increased connection to others outside of their familial relationships	Education / Training Bridgebuilding Activities that could include: - Mindfulness - Listening to Understand - Empathy - Constructive Dialogue - Leading with Curiosity Conflict Reduction / Mediation Spaces Small Group Reflection Service Learning

		Based on the reported experience of community beneficiaries, bridging intervention "X," showed a "___% change" in (desire to collaborate, capacity to resolve conflict, willingness to discuss differences, comfort in establishing a new non-familial relationship)	
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Performance measure relevant to member outcomes: the bridging sector recognizes that the best *measurement* outcomes for bridgebuilding is to measure the “provider,” also known as the member’s learning and their perceived confidence / efficacy in practicing bridging in community).

Strategic Plan / Objective	Outputs	Outcomes	Interventions
Bridgebuilding skills with Members	Number of members receiving education or training in bridgebuilding skills such as productive dialogue, conflict resolution, curiosity mindset, empathy / compassion, convening & facilitation	Number of members with increased knowledge of bridgebuilding Number of members reporting a change in behavior or intention to change behavior to better resolve conflict, lead with humility, courage and recognize other’s humanity Number of members receiving an accredited certificate in bridgebuilding skills Number of members who report improved capacity for facilitating productive conversations Number of members who report improved capacity to collaborate well with people they disagree with Based on the reported experience of members, bridging intervention "X," showed a "___% change" in (empathy, curiosity, open-mindedness)	Education / Training Bridgebuilding Activities that could include: - Mindfulness - Listening to Understand - Empathy - Constructive Dialogue - Leading with Curiosity - Hosting / Co-Facilitation Self-Reflection Small Group Reflection Service Learning

Focus Area Notes:

*All individuals counted under these measures can be either program beneficiaries or National Service Participants. The data measurements should be reported separately so there's a clear delineation between skill building for National Service Participants (members) and the skills developed or benefits demonstrated by the Community (beneficiaries). This is a new opportunity for us to measure member-based outcomes beyond what is captured in the Performance Data Elements in the Annual Progress Report.

**Activities associated with community / beneficiary measures must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.

BB (outcome)	Number of beneficiaries or National Service Participants with improved bridge building skills and/or awareness
Definition of Key Terms	AmeriCorps has adopted the following definition of bridging, "Coming together across divides to listen and understand each other, to find common ground, build relationships, and to make collaboration the norm." Broadly speaking bridging means working together to understand others across lines of difference; the science and data of bridging is well established by research universities, UC Berkeley's Greater Good Science Center among the leading institutions in the field.
How to Measure/Collect Data	Whenever possible, pre-post assessments should be utilized. The <i>Bridging Movement Alignment Council</i> Goals & Measures Work Group has created a wealth of resources, including a free Social Cohesion Impact Measurement tool designed to scientifically measure the impact of bridging interventions on participants via rigorous pre and post experience surveys. As more and more programs look to embed intentional bridging practices, utilization of a standardized survey tool can build individual and collective data insights around bridging strategies. If you're interested in learning more about how your program could utilize a shared survey tool, please contact Jennifer Leshnow , Bridging & Democracy Advisor .