



AmeriCorps
Georgia

2024 AMERICORPS NOFO APPLICATION WEBINAR

11.15.2023

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Session Overview

During this session, the following **categories** related to the AmeriCorps application:

- Applicant Information
- Narratives (10 pages)
 - Executive Summary
 - **Program Design**
 - **Community and Logic Model**
 - **Evidence Base**
 - **Notice Priority**
 - **Member Experience**
 - Organizational Capability
 - Cost Effectiveness and Budget Adequacy
 - **Evaluation Plan (if applicable)**
- **Logic Model**
- **Performance Measures**
- Budget

Application Scoring

Categories/Subcategories	Percentage
Executive Summary	0
Program Design	50
• Community and Logic Model	24
• Evidence Tier	12
• Evidence Quality	8
• Notice Priority	0
• Member Experience	6
Organizational Capability	25
• Organizational Background and Staffing	15
• Member Supervision	6
• Commitment to Diversity, Equity, Inclusion, and Accessibility	4
Cost-Effectiveness and Budget Adequacy	25
• Member Recruitment	7
• Member Retention	8
• Data Collection	7
• Budget Alignment to Program Design	3

Application Materials

Applicants must be familiar with the following documents that will assist you with the completion of your application.

- **NOFO:** Georgia Specific Notice of Funding Opportunity (NOFO) Guidelines
- **AmeriCorps Application Instructions:** Attachments with detailed budget instruction and performance measure submission instructions.
- **Mandatory Supplemental Guidance:** Definition of terms referenced in NOFO
- **Performance Measure Instructions:** Types of Performance Measures related to AmeriCorps and detailed info

These documents are available on the Georgia Serves website: [2024 AmeriCorps Application Materials | Georgia Department of Community Affairs \(ga.gov\)](#)





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PROGRAM
DESIGN

**COMMUNITY and
LOGIC MODEL**

Recorded Webinars

- ***FY 2024 AmeriCorps State & National Grant Competition: Theory of Change and Logic Model**
 - In this session, AmeriCorps staff share how to develop a theory of change, key components of a logic model, and how to turn a program theory of change into a logic model. Prior to viewing this session, please review page 22 of the Notice of Funding Opportunity.
 - [Watch the Recording](#)
- **Note-please disregard the FY23 Notice reference in their presentation and reference the FY24 Notice**
- ****Please note updates to Evidence Quality in the FY24 Notice**

Reference:
NOFO

Updates to **Community** and Logic Model

- Increasing the information requested about the community in which the applicant seeks to serve.
- Logic Model will be where the applicant will provide information about their program.
- No narrative is needed other than what is contained within the logic model.

Reference:
NOFO

What is Community?

The applicant will provide a detailed summary of the community problem, including:

- The role current or historical inequities faced by underserved communities may play in contributing to the problem.
- The community need as it relates to the [CDC's Social Vulnerability Index](#) and to communicate the severity and prevalence of the problem.

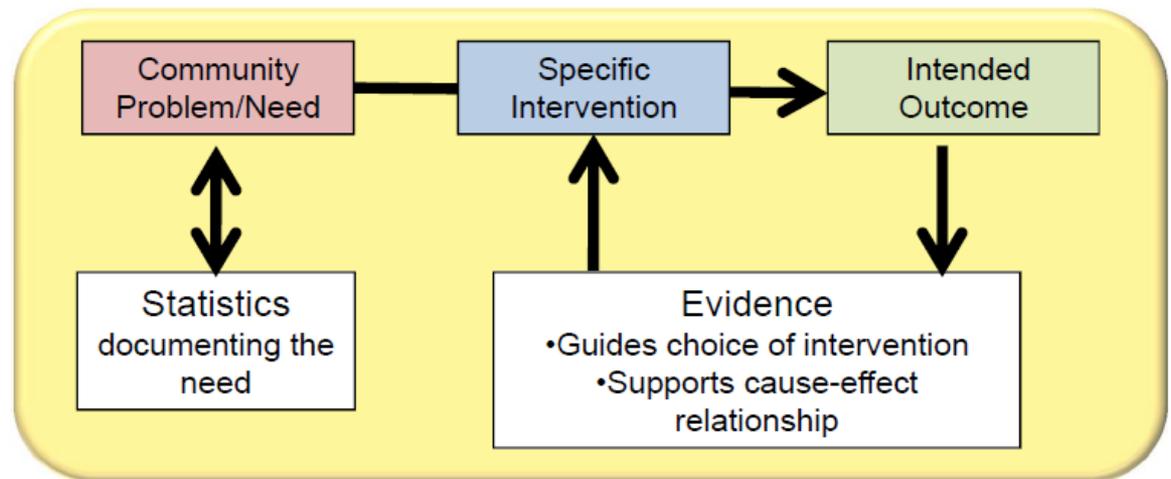
The CDC/ATSDR Social Vulnerability Index (CDC/ATSDR SVI) is a tool that uses U.S. Census data to determine the social vulnerability of every census tract. ATSDR's Geospatial Research, Analysis & Services Program (GRASP) maintains the CDC/ATSDR SVI to help public health officials and local planners better prepare for and respond to emergency events like hurricanes, disease outbreaks, or exposure to dangerous chemicals.

Reference:
NOFO

Community

Applicant should explain the “theory” of how they believe their intervention can address or solve an identified problem/need in a community.

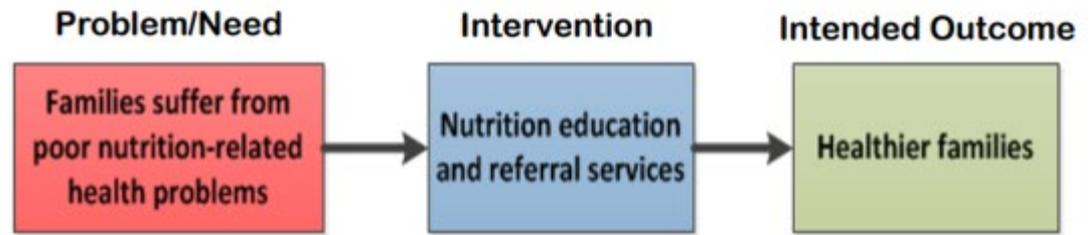
There are three main elements:



Reference:
NOFO

Example of community intervention

Nutrition Assistance Program:



The applicant's intervention is likely to lead to the outcomes identified in the organization's Logic Model.



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LOGIC MODEL

Recorded webinar

•FY 2024 AmeriCorps State & National Grant Competition: Theory of Change and Logic Model

- In this session, AmeriCorps staff share how to develop a theory of change, key components of a logic model, and how to turn a program theory of change into a logic model. They walk through which components are required to be included in your application. Prior to viewing this session, please review page 22 of the Notice of Funding Opportunity.
- [Watch the Recording](#)

Reference:

- *NOFO*
- *Mandatory Supplemental-*



What is a Logic Model?

- A detailed visual representation of a program and its theory of change.
- Communicates how a program works by depicting the intended relationships among program components.
- Generate a clear and shared understanding of how the program works

Reference:

- *NOFO*-pp. 21
- *Application Instructions* - p.7

Logic Model Template



Logic Model Template

Problem	Inputs	Activities	Outputs	Outcome(s) Short-Term	Outcome(s) Medium-Term	Outcome(s) Long-Term
The community problem the program activities (interventions) are designed to address.	Resources necessary to deliver the interventions including # of service locations/sites and number/type of AmeriCorps members.	The core activities that define the intervention the members will implement or deliver. Includes the duration, dosage, and target population.	Direct products from delivering the intervention.	Changes in knowledge, skills, attitudes, and opinions that will be, almost always, measurable during the grant year.	Changes in behavior or action that may be, depending on the program design, measurable in the program year.	Changes in condition or status in life that, depending on the program design, may be measurable in the program year.

The logic model maxes out at 4,000 characters which is about 6 pages. **Please include with additional documents upon submission to Georgia Serves.**

Reference:

- See [Logic Model Template](#)

Logic Model Components

- A summary of the community problem.
- The inputs or resources that are necessary to deliver the intervention, including but not limited to:
 - Locations or sites in which members will provide services
 - Number of AmeriCorps members that will deliver the intervention
- The core activities the define the intervention or program model that members will implement or deliver, including:
 - The duration of the intervention (e.g., the total number of weeks, sessions or months of the intervention)
 - The dosage of the intervention (e.g., number of hours per session or sessions per week)
 - The target population for the intervention (e.g., disconnected youth, third graders at a certain reading proficiency level)

Logic Model Components (cont'd)

- The measurable outputs that result from delivering the intervention (i.e., number of beneficiaries served, types and number of activities conducted).
 - Outputs: Counts
 - Number of people served.
 - Number of products created.
- Outcomes that demonstrate changes in knowledge/skill, attitude, behavior or condition that occur as a result of the intervention.
 - Outcomes: Change
 - Attitude/Belief (*Increased interest in school*)
 - Knowledge/Skill (*Improved reading scores/grades*)
 - Behavior (*Increased school attendance*)
 - Condition (*Successful completion of high school*)

Logic Model Expectations

- The Logic Model may not **exceed eight pages** when printed with the application from the “Review” tab in CNCS’s web-based management system.
- Applicants with multiple interventions should complete one Logic Model chart which incorporates each intervention. Logic Model content that exceeds eight pages will not be reviewed.

GA Serves requires applicants to submit a PDF/Word document of submitted logic model in eGrants.

Reference:

- *NOFO*
- *Application Instructions*



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Community and Logic Model

- Clearly articulate intervention/activities of members
- Performance measures should connect to your logic model
- A significant portion of points for your application – **24 points**
- If multiple interventions, describe them all in detail within one logic model.



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EVIDENCE TIER

Recorded Webinar

•FY2024 AmeriCorps State and National: Best Practices in Demonstrating Evidence

- During this webinar, AmeriCorps staff share how to support a proposed program design with relevant high-quality data, studies, and/or evaluation reports. Prior to this webinar, please review the NOFO and Mandatory Supplemental Information.
- [Watch the Recording](#)
- [Slide Deck](#)

Reference:

- *NOFO*
- *Mandatory Supplemental*



Evidence Tier and Evidence Quality

NOFO Evidence Base Criteria

Evidence Tier (12 points)

Based on:

- the relative strength of each applicant's evidence base
- the likelihood that the proposed **intervention** will lead to outcomes identified in the logic model

Evidence Quality (8 points)

Based on:

- the quality of the applicant's evidence
- the extent to which **the evidence supports** the proposed program design
- exact evidence quality criteria depend on evidence tier

Reference:

- *NOFO*
- *Mandatory Supplemental-*

Evidence Tier

See the evidence tiers noted in the **Mandatory Supplemental Information** document.

These descriptions need to be entered in the application narrative itself for each tier type:

Pre-Preliminary
Preliminary
Moderate
Strong

Provide narrative that:

- (1.) summarizes the study design and key findings of any outcome or impact evaluation reports that are submitted.
- (2.) describes any other evidence that supports their program, including past performance measure data and/or other research studies.

The intervention evaluated in the submitted report must match the intervention proposed in the application.

Reference:

- *NOFO*
- *Mandatory Supplemental*

Evidence Tier

NOTE: If your application is informed by evidence but is not actually replicating the intervention described in the evidence, DO NOT submit any reports or studies as attachments.

Reports that are not of the same intervention described in the application will not be reviewed or receive any points.

Evidence Tier does not determine funding, it provides an opportunity to support your proposed intervention(s) as strongly as possible.

Reference:

- *NOFO*
- *Mandatory Supplemental*

Evidence Tier

Most of our programs are Preliminary

Applicant has **submitted outcome evaluation report(s)** (can be internal or independent evaluations)

- Comparison group may be present, but is not randomly assigned or statistically matched

Reports evaluated the **same intervention** described in the application

Reports show **positive results** on one or more key desired outcomes in the applicant's logic model

Evidence Quality

Evidence Quality (8 points)

Based on:

- the quality of the applicant's evidence
- the extent to which **the evidence supports** the proposed program design
- exact evidence quality criteria depend on evidence tier

Evidence Quality Criteria assessed as:

Preliminary

Moderate

Strong

Submitting Evaluation Reports/Studies

Who should submit reports or studies?

- Any applicant wishing to be considered for Preliminary, Moderate or Strong evidence → Submit up to 2 reports/studies (or 3 if evaluation report required)
- Any applicant required to submit an evaluation report to meet evaluation requirements → Submit evaluation report

Required evaluation report can be submitted in addition to the 2 other studies (up to 3 total)

Reports or studies submitted for evidence base consideration **MUST** be of the **same intervention** proposed in the application

Reference:

- *NOFO*
- *Mandatory Supplemental*

Evidence Base Tips

Tips for Applicants



Read the NOFO and Mandatory Supplemental Information carefully

In the application narrative, describe the full body of evidence that exists for your program:

- Summarize the study design and key findings from any submitted reports
- Describe other supporting evidence, for example, past performance measure data or other research

Describe how the intervention in the submitted report(s) is the same as the one proposed in the application

Do not submit more than the allowable number of studies (either 2 or 3 depending on applicant's evaluation requirements)

Select high quality evidence: **rigorous, relevant, recent, meaningful**



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NOTICE PRIORITY

Notice Priority

New NOFO Priorities

- Community-based programs that enhance and expand service to **second chance youth** as AmeriCorps members (initiative with another federal agency) **See update below.**
- Programs that support civic bridgebuilding programs and projects to reduce polarization and community divisions; and providing training in civic bridgebuilding skills and techniques to AmeriCorps members; (Appropriations report language)
- Programs focused on implementing or expanding access to **high-quality early learning** and those that prepare AmeriCorps members to enter early learning careers. (Executive Order (<https://www.whitehouse.gov/briefing-room/presidential-actions/2023/04/18/executive-order-on-increasing-access-to-high-quality-care-and-supporting-caregivers/>))

****UPDATE on Second Chance Youth**

A competitive grant from OJJDP this spring focused on “second chance youth” – by which they are emphasizing youth re-entry post-juvenile or criminal justice incarceration and preventing/reducing recidivism.

Reference:

- *NOFO*
- *Application Instructions*
- *Mandatory Supplemental*



Notice Priority

Georgia Serves Funding Priorities

- Educators in Rural Communities
- Homelessness
- Human Sex Trafficking
- Rural Communities

To receive priority consideration, applicants must show that the priority area is a significant part of the program focus and intended outcomes.

Reference:

- *NOFO*
- *Application Instructions*
- *Mandatory Supplemental*





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MEMBER EXPERIENCE

Member Experience (6 points)

- The applicant details how AmeriCorps members will be **provided an opportunity to be leaders and gain skills during their term of service that will be valued by future employers** (e.g., workforce pathways, increasing levels of responsibility and leadership roles for members).
- The applicant details how **AmeriCorps members will be provided a high-quality orientation to the community they will serve in that is from an asset-based frame and guided and informed by the community.**



Reference:

- *NOFO*
- *Application Instructions*





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PERFORMANCE MEASUREMENT

Performance Measurement webinar

- FY24 AmeriCorps State and National Best Practices for Performance Measure

[Watch the Recording](#)

[Slide Deck](#)

References:

- *Application Instructions*
- *PM Instructions*



What is Performance Measurement?

Ongoing, systematic process of tracking your program or project outputs and outcomes.

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

Outcomes: Changes or benefits that occur as the result of the intervention or activities

- Can reflect changes in individuals, organizations, communities, or the environment
- Shows change in **attitudes**/beliefs, **knowledge**/skills, **behavior**, or **conditions**
- Must be logically connected to your intervention and be aligned with your outputs

This tells the collective impact of national service programs.

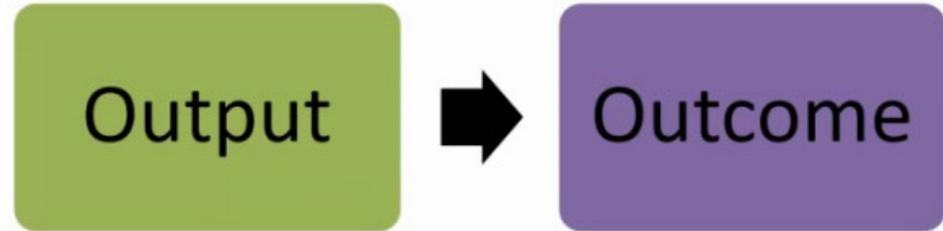
References:

- *Application Instructions*
- *PM Instructions*



Performance Measures

Your goal is to create **high-quality** performance measures that align with your program design and meet AmeriCorps requirements



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

Outcomes: Changes or benefits that occur as the result of the intervention or activities

- Can reflect changes in individuals, organizations, communities, or the environment
- Shows change in **attitudes**/beliefs, **knowledge**/skills, **behavior**, or **conditions**
- Must be logically connected to your intervention and be aligned with your outputs

CNCS Performance Measure Requirements

- At least one **aligned** Performance Measure (PM) connected to your **primary intervention**.
 - PAIR: **OUTPUT** statement + **OUTCOME** statement
 - Community impact, not member focused
- Use National Performance Measures (NPM) and/or Applicant-determined Measures
- **PM should connect to your logic model.**
- Performance Measures should reflect significant activities in the applicant's intervention
 - PMs do not have to be created to capture all AmeriCorps Member activities

References:

- *Application Instructions*
- *PM Instructions*



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Types of Performance Measures

Reference:

- *PM Instructions*

1. CNCS National Performance Measures (NPM)

- Reflect CNCS Strategic Plan and programming priorities
- Allow for consistent terms, definitions, and approaches to measurement (“speaking the same language”)
- Available for all six focus areas

2. Applicant-determined Performance Measures

Intended for programs whose interventions, outputs, or outcomes do not fit under existing National Performance Measures

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



Performance Measure Focus Areas

- Capacity Building
- **Disaster Services**
- **Economic Opportunity**
- **Education**
- **Environmental Stewardship**
- **Healthy Futures**
- **Veterans and Military Families**



GCSV Performance Measure Requirement

IF FUNDED, programs will be required to report on the following two ***GA Specific Performance Measures***:

1. Volunteer Generation

- (Output): Number of volunteers generated to meet program and community needs.

[Target # = *At least five volunteers per MSY awarded will be recruited.*]

2. CPR/First Aid Training

- (Output): Number of Members receiving CPR/First Aid training.

[Target # = *75% of members will receive training.*]



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Performance Measures Instructions

- Read the NPM instructions and notes for each measure to make sure the program requirements can be met

ED1A (output)	Number of individuals served
Definition of Key Terms	<p>Individuals: recipients of CNCS-supported services related to education; may include students enrolled in grades K-12, out-of-school youth, preschool age children, and/or individuals pursuing postsecondary education</p> <p>Served: substantive engagement of individuals with a specific education-related goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals who have received services

ED5A (outcome)	Number of students with improved academic performance
Definition of Key Terms	<p>Students: those reported in ED1A</p> <p>Improved academic performance: an improved demonstration of skill or knowledge in one or more academic subjects</p>
How to Measure/Collect Data	Standardized test, report card grade, or other instrument capable of measuring changes in academic performance at the individual beneficiary level. When possible, pre-post assessments should be utilized.

Reference:

- *PM Instructions*

Performance Measures Instructions

- Select the right output and outcome pairing for National Performance Measures (NPMs)

Strategic Plan Objective	Selection Rules		Interventions
	Outputs	Outcomes (if applicable)*	
K-12 Success	ED1A: Number of individuals served	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	Tutoring Mentoring Coaching Other Classroom Support Out-of-School Time Family Involvement Service Learning Summer Learning Classroom Teaching Opioid/Drug Intervention

Reference:

- *PM Instructions*



Performance Measures Instructions

Reference:

- *PM Instructions*

2024 AmeriCorps Performance Measures Instructions include:

- Selection rules that specify required output/outcome usage
- Definitions for the intervention, target population, output and outcome
- How to calculate, measure, and collect

See Appendix A of the document:

- Understanding MSY and Member Allocations

See Appendix B of the document:

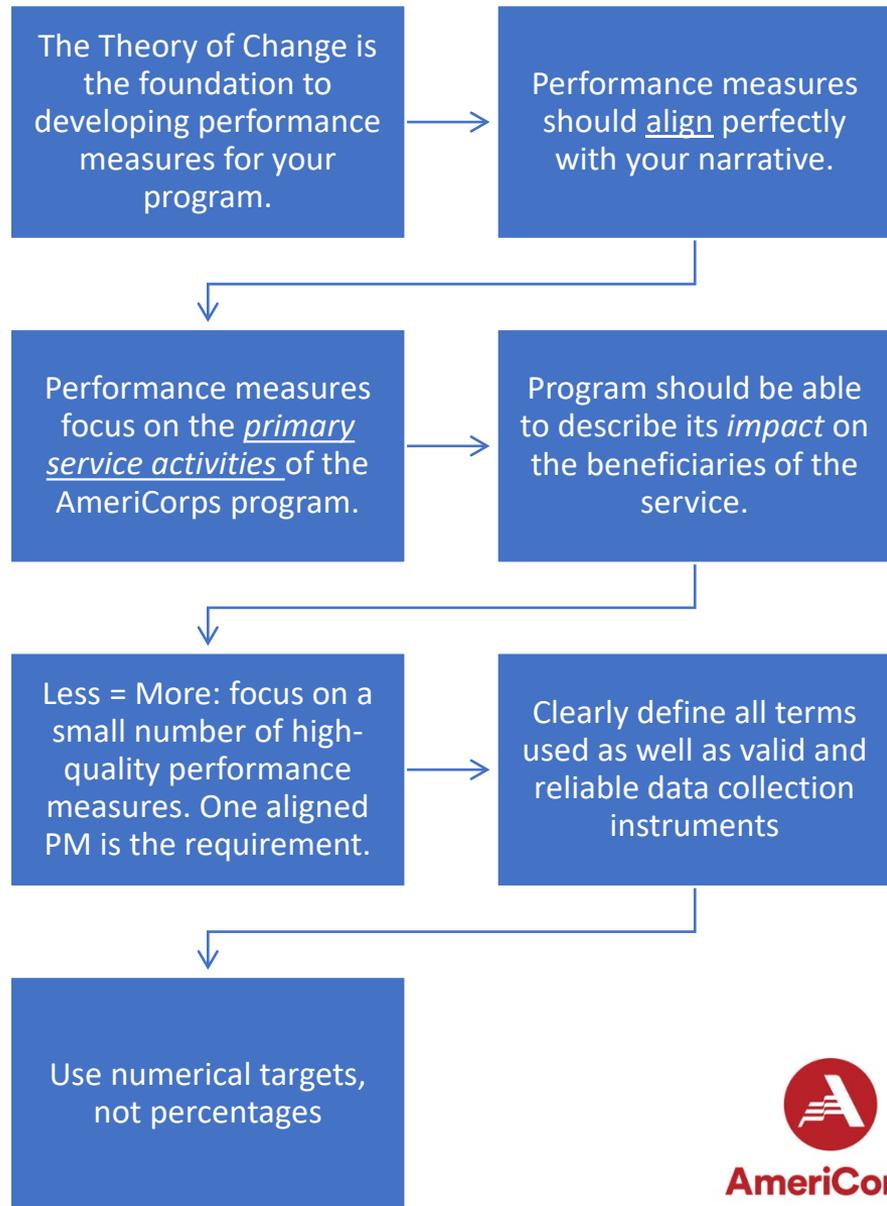
- Checklist includes items assessed during CNCS review process
- Items are common problems that have required clarification before approval of funding.

NOTE: The Performance Measure section is assessed not scored.

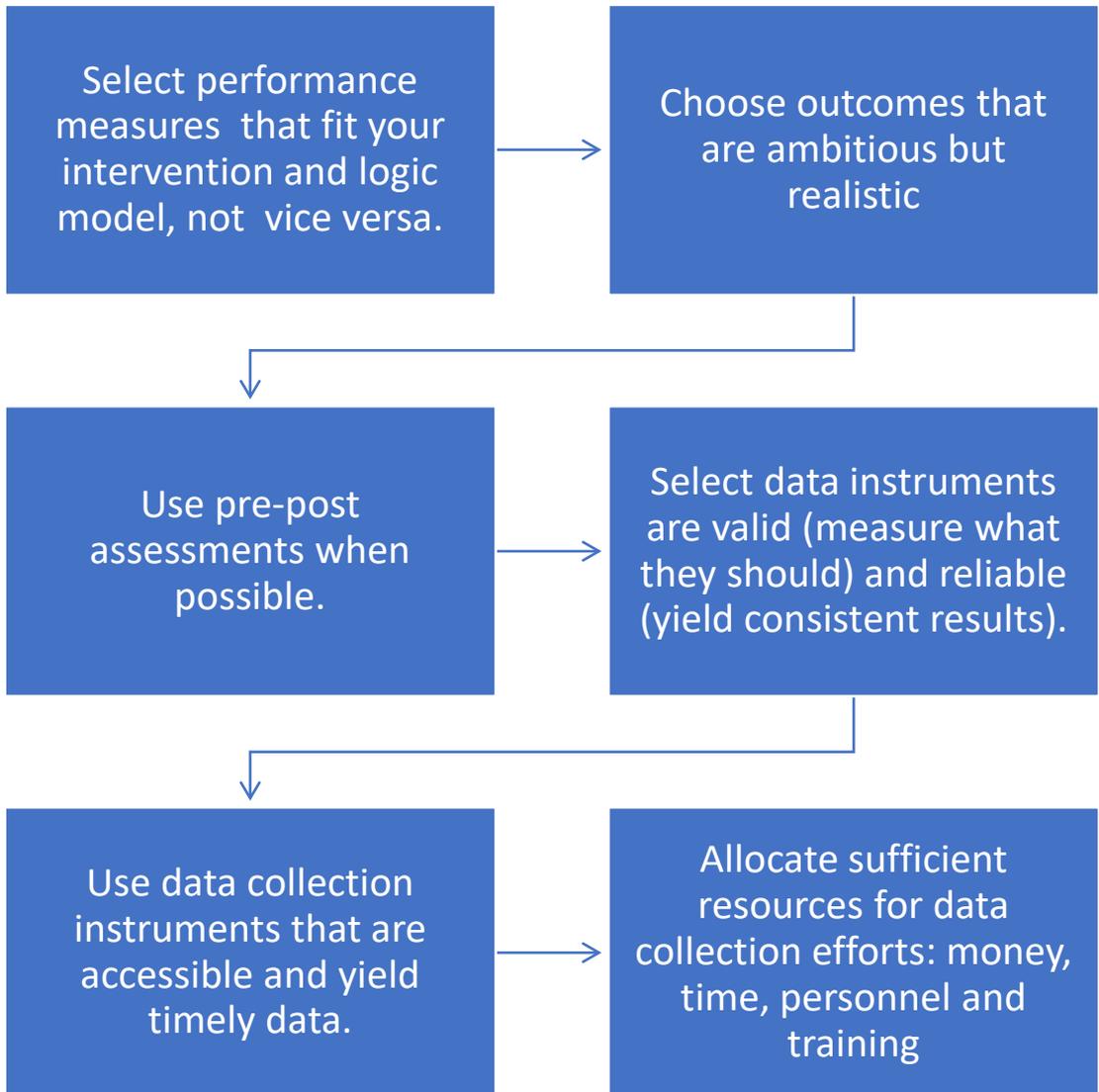


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Best Practices: Performance Measure Design I



Best Practices: Performance Measure Design II





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EVALUATION REQUIREMENTS

Evaluation Plan Requirements

In summary:

<i>If you are applying for...</i>	<i>The following must be submitted with your application:</i>
Your <i>first</i> three-year competitive AmeriCorps grant	You are not required to submit an evaluation plan or conduct an evaluation during the three-year period. However, if you are planning to re-compete for funding, it is highly recommended that you begin the evaluation planning process during the first three-year grant period. You are also required to submit a data collection plan as described in the “Data Collection Plans” section of these FAQs.
Your <i>second</i> three-year competitive AmeriCorps grant	You must submit an evaluation plan and are required to complete the evaluation described in the approved plan during the second three-year grant period.
Your <i>third</i> three-year competitive AmeriCorps grant	You are required to submit: 1) a report detailing the results of the evaluation conducted during the second grant period; and 2) an evaluation plan for the third three-year grant period that will build on the results of the evaluation from the second three-year grant period.
A competitive AmeriCorps grant beyond your third three-year grant award	You must continue to submit an evaluation plan for each successive three-year grant period and a report with findings from the evaluation conducted in the previous grant period.

Reference:

- NOFO

Evaluation Plan Requirements

Applicants should use the evaluation plan template found on the Notice webpage to craft their evaluation plans. The template document provides detailed information about the AmeriCorps evaluation requirements (45 CFR 2522.700 -.710) and specifies the information that must be provided for the evaluation plan to be approved by AmeriCorps.

The **evaluation plan template** will not be scored and will not be reviewed until after funding decisions have been made.

All applicants should enter “N/A” in the “Evaluation Summary or Plan” field of the Narrative. Any other text entered in this field will not be reviewed.

Reference:

- *NOFO*



Evaluation Plan Template

Required of re-competing applicants

AmeriCorps State and National Evaluation Plan Template

Organization Name: *Click or tap here to enter text.*
Program Name: *Click or tap here to enter text.*
Application ID: *Click or tap here to enter text.*

Instructions: Fill in the relevant sections of your evaluation plan under the headings below (you may delete the italicized text). Details about the evaluation requirements for AmeriCorps State and National grantees and subgrantees are [here](#). If you wish to request an [Alternative Evaluation Approach \(AEA\)](#), an [AEA Request Form](#) must be submitted in addition to this document.

1. Introductory Sections and Program Description

1.1 Theory of Change

Describe the nature of your service activities (interventions) and why they are expected to produce the desired outcomes. This section should be short but include enough detail to assess how well the proposed evaluation aligns with your program model. The content of this section can be adapted from the Theory of Change section of your grant application.

1.2 Scope of the Evaluation

State concisely the goal(s) of the evaluation and specify which service activity/ies will be assessed. AmeriCorps does not require you to evaluate all components of your theory of change; your evaluation may focus on a subset of program activities.

2. Evaluation Outcome(s) of Interest

List the outcome(s) your evaluation will measure. Outcomes must align with the theory of change and scope in #1 and must be feasible to measure, based on the source(s) of data needed and level of effort required. Given the length of a single grant cycle, it can be challenging to evaluate long-term program outcomes; evaluating short- and medium-term program outcomes may be more practical.

For impact evaluations and non-experimental outcome evaluations, outcomes must involve a change in knowledge, attitude, behavior, or condition. Metrics that measure the amount of service provided (e.g. number of students tutored/volunteers recruited/organizations served) should not be listed as outcomes for this type of evaluation.

3. Research Question(s)

List the research question(s) that will guide your evaluation. Research questions must be clearly connected to the outcomes in #2 and aligned with the theory of change and scope in #1.

For impact evaluations, research questions must:

- *involve a comparison between beneficiaries receiving the intervention or aspect of the intervention being studied (program/treatment group) and those that do not receive the intervention or aspect of the intervention (comparison/control group)*

1

- *Compare data on the outcome(s) of interest for both groups (i.e., program/treatment and comparison/control) at two different time points, preferably at baseline (pre-intervention) and follow-up (post-intervention)*

4. Evaluation Design

4.1 Evaluation type

State the type(s) of evaluation design that will be used, and explain why this is the most appropriate design to achieve the evaluation goal(s) in #1 and answer the research question(s) in #3. Possible evaluation designs include but are not limited to:

- *Process or implementation evaluation*
- *Non-experimental outcome evaluation*
- *Quasi-experimental design (QED) evaluation*
- *Randomized controlled trial (RCT) evaluation*

For impact evaluations, the evaluation must include a QED or RCT design.

4.2 Control or Comparison Group Formation (if applicable)

For a non-experimental evaluation that will use a comparison group, describe the group that will be used and explain why this selection is appropriate.

For a QED study, describe the approach for identifying a matched comparison group (e.g., propensity score matching, nearest-neighbor matching, etc.). Include the procedures for identifying a pool of similar individuals, organizations, or locations from which to draw a comparison group. Also include a description of the procedures and a list of the variables (covariates) you will use to match treatment and comparison groups, including either a baseline measure of the outcome (e.g., pre-intervention outcome score) or a proxy measure for the outcome of interest (e.g., grade point average to estimate future HS graduation).

For an RCT study, describe the eligibility criteria for inclusion in the study and the randomization process, which will result in two or more study groups (i.e., treatment and control).

5. Sampling Methods

5.1 Sample Selection

Describe the population from which the sample will be drawn, the estimated sample sizes for treatment and (if applicable) comparison groups, and how the sample will be selected (i.e., sampling procedures and/or eligibility criteria). Specify any consent procedures (i.e., parental/guardian consent, opt-in/opt-out) or data use agreements that will be necessary to gather or obtain data.

5.2 Sample Size Justification

For non-experimental evaluations, explain the basis for selecting the sample sizes in #5.1 and how the size will be adequate to answer the research questions.

For impact evaluations, describe how a power analysis was used to determine (1) how large a sample is needed to enable statistical tests that are accurate and reliable (i.e., required minimum sample size), and (2) the likelihood the statistical tests used in the analysis will be able to detect effects of a given size in a particular situation. Include detail on the assumptions used to conduct the power analysis (including how a minimum

2

Reference:

- NOFO
- **Evaluation Plan Template**



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Evaluation Requirements

- **National Direct and State Competitive (\$500K+)** must arrange for an independent evaluation of your program, and you must submit the evaluation with your application
- **National Direct and State Competitive (less than \$500K)** must conduct an internal evaluation of your program, and you must submit the evaluation with your application

Reference:

- *NOFO*

Questions??



AmeriCorps

AmeriCorps will invest in existing and new partnerships with non-profit, faith-based, and Tribal organizations, to get things done for America.

For application questions, please email: AmeriCorpsGA@dca.ga.gov



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