



**AmeriCorps**

# **Applicant-Determined Performance Measure Supplement**

**and**

# **Suggested Applicant Determined Performance Measures for Native Nations and Bridge Building**

AmeriCorps State and National  
2025

# Contents

What is an Applicant-Determined Performance Measure?.....	2
Applicant-Determined Performance Measure Rules.....	2
Entering Information into eGrants .....	3
Suggested Applicant Determined Performance Measures for Native Nations ...	14
Suggested Applicant Determined Performance Measures for Bridge Building ...	23

## 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.

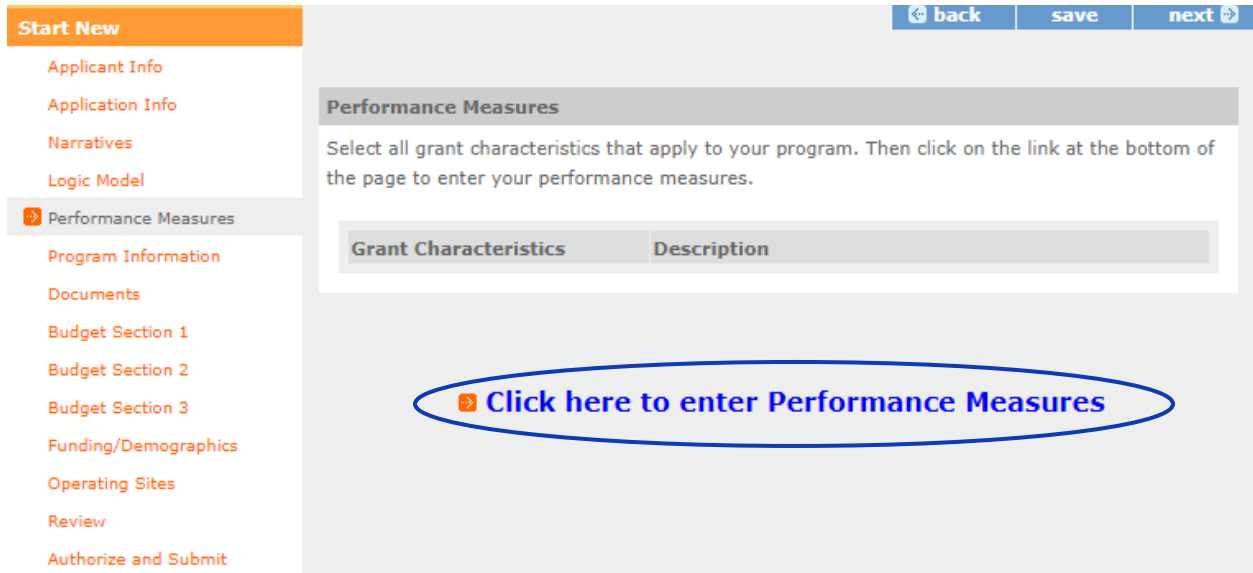


Figure 1: The link to begin the Performance Measures Module in eGrants.

Click Begin.

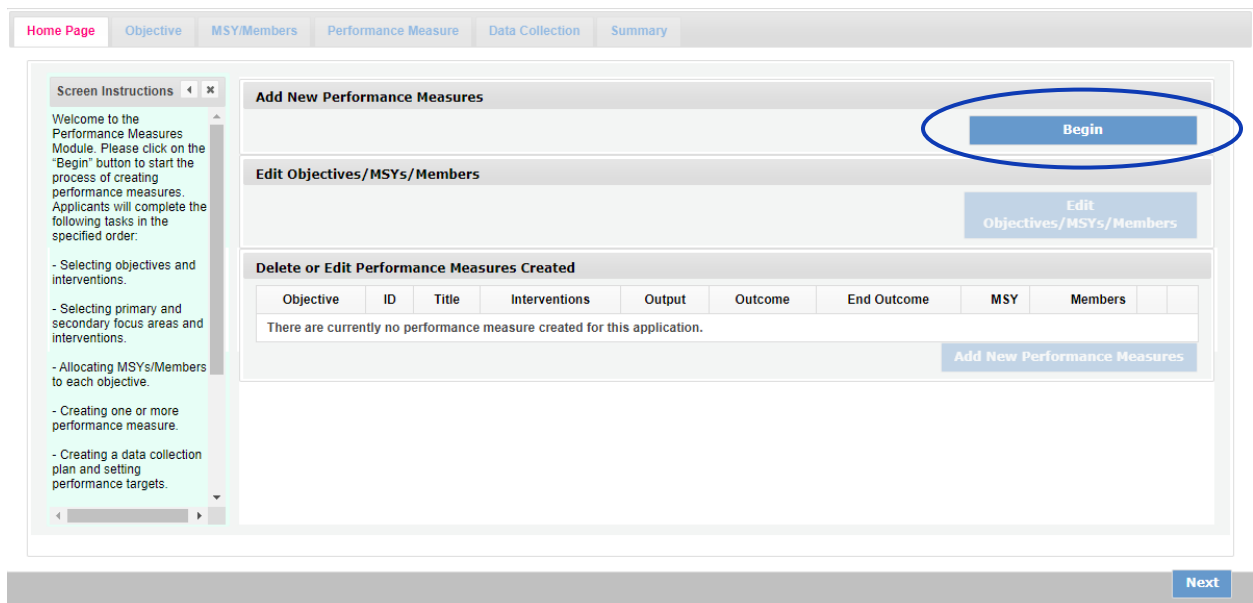


Figure 2: The Home Page tab of the Performance Measures Module featuring the Begin button.

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.

The screenshot shows the 'Objective' tab of the Performance Measures Module. The 'Economic Opportunity' focus area is selected and expanded. Under 'Objectives', 'Housing' is selected and expanded. Under 'Interventions', 'Housing Placement/Assistance' is selected. The form includes dropdown menus for Primary and Secondary Focus Areas and Interventions.

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."

The screenshot shows the 'Objective' tab of the Performance Measures Module. The 'Housing Placement/Assistance' intervention is checked. The form includes dropdown menus for Primary and Secondary Focus Areas and Interventions.

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.

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.

Home Page Objective MSY/Members Performance Measure Data Collection Summary

Summary of Performance Measures

Objective	ID	Title	Interventions	Output	Outcome	End Outcome	MSY	Members	Complete	Delete	Edit
There are currently no Performance measures created for this application.											

Screen Instructions

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.

Select only the interventions that will lead to the outcomes of this aligned performance measure. If you selected "other intervention" on the

Housing Placement/Assistance

\* Outputs

Housing

O1A: Number of individuals served

O4: Number of housing units developed or repaired

[Empty field]

Add User Output

\* Outcomes

Housing

No records found.

Save Delete PM in Progress 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.

\* Outputs

Housing

O1A: Number of individuals served

O4: Number of housing units developed or repaired

[Empty field]

Add User Output

\* Outcomes

Housing

O11: Number of individuals transitioned into safe, healthy, affordable housing

[Empty field]

Add User Outcome



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.

The screenshot displays two sections: "Outputs" and "Outcomes", both under the "Housing" category. In the "Outputs" section, three radio buttons are shown. The first is selected (blue dot) and is labeled "O1A: Number of individuals served". The second is unselected and labeled "O4: Number of housing units developed or repaired". The third is an empty text input field. An "Add User Output" button is at the bottom right. In the "Outcomes" section, two checkboxes are shown. The first is unselected and labeled "O11: Number of individuals transitioned into safe, healthy, affordable housing". The second is checked (black checkmark) and is next to an empty text input field containing the text "Applicant-Made Outcome". An "Add User Outcome" button is at the bottom right.

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, three radio buttons are shown. The first is unselected and labeled "O1A: Number of individuals served". The second is unselected and labeled "O4: Number of housing units developed or repaired". The third is selected (blue dot) and is next to an empty text input field. An "Add User Output" button is at the bottom right. In the "Outcomes" section, one checkbox is shown, which is unselected and next to an empty text input field. An "Add User Outcome" button is at the bottom right.

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.

The screenshot shows two sections: "Outputs" and "Outcomes", both under a "Housing" category. In the "Outputs" section, there are three radio buttons. The first two are "O1A: Number of individuals served" and "O4: Number of housing units developed or repaired". The third is "Applicant-Made Output", which is selected with a blue dot. Below it is a text input field containing "Applicant-Made Output" and a blue "Add User Output" button. In the "Outcomes" section, there is a checked checkbox next to a text input field containing "Applicant-Made Outcome" and a blue "Add User Outcome" button.

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.

This screenshot shows the same "Outputs" and "Outcomes" sections as Figure 12. Below these sections, there are two input fields: "\* Enter # of MSYs" with the value "10" and "\* Enter # of Members" with the value "10". 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.

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**

\* **Enter Target Number**  \* **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.

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: 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**

\* **Enter Target Number**  \* **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.

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.

Screen Instructions

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

To print the entire summary, click "Print PDF for all Performance Measures".

To print one performance measure, expand the measure and click "Print This Measure".

Click "Edit Performance Measures" to return to the Performance Measure tab.

Click "Edit Data Collection" to return to the Data Collection tab.

Click "Validate Performance Measures" to validate this module prior to submitting your application.

**Summary**

MSYs by Focus Area: 100%

MSYs by Objective: 100%

% of MSY NPM VS Applicant VS Not in ANY: 100%

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

Print PDF for all Performance Measures

Performance Measure Title

Focus Area: Economic Opportunity Objective: Housing Title: Performance Measure Title

No of MSYs: 10.00 No of Members: 10

Problem Statement:

Back Validate Performance Measures

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."

The screenshot shows the 'Summary' tab of the Performance Measure Module. A red notification bubble at the top states: "Success: All Performance Measures are valid. Please exit the performance measures section and go back to the main application". Below this, there are four sections: 'MSYs by Focus Area', 'MSYs by Objective', '% of MSY NPM VS Applicant VS Not in ANY', and 'MSYs and Members Count by Objective'. Each of the first three sections contains a circular gauge showing 100%. The fourth section is a table with the following data:

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

At the bottom, there are input fields for 'Focus Area' (Economic Opportunity), 'Objective' (Housing), and 'Title' (Performance Measure Title). A 'Print PDF for all Performance Measures' button is also visible.

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	<p>Number of individuals with increased knowledge of Native American/Indigenous language and culture</p> <p>ED5A: Number of students with improved academic performance</p> <p>ED9: Number of students graduating from high school on time</p> <p>ED10: Number of students enrolling in post-secondary education/training</p> <p>ED27C: Number of students with improved academic engagement or social-emotional skills</p> <p>ED6: Number of students with increased attendance</p> <p>ED7A: Number of students with decreased disciplinary incidents (referrals, suspensions/expulsions, criminal or gang involvement)</p>	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	<p>Number of individuals with increased knowledge of Native American/Indigenous language and culture</p> <p>ED11: Number of individuals earning a post-secondary degree or technical certification</p>	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.

<b>ED27C (outcome)</b>	Number of students with improved academic engagement or social and emotional skills
<b>Definition of Key Terms</b>	<p><b>Students:</b> those reported in ED1A</p> <p><b>Improved academic engagement or social and emotional skills:</b> 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.</p> <p>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.</p>
<b>How to Measure/Collect Data</b>	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.
<b>Notes</b>	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	<p>Number of Individuals who report increased access to healthy foods (tribal or rural communities)</p> <p>H9A: Number of individuals who report improved capacity for independent living</p> <p>H19: Number of individuals with improved health</p>	<p>Food Sovereignty</p> <p>Companionship Nutrition/Food Support Legal Services Transportation Medical Services Opioid/Drug Intervention</p>
Obesity & Food	H4A: Number of individuals served	<p>Number of Individuals who report increased access to healthy foods (tribal or rural communities)</p> <p>H12: Number of individuals who report increased food security</p> <p>H17: Number of individuals with increased health knowledge</p> <p>H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health</p> <p>H19: Number of individuals with improved health</p>	<p>Food Sovereignty</p> <p>Outreach Education/Training Referrals Medical Services Nutrition/Food Support Physical Activities Counseling/Coaching Opioid/Drug Intervention</p>
	H10A: Number of pounds of food provided	Applicant-determined	<p>Food Sovereignty</p> <p>Nutrition/Food Support</p>
Access to Care	H4A: Number of individuals served	<p>H17: Number of individuals with increased health knowledge</p> <p>H18: Number of individuals reporting a change in behavior or intent to change behavior to improve their health</p> <p>H19: Number of individuals with improved health</p>	<p>Outreach Education/Training Referrals Medical Services Counseling/Coaching Opioid/Drug Intervention</p>

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

	Elements on annual Progress Reports)		
--	--------------------------------------	--	--

\*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
<p>Bridgebuilding reduces polarization &amp; community* division</p> <p>*Community defined as: respondents where an AmeriCorps member is serving; <u>also referenced as the "beneficiaries"</u></p>	<p>Number of Individuals served</p>	<p>Number of individuals with increased knowledge of bridgebuilding</p> <p>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</p> <p>Number of individuals receiving an accredited certificate in bridgebuilding skills</p> <p>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</p> <p>Number of individuals who have the ability to contribute to a community that promotes collaboration between people who disagree</p> <p>Number of individuals with increased connection to others outside of their familial relationships</p> <p>Based on the reported experience of community beneficiaries, bridging</p>	<p>Education / Training</p> <p>Bridgebuilding Activities that could include:</p> <ul style="list-style-type: none"> <li>- Mindfulness</li> <li>- Listening to Understand</li> <li>- Empathy</li> <li>- Constructive Dialogue</li> <li>- Leading with Curiosity</li> </ul> <p>Conflict Reduction / Mediation Spaces</p> <p>Small Group Reflection</p> <p>Service Learning</p>



		intervention "X," showed a " <u>  </u> % change" in (desire to collaborate, capacity to resolve conflict, willingness to discuss differences, comfort in establishing a new non-familial relationship)	
--	--	--	--

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	<p>Number of members with increased knowledge of bridgebuilding</p> <p>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</p> <p>Number of members receiving an accredited certificate in bridgebuilding skills</p> <p>Number of members who report improved capacity for facilitating productive conversations</p> <p>Number of members who report improved capacity to collaborate well with people they disagree with</p> <p>Based on the reported experience of members, bridging intervention "X," showed a "__% change" in (empathy, curiosity, open-mindedness)</p>	<p>Education / Training</p> <p>Bridgebuilding Activities that could include:</p> <ul style="list-style-type: none"> <li>- Mindfulness</li> <li>- Listening to Understand</li> <li>- Empathy</li> <li>- Constructive Dialogue</li> <li>- Leading with Curiosity</li> <li>- Hosting / Co-Facilitation</li> </ul> <p>Self-Reflection</p> <p>Small Group Reflection</p> <p>Service Learning</p>

**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.

<b>BB (outcome)</b>	Number of beneficiaries or National Service Participants with improved bridge building skills and/or awareness
<b>Definition of Key Terms</b>	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 <a href="#">Greater Good Science Center</a> among the leading institutions in the field.
<b>How to Measure/Collect Data</b>	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 <a href="#">free Social Cohesion Impact Measurement tool</a> 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 <a href="#">Jennifer Leshnowe</a> , <b>Bridging &amp; Democracy Advisor</b> .