

module **5**

Evaluation

Performance Measures Detail

This module summarizes the outputs, intermediate outcomes, and end outcomes for the sample and required performance measures outlined in Module 4. This module is also intended to help successful applicants begin planning evaluation and data collection strategies for their programs.

OUTPUTS

Outputs can be the count of beneficiaries receiving service, amount of service delivered, or number of participants conducting service. Note that Table 1 below provides examples of outputs for each Performance Measure Category.

INTERMEDIATE OUTCOMES

Intermediate outcomes are the changes or benefits experienced by your service recipients or participants within the timeframe of your program.

- The *Needs and Service Activities Category* documents the changes you hope your sites will be able to achieve for the primary service activity in one year. Applicants have the flexibility to select a measure(s) that best represents the primary activity or activities of their program.
- The *Participant Development Category*, the indicators have been selected for you. After selecting the Participant Development Area (civic engagement, academic engagement, or risky behavior), use the information identified in Module 4 and summarized in Table 1.b. below to complete your intermediate outcome.
- For the *Community Strengthening Category*, select the intermediate outcome for this category that will best fit your program model.

END OUTCOMES

The end outcomes are the positive changes that your project ultimately hopes to achieve for participants and beneficiaries. Please note: because these changes may take place after the three-year timeframe of your program, you may not be expected to measure end outcomes. Appropriate end outcomes will be decided upon in consultation with your program officer after applications have been accepted.

Table 1, below, provides examples of outputs, intermediate outcomes, and end outcomes for each performance measure category.

Table 1.a. Example--Performance Measure Category: Needs and Service Activities

Service/Activity	Outputs	Intermediate Outcomes	End Outcomes
Disaster Preparedness	Number of seniors or number of students participating	Seniors prepare emergency response plans.	Successful emergency preparedness

Table 1.b. Required*-- Performance Measure Category: Participant Development

Participant Development Area	Outputs	Intermediate Outcomes	End Outcomes
1. Civic Engagement	Number of student participants	Increased civic skills for civic engagement	<ul style="list-style-type: none"> • Lifelong active, competent, responsible, and engaged citizens
2. Academic Engagement	Number of student participants	Improved attitudes towards learning for academic engagement	<ul style="list-style-type: none"> • Retention and graduation from school/high education • Active, lifelong, engaged learners
3. Risky Behavior	Number of student participants	Increased problem solving skills for risky behavior	<ul style="list-style-type: none"> • Increased empathy • Enhanced self-efficacy • Increased self-awareness • Formulated goals and aspirations • Reduction in health risk behaviors

*You must select one of the Participant Development Measures listed here for inclusion in your application.

Table 1.c. Required--Performance Measure Category: Community Strengthening**

Community Strengthening Area	Outputs	Intermediate Outcomes	End Outcomes
1. School-community partnerships 2. Institutionalization**	<ul style="list-style-type: none"> ▪ Number of community partnerships cultivated. ▪ Number of new schools starting S-L programs. ▪ Number of students participating in service-learning projects 	<ul style="list-style-type: none"> • Increased capacity of community organizations to deliver services. • Number of courses integrating service-learning strategies. • Intentional elements of infrastructure supporting LSA programs created. 	<ul style="list-style-type: none"> • Policies that support are service-learning adopted/institutionalized. • Community-school partnerships institutionalized

** All Higher Education applicants must use this Institutionalization Measure