

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction														
Modified Standard Form 424 (Rev.02/07 to conform to the Corporation's eGrants System)																
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 01/21/11	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11AS125248	4. DATE RECEIVED BY FEDERAL AGENCY: 01/21/11	FEDERAL IDENTIFIER: 09ASHSD001														
5. APPLICATION INFORMATION																
LEGAL NAME: Lutheran Social Services of South Dakota DUNS NUMBER: 042374876	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Michelle Madsen TELEPHONE NUMBER: (605) 221-2350 FAX NUMBER: (605) 221-2404 INTERNET E-MAIL ADDRESS: michelle.madsen@lsssd.org															
ADDRESS (give street address, city, state, zip code and county): 705 E 41st St Ste 200 Sioux Falls SD 57105 - 6048 County:																
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 460224731	7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Faith-based organization															
8. TYPE OF APPLICATION (Check appropriate box). <input type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input checked="" type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):	9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State without Commissions	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: AmeriCorps Members at LSS-SD															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Sioux Falls, South Dakota	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 08/01/11 END DATE: 07/31/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="SD 001"/> b.Program <input type="text" value="SD 001"/>															
15. ESTIMATED FUNDING: Year #: <input type="text" value="3"/>	16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372															
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">a. FEDERAL</td> <td style="text-align: right;">\$ 47,959.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 38,223.00</td> </tr> <tr> <td>c. STATE</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>d. LOCAL</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>e. OTHER</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>f. PROGRAM INCOME</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td>g. TOTAL</td> <td style="text-align: right;">\$ 86,182.00</td> </tr> </table>	a. FEDERAL	\$ 47,959.00	b. APPLICANT	\$ 38,223.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 86,182.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 47,959.00															
b. APPLICANT	\$ 38,223.00															
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e. OTHER	\$ 0.00															
f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 86,182.00															
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.																
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Rebecca Kiesow Knudsen	b. TITLE:	c. TELEPHONE NUMBER: (605) 357-0161														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 04/29/11														

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Executive Summary

Lutheran Social Services of South Dakota is a statewide human services agency, serving more than 54,000 people last year through programs in 30 communities. LSS-SD partners with AmeriCorps to expand our capacity to provide services in the Sioux Falls, South Dakota area. Members recruit volunteers to mentor at-risk children and provide enrichment activities for children and families in after-school and preschool programs.

Rationale and Approach

RATIONALE AND APPROACH

1. Compelling Community Need

Lutheran Social Services of South Dakota (LSS) proposes to recruit AmeriCorps volunteers to fill eight half-time volunteer positions providing critical support to four of our programs: the Refugee and Immigration Center, the School-Based Mentor Program, the Southern Hills After-School and Preschool Programs, and the Hilltop After-School Program. Each program fills an important need in Sioux Falls, South Dakota, our state's largest city.

Lutheran Social Services of South Dakota is a statewide human services agency that served 43,000 people last year through a wide variety of programs in 26 communities. LSS is a faith-based organization serving people of all faiths. The four programs we focus on in this proposal served more than 14,000 people last year, including some services outside the scope of the proposed activities.

THE REFUGEE AND IMMIGRATION CENTER: The LSS Refugee and Immigration Center provides a variety of services for refugees who are being resettled in Sioux Falls, including initial housing and cash assistance; pre-employment training and assistance in finding jobs; case management; community

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orientation classes; and English language training. Last year the Refugee and Immigration Center resettled 316 refugee individuals in Sioux Falls. These individuals were escaping war, persecution and violence in their home countries. Many had been living in refugee camps for many years before being approved to resettle in the United State.

Learning to live, work and go to school in a new culture is an ongoing process for refugee families. We have a few dedicated volunteers who serve as mentors for newly-arrived refugee families, befriending them and helping them adjust to their new neighborhoods. Mentors might help families learn to use their kitchen appliances, find the public library, use the bus, or navigate the supermarket. Our current mentors tell us this is among the most fulfilling volunteer experiences they've ever had. However, we lack the staff to systematically recruit and train family mentors so that most newly-arrived families can be assigned a mentor if they want one.

Newly-arrived refugee families would benefit from AmeriCorp volunteers who work to recruit, train, and match volunteer mentors.

THE SCHOOL-BASED MENTOR PROGRAM: The LSS School-Based Mentor Program matches adult volunteer mentors with at-risk children in the Sioux Falls School District. Each year more than 1,000 mentors visit their students for one hour a week at school, during the school day. The School-Based Mentor Program recruits, screens and trains several hundred new volunteers each year to replace retiring volunteers and fill the growing need for mentors.

School counselors, teachers, and parents refer children to the program when they are struggling with behavior, academics, or social skills. National studies have shown that at-risk children who regularly spend time with caring adult mentors show improved grades, behavior, and attendance, and have a

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better attitude toward school and increased self-confidence. Even though we are able to match more than 1,000 volunteers with students each year, school officials have identified as many as 1,500 additional students who would benefit from having mentors.

At-risk students in the Sioux Falls School District would benefit from AmeriCorps volunteers who can assist in recruiting, screening and training additional mentor volunteers.

SOUTHERN HILLS AFTER-SCHOOL AND PRESCHOOL PROGRAMS AND HILLTOP AFTER-SCHOOL PROGRAM: To meet the needs of working families in two Sioux Falls neighborhoods, LSS operates child care programs in cooperation with two neighborhood churches. Both programs provide an enriching, safe environment for children in kindergarten through fifth grade after school hours, during school breaks, and through the summer. Southern Hills also provides a pre-kindergarten program for children ages three through five, where children can attend either part time or full time. Last year, these programs served 117 children along with 204 of their family members.

Census data show that Sioux Falls has the nation's highest percentage of working parents--83% of the city's school-aged children have all parents working outside the home. In addition, in the Census tracts surrounding the Southern Hills Preschool, 72% of children under the age of six have all parents in the household employed outside the home. South Dakota is tied for first place in the nation in the proportion of adults who have more than one job. These statistics indicate a high need in our community for quality, affordable care for the children of working families.

Children at the LSS after-school and preschool programs would benefit from having AmeriCorps volunteers who will involve children in math, reading, fine arts and physical fitness activities that would expand upon what children are learning during the school day. Children and families would also benefit

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from an AmeriCorps volunteer who would organize and implement family activities to help parents get involved in their children's learning activities.

2. Addressing the Community Need

These programs have identified specific volunteer roles that would add significant value to our existing program services.

REFUGEE AND IMMIGRATION CENTER:

The Refugee and Immigration Center has identified Family Mentor Recruiters/Trainers as a critical unmet need. These AmeriCorps volunteers will work through our existing network of businesses, congregations, service clubs, and the volunteer clearinghouse to recruit volunteer families and individuals who would be willing to commit time each month to mentor newly-arrived refugee families for a minimum of six months. The AmeriCorps volunteers would plan and implement orientation and ongoing training opportunities for family mentors. The AmeriCorps volunteers would regularly follow up with family mentors and refugee families to make sure that the program is meeting the needs of both groups.

We plan to recruit two half-time AmeriCorps volunteers to meet this need. They will report to Donna Magnuson, Director of the LSS Refugee and Immigration Center.

SCHOOL-BASED MENTOR PROGRAM

The School-Based Mentor Program's most critical ongoing need is recruiting new mentors to replace

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those who have retired and to meet the increasing need for mentors for at-risk students. AmeriCorps volunteers will plan and implement a volunteer recruitment strategy, working through our existing network of businesses, congregations, service clubs, and the volunteer clearinghouse. The recruitment strategy will include public relations activities and public presentations. Another crucial role will be to plan student-volunteer activities involving volunteers who cannot commit to a full year of mentoring, but want to be involved with at-risk children for one-time activities.

We plan to recruit two half-time AmeriCorps volunteers to meet this need. They will report to Lisa Falon-Schulz, Director of the LSS School-Based Mentor Program.

AFTER-SCHOOL AND PRESCHOOL PROGRAMS:

The focus of our after-school and preschool programs is providing children opportunities to grow and learn through choosing their own activities. We provide a wide variety of activity choices, each with learning components, so that each child can choose activities that they find fun and challenging. Although our child care and teaching staff are talented and energetic, their supervision and teaching roles often do not allow them time to plan and direct special activities in the fine arts, math, reading, and physical fitness. AmeriCorps volunteers will fill these important roles in our child care programs:

- Fine Arts Coordinator in the Southern Hills After-School Program: Researching, planning, preparing and implementing fine arts activities for K-12 children in the after-school and summer programs.
- Family Education Coordinator in the Hilltop After-School Program: Researching, planning, preparing and implementing fun reading and math activities for children in the after-school and summer programs; planning and implementing family education events where children and parents can

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participate in fun learning activities together.

- Fine Arts and Fitness Coordinator in the Southern Hills Preschool Program: Researching, planning, preparing and implementing fine arts and physical fitness activities for children ages three to five.

We plan to recruit four half-time AmeriCorps volunteers to meet these needs. They will report to Heather DeWit, Director of the LSS Child Care Programs.

Each AmeriCorps volunteer will receive initial orientation and regular training opportunities.

- They will receive orientation to LSS similar to that provided to all new part-time employees. The project director will provide orientation specific to their rights and responsibilities as AmeriCorps volunteers.

- They will receive on-site orientation specific to their program, similar to that provided to all new part-time employees.

- They will participate in in-service training specific to their program, along with the program's employees.

- They will have the opportunity to attend at least one local workshop on volunteer management. The Sioux Falls HELP!Line Center regularly provides low-cost training opportunities for volunteer managers in our community.

The project director will assure that AmeriCorps volunteers do not participate in any activities

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prohibited by the AmeriCorps regulations, including lobbying, partisan political activities, or religious activities.

3. Participant Roles, Outputs and Outcomes

AmeriCorps volunteers will achieve these outputs and outcomes from their activities:

REFUGEE AND IMMIGRATION CENTER:

Output: AmeriCorps volunteers will recruit, train and match 50 or more family mentors per year. The volunteers' supervisor will track the number of family mentors recruited and trained each year.

Outcome: Although difficult to measure in quantitative terms, the outcome of the AmeriCorps volunteers' activities will be that newly-arrived refugee families will be more successful in adjusting to their new homes and community.

SCHOOL-BASED MENTOR PROGRAM:

Output: AmeriCorps volunteers will assist in recruiting, screening, and training 450 new mentor volunteers per year. The volunteers' supervisor will track the number of new mentors recruited each year.

Outcome: Mentors are surveyed annually for information on their students' improvement over the year. Our goals for students are that 80% will show more self-confidence, 70% will have a better attitude toward school, 50% will have better grades, 45% will have fewer disciplinary referrals, and 45% will have

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better attendance.

AFTER-SCHOOL AND PRESCHOOL PROGRAMS:

Output: 120 children will benefit from enhanced fine arts, reading, math and/or physical fitness activities in their after-school and preschool programs. 30 parents will benefit from participation in parent/child learning activities.

Outcomes: These programs measure outcomes for children through two national assessment tools.

- Preschool students work toward specific academic goals in preparation for kindergarten, including social/emotional development, physical development, cognitive development, and language development.

Some specific goals we pursue for preschool children are:

Social/emotional development: sense of self, responsibility for self and others, and pro-social behavior.

Physical development: Gross and fine motor skills, such as jumping and using drawing tools.

Cognitive development: Learning and problem solving, logical thinking, representation and symbolic thinking (pretend play).

Language development: Listening and speaking, reading and writing.

Teachers measure students' progress toward those goals quarterly using the CreativeCurriculum.net assessment tool. Our goal for students is that 80% will show improvement in reaching their academic goals.

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- After-school students complete a self-assessment called the Youth Outcomes Toolkit that measures their progress in a variety of areas, such as willingness to try new activities. Our goal for students is that 80% will show improvement over the year.

Categories we measure in the Youth Outcomes Toolkit are:

- Academic success
- Community involvement
- Core values
- Life skills
- Positive life choices
- Sense of self

4. Plans for Self-Assessment and Improvement

Each of these programs is involved in Lutheran Social Services' agency-wide Continuous Quality Improvement Process, in which inter-program committees meet regularly to identify programs' strengths and weakness and work to resolve problems. The AmeriCorps volunteer projects will benefit from each program's overall CQI activities. In addition, the AmeriCorp project director will meet monthly with AmeriCorps volunteers as a group to get their feedback on their experiences, resolve any difficulties, and allow AmeriCorps volunteers to provide support and suggestions for each other.

Each AmeriCorp volunteer will receive performance feedback from their supervisor through a written performance appraisal after six months of service and annually after that, similar to our practice with

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employees.

5. Community Involvement

Each of these programs encourages ongoing community involvement through a program Advisory Council, with members chosen from clients and other community constituencies involved with the program. These Advisory Councils suggest new activities and services based on their experience with community needs. Each of the AmeriCorps volunteer positions we propose has been developed through input from Advisory Councils and other community groups such as the United Way.

6. Building on Existing Corporation Programs

Our proposed AmeriCorps volunteer positions do not supplant any employee positions, nor will they duplicate other Corporation or non-Corporation volunteer roles. These positions will complement the Corporation's other programs in Sioux Falls--Senior Companions, VISTA, and RSVP--by providing part-time opportunities for college-age students to volunteer in a meaningful way while receiving a living allowance and education benefits.

7. Potential for Replication

LSS has several additional programs that could potentially benefit from AmeriCorps volunteers. As the effectiveness of AmeriCorps volunteers is proven in our agency over the three-year project period, we expect to add additional AmeriCorps positions in future applications, assuming the Corporation has grant funding available and LSS has access to the needed matching funds.

Organizational Capability

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ORGANIZATIONAL CAPABILITY

1. Organization Structure

Lutheran Social Services of South Dakota is a statewide, faith-based organization, serving 43,000 people each year through a wide variety of human service programs in 26 communities. LSS serves people of all ages, races, faiths, and income levels.

LSS was founded in 1920 in Sioux Falls, South Dakota. At that time, the organization primarily provided adoption and birth parent services. Since then, our programs have expanded to serve everyone from infants to the low-income elderly. Our services include adoption and birth parent services, foster care, child care, mentoring, residential programs for at-risk youth, mental health counseling, refugee and immigration services, consumer credit counseling, affordable housing, and disaster response.

LSS is accredited by the Council on Accreditation for Children and Family Services, one of only six accredited agencies in South Dakota. Our organization is licensed by the State of South Dakota.

Our agency has extensive and long-standing experience with recruiting, training and supervising volunteers.

- Each year, our School-Based Mentor Program matches more than 1,000 volunteer mentors with at-risk school children.

- Our Refugee and Immigration Center involves volunteers in a variety of roles, including mentoring refugee families, assisting in English language class, and coordinating community donations of clothing

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and household goods. Each year, the Refugee and Immigration Center hosts several Mennonite Voluntary Service volunteers, who volunteer full time for one to two years.

- Our child care programs regularly involve volunteers in providing enrichment experiences for children, from teaching sports skills to reading stories. This year, our two after-school programs and our preschool program are sharing a full-time Mennonite Volunteer Service volunteer.

Lutheran Social Services employs more than 400 staff in direct service, support and administrative roles. The organization is governed by a 16-member volunteer board of directors representing communities across the state. The LSS staff is led by its president and three vice presidents, who oversee programs, support services, and resource development.

For this project, we will assign a .25 FTE project director from among our current management staff. Because all of our AmeriCorps volunteers will be based in Sioux Falls, the project director will be able to provide in-person monitoring of their work, in cooperation with their supervisors at their work sites.

LSS has extensive experience in managing federally-funded programs. We currently manage three five-year discretionary grants from the Department of Health and Human Services, and a three-year discretionary grant from the Department of Justice in partnership with Minnehaha County. As the Wilson-Fish agency for South Dakota, LSS is the sole provider of refugee resettlement services in South Dakota, managing DHHS funding each year for a variety of services for refugee families.

LSS manages in excess of \$4 million in federal funds each year, either as direct grants or as pass-through funds, from the U.S. Departments of Health and Human Services, Education, State, Agriculture, Justice, and Housing and Urban Development. Our financial statements are audited

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annually by EideBailly, Inc., a Sioux Falls accounting firm, including an OMB Circular A-133 compliance audit.

All LSS programs track outcomes performance through a centralized Continuous Quality Improvement (CQI) program. The goals of the LSS CQI Program are:

- To enhance the quality of care provided to clients.
- To create an organizational culture of commitment to quality.
- To offer the agency opportunities for self-directed change.
- To establish a system that enables staff at every level to understand their role in quality.
- To increase staff morale and communication across agency programs.
- To track program integrity and effectiveness.
- To assist the agency in determining gaps in service delivery and barriers to service that may lead to the creation of new programs in response to community needs.
- To provide data to the LSS Leadership Team and Board of Directors that will assist in making decisions about the future of the agency.
- To demonstrate to our community and all stakeholders a commitment to quality services.
- To assure funding sources that LSS is a good investment and a responsive leader in providing quality services.

Program improvement occurs continuously as a result of CQI activities. As opportunities for improvement surface during case record review, satisfaction surveys, outcomes measurement, and internal quality monitoring, program directors and their supervisors respond with policy and procedure changes or increased staff training, for example.

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2. Organization Accomplishment

Lutheran Social Services has a long history of involving volunteers in service to people in need. Since the 1970s, our Refugee and Immigration Center has involved volunteers in collecting and sorting household goods for refugee families and assisting with English classes.

Lutheran Social Services accepted the management of the School-Based Mentor Program in 2001. At that point, it had been managed by the school district and had about 250 volunteers. Since then, we have expanded the number of volunteers to more than 1,000. In an effort to reflect the growing racial and ethnic diversity of the district's students, the School-Based Mentor Program has made specific efforts to recruit mentors from racial and minority ethnic groups. Because only 7% of the adult population in Sioux Falls are members of minority groups, mentor staff have worked intensely with local colleges to recruit college students as mentors. Because the colleges recruit from outside the area, they have a higher percentage of minority students than is reflected in the Sioux Falls adult population.

Lutheran Social Services is a demonstrated leader in providing high-quality services throughout our state. LSS is one of the largest non-profit human service organizations in our state, and operates in more communities than any other non-profit agency of our kind. LSS is one of only six agencies in the state to be accredited by the Council on Accreditation for Children and Family Services. COA accreditation requires a rigorous assessment every three years by leaders in the field, as well as consistent adherence to strict standards for quality services.

LSS executive staff and program directors serve on a wide variety of state, county and local boards and committees, including:

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STATE:

- South Dakota Department of Social Services/Child Protection Permanency Team
- South Dakota Department of Corrections Association
- South Dakota Coalition for Children
- South Dakota Inter-Agency Transition Council
- South Dakota Foster Care Network
- South Dakota Board of Social Work Examiners
- South Dakota Children and Adolescence Services System Program
- South Dakota Association of Counselors
- University of South Dakota Social Work Advisory Committee

LOCAL

- Southeastern Behavioral Health Children Centers Human Rights Committee
- Liberty Center (a child care program for children with disabilities)
- Northeastern South Dakota United Way
- Sioux Empire United Way
- Healthy Community/Healthy Youth
- Weed and Seed Program (a neighborhood crime prevention program)
- Drug Free Communities Program
- Union County Child Protection Team
- Aberdeen Chamber of Commerce
- Northeastern South Dakota Ministerial Association

3. Community Support

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Lutheran Social Services of South Dakota was founded in 1920 through a collaboration among church congregations concerned with the needs of unwed mothers and their children. For 89 years, LSS has continued to partner with a variety of community organizations, government agencies, and other faith-based groups to expand the quality and reach of our services. The LSS programs that will host AmeriCorps volunteers have particularly strong histories of collaboration.

- The Refugee and Immigration Center collaborates with a variety of community entities to help newly-arrived families succeed in their new homes. Partners include the Sioux Falls School District, the community health clinic, the South Dakota State University School of Nursing, and many area congregations.

- The School-Based Mentor Program is a partnership among LSS, area school districts, the Sioux Empire United Way, and Minnehaha County.

- LSS after-school and preschool programs are hosted by two United Methodist congregations, which provide their church facilities for the programs at no charge.

LSS has a long-standing history of community support, beginning with our founding church congregations in 1920. Currently, LSS receives annual operating support from thousands of individuals, churches, church organizations, businesses, foundations, United Ways, and civic organizations each year. In Fiscal Year 2008, LSS received more than \$1.4 million in contributions from these private sources.

Our history of involving community stakeholders is equally long. We seek partnerships with congregations of all faiths--congregations in many communities provide volunteers, financial support,

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and in-kind donations. In each community we serve, we work with the United Way to help identify new and emerging community needs and to engage the community in supporting human services programs. Across the state, we work with school districts, local governments, and community organizations to provide the best possible services for people in need.

The programs described in this proposal are prime examples of our agency's partnerships with community stakeholders:

- The Refugee and Immigration Center cooperates with the Sioux Falls School District, Falls Community Health Center, the South Dakota Department of Social Services, and the One-Stop Career Center to help newly-arrived refugee families meet their health and education needs and find jobs.

- The School-Based Mentor Program is a partnership among LSS, the Sioux Falls School District, and the Sioux Empire United Way. Volunteer mentors serve in the schools, during the school day. At each school, school counselors identify children in need and match them with mentors that have been recruited, screened and trained by LSS. In partnership with Minnehaha County, the School-Based Mentor Program has recently received a grant from the U.S. Department of Justice to expand mentoring into rural school districts surrounding Sioux Falls.

- Our after-school and preschool programs are operated in cooperation with Southern Hills and Hilltop United Methodist Churches, which provide their facilities at no charge as a service to neighborhood families. These programs cooperate daily with the neighborhood elementary schools they serve, interacting with teachers and administrators to tailor the after-school and preschool programs to the needs of the schools.

Cost Effectiveness and Budget Adequacy

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COST EFFECTIVENESS AND BUDGET ADEQUACY

1. Cost per Member Service Year (MSY)

Our project's Cost per Member Service Year is \$16,000. Our total grant request is \$64,000 for eight half-time positions (4 MSYs).

2. Matching resources

Our matching resources come from several sources:

- The Refugee and Immigration Center's Match Grant funding, a U.S. Department of Health and Human Services grant to provide support for resettling refugees.

- Corporate grants from HSBC and other corporate supporters of the School-Based Mentor Program.

- Client fees for services provided by the Southern Hills After-School and Preschool programs.

- Hilltop After-School Program's Twenty-First Century Learning Communities grant through the South Dakota Department of Education.

- In-kind contributions of part of the project director's salary and benefits, occupancy, and other operating expenses, as well as a portion of our federally-negotiated indirect cost rate.

3. Adequate Budget to Support Program Design

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Even though Sioux Falls' unemployment rate is the lowest in the nation, we believe the member stipend we propose will be an adequate incentive to attract committed volunteers. If the stipend were translated to an hourly rate of pay, it would be similar to pay rates that college students could expect to receive in some other jobs available to them in the community. We believe the added incentive of meaningful responsibilities and service learning opportunities, as well as the educational awards, will make these positions attractive to quality volunteers.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

Clarification Response, April 29, 2011:

Continuation Application from Lutheran Social Services of South Dakota

The following responses address clarifications requested in Jennifer Bastress Tahmasebi's letter dated April 26, 2011:

1. Budget Clarifications can be found in the Budget Sections on eGrants. The budget was modified to reflect a request for 6 one-year half-time AmeriCorps members, totaling 3 MSYs. Because we were asked to eliminate the two additional new MSYs we had requested, we have also removed descriptions of these expansion positions from the Continuation Changes narrative, the Executive Summary, and the Performance Measures.
2. Background Screening: Lutheran Social Services does a criminal background screen on all members

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and personnel through the South Dakota Division of Criminal Investigation. All members are also checked against the NSOPR list. Members serving in the childcare programs are also required to have an FBI background check completed. All documentation of screening can be accessed in the member or personnel file.

3. Member Development/Instilling an Ethic of Service and Meaningful Experience for Members: Lutheran Social Services has taken a serious approach to member development. Members are given opportunities each month to select from options to enhance their development in their role as an AmeriCorps member at Lutheran Social Services as well as to enhance their personal professional development and goals. In our efforts to instill an ethic of service, two members participated in a community-wide volunteer service event. Four members in our childcare programs have worked with youth in creating opportunities for service. In addition to training, members were invited to a lunch where they could share experiences and learn that they are not doing their service in a box. The members feel that they are part of a team of volunteers at our agency and collectively are making a difference and getting things done. We are starting to work on coordinating activities for AmeriCorps Week in May. With the signing of a state service commission, the ability for our members to be part of a broader AmeriCorps network will be greatly enhanced.

Clarification Response, May 5, 2010:

Continuation Application From Lutheran Social Services of South Dakota

The following responses address clarifications requested in Courtney Wilson's letter of April 26, 2010:

1. Please clearly articulate the specific reasons for the high cost per MSY of \$16,000, the maximum allowable.

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We would like to offer potential members the best options possible. Because AmeriCorps is not well-known in South Dakota and it is a new venture for our agency, we feel we need to allow for the maximum in order to attract the best possible candidates for membership.

We recognize that AmeriCorps is a service opportunity and not a job, and that the living expenses stipend is not meant to be seen as a salary. However, in South Dakota we must be sensitive to the fact that many young adults must pay their own living expenses without much support from parents. We want to be able to offer this opportunity to young people from low- and moderate-income families, and not only have those whose parents can afford to support their living expenses. South Dakotans earn the lowest wages in the nation, ranking 51st in average weekly wages earned. At the same time, the cost of living index in our state is near the national average (an index of 91.3 for South Dakota compared to 100 for the national average). Despite our bottom ranking for earnings, eight states have lower costs of living than South Dakota, and 13 have lower housing costs.

Our proposed cost per MSY also reflects our city's employment environment. Sioux Falls routinely has one of the nation's lowest unemployment rates. In March 2010, Sioux Falls had the 10th lowest unemployment of the nation's 372 metropolitan areas. The city's customer service call centers, retail, and health care facilities compete to employ capable young adults. Our proposed living allowance recognizes that LSS will be competing with area employers to recruit for our AmeriCorps positions.

2. Please explain what it would take to reduce the CNCS share of costs.

If travel to a CNCS-sponsored meeting is not required, those expenses could be dropped from the budget. Outside of that, we feel there is little room to reduce the CNCS share of costs.

Narratives

LSS is currently providing 44% of the total project cost, well in excess of the required 24% for Project Year 2.

3. Please explain your future plans for this program. Specifically, explain whether your intentions are to remain at the current MSY or whether you anticipate expansion in the near future. Strategic objectives would be extremely helpful.

For the current three-year grant, the organization plans to stay at the same MSY. There are programs within LSS that could potentially benefit from AmeriCorps members, but we have not yet initiated strategic planning beyond the initial three year period.

4. Please clarify how many members will attend the local volunteer management workshop and whether the \$50 registration fee covers all applicable members for two workshops.

The volunteer management workshop pertains to the work of two member positions. There are two local workshops that cover volunteer management. They are relevant to the two Americorps members who are working with the School-Based Mentor Program on volunteer recruitment and management.

The members serving in our after-school and preschool programs will also have the opportunity to attend workshops and other training programs. These are provided by a local hospital at no cost.

5. Please itemize all expenses associated with travel to CNCS-sponsored meetings.

Airfare, \$850 round trip Sioux Falls/Washington; 3 days hotel and meals @ \$300; ground

Narratives

transportation, \$50.

This has been modified in the budget form.

6. Please clarify why background checks for program staff are not included in the budget along with members. Please confirm background checks are performed for these individuals.

Background checks for all program staff would have already been completed when they were first hired. If a staff member leaves and a replacement is found, that individual will have a background check completed before a formal offer is made. Because we are a social service organization and our clients represent a vulnerable population, all staff members in the agency undergo background screening.

7. Please clarify the calculation for the occupancy expense. The calculation appears to indicate \$20 per year but totals \$2,000 which would actually amount to \$20 per the number of square feet at 100 sq ft.

Cubicle office space for 2 School-Based Mentor Program volunteers, 100 sq. ft. @ \$20 per square foot per year.

This has been modified in the budget form.

8. Please clarify the member recognition expenses totaling \$50 per member. Please revise to state what is specifically being provided under this category which should not be labeled as "gifts."

This will recognize the accomplishments of each member. It will be a nice desk item that is engraved with their name and will include logos.

Narratives

9. Please provide a copy of the most recent indirect cost rate agreement, the current one on file will expire on 6/10/2010.

The most recent indirect cost rate agreement was emailed by Kathy Bangasser to Courtney Wilson on 4/29/10.

Clarification Response, May 1, 2009:

Lutheran Social Services of South Dakota is amending our request to six half-time AmeriCorps members, totaling three Member Service Years. Since our proposal was originally submitted, one of our programs, the Refugee and Immigration Center, has received three full-time Mennonite Voluntary Service volunteers that will fill the roles originally designed for AmeriCorps members. Our amended proposal includes four half-time slots in our child care programs and two half-time slots in our School-Based Mentor Program. The budget and budget narrative have been amended accordingly.

Narratives

The following responses address clarifications requested in Courtney Wilson's letter of April 13, 2009:

1. Criminal background checks: It was requested that we clarify that criminal background checks will be completed for staff and AmeriCorps members. All AmeriCorps members will receive criminal background checks, the cost of which is included in our project budget. All staff members in the LSS mentor and child care programs have already received criminal background checks.

2. Start and end dates: It was requested that we clarify our program start and end dates. We expect that our project period will begin June 15, 2009 and end June 14, 2012. We are open to modifying the start date if necessary.

3. Difference between member and staff roles and responsibilities: It was requested that we clarify the difference between our proposed AmeriCorps member roles and current staff responsibilities. In both programs, AmeriCorps members will fill roles separate and distinct from existing staff members. Both programs currently lack staff to perform the responsibilities that will be taken on by AmeriCorps members.

In the child care programs, AmeriCorps members will fill these positions to provide enhanced activities over and above our regular programming:

- Fine Arts Coordinator, Southern Hills After-School Program
- Family Education Coordinator, Hilltop After-School Program
- Fine Arts and Fitness Coordinator, Southern Hills Preschool

Narratives

In the School-Based Mentor Program, AmeriCorps members will focus on volunteer recruitment and planning student-volunteer activities. Although current program staff carry out recruitment activities during the year, the program does not have any staff whose sole responsibility is volunteer recruitment.

Although AmeriCorps members' roles will differ from existing staff roles, AmeriCorps members will need to participate in much of the same training that is provided to program staff. Our licensing requires that anyone who works with children in the child care program in any capacity, whether they are staff or AmeriCorps members, needs to have basic training in such topics as CPR, behavior management, first aid, and basic child development. Basic orientation to our agency, mission, and policies is provided to every employee as well as any long-term volunteers.

In the School-Based Mentor Program, AmeriCorps members will participate in training opportunities during the year along with program staff in such areas as child and adolescent development, and volunteer recruitment and management techniques. In addition, AmeriCorps members will receive on-the-job training from experienced volunteer management staff in the School-Based Mentor Program.

4. Advisory Councils: It was requested that we clarify the community constituencies that make up the Advisory Councils for each of our programs. Each major LSS program has an Advisory Council of community members. The Advisory Council of each program will provide input into the management of the AmeriCorps members' service in that program. The Advisory Councils are Lutheran Social Services' established means of gaining community input into program services.

The members of the Child Care Advisory Council are:

- Amanda Siefken, former student

Narratives

- Morgan Zeeck, current student
- Breanna Herold, current student
- Deb Herold, parent
- Jan Zeeck, parent
- Kerri Huber, community member
- Rev. Steve Ziebarth, pastor of a church that provides its facility for after-school and preschool programs

The members of the School-Based Mentor Program Advisory Council are:

- Amy Bilka-Skilbred, Staff Assistant with Senator Tim Johnson's Office
- Steve Cain, Principal at Axtell Park Middle School
- Mark Hallenbeck, Professor of Education at Augustana College
- Deb Harkless, School Counselor at Laura B. Anderson Elementary School
- John Hegg, President-Elect of the South Dakota School Counseling Association
- DeeAnn Konrad, Community Relations Supervisor with the Sioux Falls School District
- Mike Nold, Sales Manager with Wells Fargo Financial Bank
- Janet Schmieding, Community Advocate
- Cammy Theeler, Attorney with Lynn, Jackson, Schultz & Lebrun
- Eileen VanSoest, Community Advocate

5. Training in Volunteer Recruitment: It was requested that we clarify the training in volunteer recruitment and training that would be provided for AmeriCorps members. Two of the proposed positions focus on volunteer recruitment and training. AmeriCorps members will attend these local training opportunities:

Narratives

- Volunteer Management University sponsored locally by the HELP!Line Center volunteer clearinghouse. This 1½ day training uses a national Points of Light curriculum.

- Monthly meetings of the local Directors of Volunteers in Agencies (DOVIA) organization, including programs on volunteer management, recruitment and training.

- DOVIA's annual volunteer conference.

- In-house training with experienced volunteer management staff.

6. Site Supervision: It was requested that we provide detail on daily supervision of AmeriCorps members by site supervisors and the project director. We plan to name an existing LSS staff member to serve .25 FTE as project director. This person will meet monthly with AmeriCorps members as a group, and will be in regular contact with each member individually. Daily supervision at the work site will be the responsibility of program directors in the child care and School-Based Mentor Programs.

AmeriCorps members will work side by side with their site supervisors, with regular daily one-to-one contact. In child care programs, AmeriCorps members would on occasion have sole responsibility for a small group of children, but would never be left alone in the facility. In the School-Based Mentor Program, AmeriCorps members will work in close proximity to their site supervisor, with regular daily opportunities for interaction. During times when AmeriCorps members are coordinating group activities in school settings with mentors and students, the group will be under the supervision of the site coordinator at each school.

Narratives

Our accreditation standards mandate that long-term volunteers receive the same kind of supervision as employees. This includes performance evaluations by the site supervisor after the first six months and 12 months and annually thereafter.

7. Cost Per Member Service Year: It was requested that we explain the cost per Member Service Year (MSY) at \$16,000. Our proposed cost per MSY reflects our city's employment environment. Sioux Falls routinely has one of the nation's lowest unemployment rates. In March 2009, Sioux Falls had the 12th lowest unemployment of the nation's 377 metropolitan areas. The city's customer service call centers, retail, and health care centers compete to employ capable young adults. Our proposed living allowance recognizes that LSS will be competing with area employers to recruit for our AmeriCorps positions.

Budget Clarification, May 1, 2009

1. Number of AmeriCorps Members: Since the time we submitted our proposal, we have learned that our Refugee and Immigration Center has received three full-time Mennonite Voluntary Service volunteers that will fill the roles originally designed for AmeriCorps members. Our amended proposal includes four half-time slots in our child care programs and two half-time slots in our School-Based Mentor Program. The budget and budget narrative have been amended accordingly.

2. Site Supervisors: It was requested that the project budget include site supervisors in personnel expenses. A total of .6 FTE has been added to the grantee share of the budget to represent site supervisors' time spent in supervising AmeriCorps members at each work site.

3. Project Director: It was requested that we clarify the project director's position at .25 FTE. We anticipate that the project director's duties will be accommodated in a .25 FTE position, which will

Narratives

assigned to an existing staff member.

4. Source of Funds: It was requested that LSS gain permission from the Department of Health and Human Services to use federal grant funds as match for two half-time AmeriCorps positions in our Refugee and Immigration Center. This clarification request no longer applies, as we are no longer requesting AmeriCorps members to volunteer in our Refugee and Immigration Center.

5. Source of Funds: It was requested that we clarify the source of matching funds for each section of the budget. This has been included in the budget sections.

6. Indirect Costs: In modifying the budget to adjust for a smaller number of AmeriCorps members, we found that the indirect costs had been incorrectly calculated in our original budget. This mistake has been corrected in the current budget.

Continuation Changes

YEAR 3 CHANGES:

- Under Application Information, we modified the project year.
- Under Narratives, we added the Executive Summary as required.
- We revised the Performance Measures for the "After-School Program."
- We revised the Performance Measures for the "School-Based Mentor Program."

Enrollment and Retention:

Both enrollment and retention were at 100% in the past grant year.

Narratives

YEAR 2 CHANGES:

Since our original proposal was submitted, we have removed the LSS Refugee and Immigration Center from our project. Shortly after the proposal was submitted, the Refugee and Immigration Center was able to fill its long-term volunteer needs through another avenue. This reduced our AmeriCorps member request to six half-time positions from the original request of eight half-time positions.

The Applicant Information, Program Focus section has been changed to delete "Immigrants" as a program focus.

The Performance Measures section has been changed to select "Education" as a priority area, indicating that we will not be using a national performance measure.

Narrative changes occur in these sections:

RATIONALE AND APPROACH

1. Compelling Community Need: Six half-time positions will serve three programs: School-Based Mentor Program, Southern Hills After-School and Preschool Programs, and Hilltop After-School Program. These programs serve approximately 3,400 people each year. References to the Refugee and Immigration Center are removed.
2. Addressing the Community Need and
3. Participant Roles, Outputs and Outcomes

Narratives

References to the Refugee and Immigration Center are removed.

MEMBER OUTPUTS AND OUTCOMES

1. Recruiting, Managing and Rewarding Diverse Members: Six half-time volunteers will be recruited.

References to the Refugee and Immigration Center are removed.

2. Developing, Training and Supervising Members and

3. Member Reflection

References to the Refugee and Immigration Center are removed.

COMMUNITY OUTPUTS AND OUTCOMES

1. Community-Based Performance Measures,

2. Sustainable Impact and

3. Expanding Program Reach in Community

References to the Refugee and Immigration Center are removed.

ORGANIZATIONAL CAPABILITY

3. Community Support: References to the Refugee and Immigration Center are removed.

Narratives

COST EFFECTIVENESS AND BUDGET ADEQUACY

1. Cost per Member Service Year (MSY): Our project's Cost per Member Service Year is \$15,997. Our total grant request is \$47,992 for six half-time positions (3 MSYs).

2. Matching Resources: References to the Refugee and Immigration Center are removed.

RETENTION

At this point, we have completed the first six months of our project's first year. We have filled five of our six half-time positions, and will fill the sixth by the end of January.

Performance Measures

SAA Characteristics

- AmeriCorps Member Population - None
 Geographic Focus - Urban
 Geographic Focus - Rural
 Encore Program

Priority Areas

- | | |
|---|---|
| <input checked="" type="checkbox"/> Education | <input type="checkbox"/> Healthy Futures |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Environmental Stewardship | <input type="checkbox"/> Veterans and Military Families |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |
| <input type="checkbox"/> Economic Opportunity | <input type="checkbox"/> Other |
| <i>Selected for National Measure</i> <input type="checkbox"/> | <i>Selected for National Measure</i> <input type="checkbox"/> |

Grand Total of all MSYs entered for all Priority Areas 3

Service Categories

- | | | |
|------------------------------------|---|---|
| Afterschool Programs | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/> |
| Community-Based Volunteer Programs | Primary <input type="checkbox"/> | Secondary <input checked="" type="checkbox"/> |

Child Care Programs

Service Category: Afterschool Programs

Measure Category: Needs and Service Activities

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

The focus of our after-school and preschool programs is providing children opportunities to grow and learn through choosing their own activities. We provide a wide variety of activity choices, each with learning components, so that each child can choose activities that they find fun and challenging. Although our child care and teaching staff are talented and energetic, their supervision and teaching roles often do not allow them time to plan and direct special activities related to fine arts, math, reading or wellness.

Parents who are more aware of what their children are learning in after-school programs are more able to reinforce those concepts at home. Parent Night activities provide parents with hands-on experience with the after-school program and allow parents to become involved with their children's

Briefly describe how you will achieve this result (Max 4,000 chars.)

after-school learning program. These activities are time consuming to organize and carry out, making it difficult for after-school staff to schedule them regularly.

AmeriCorps volunteers will expand our programs' capacity to provide high-quality services for children and parents. AmeriCorps volunteers will fill these important roles in our child care programs:

- Fine Arts Coordinator in the Southern Hills Preschool Program: Researching, planning, preparing and implementing fine arts activities for children ages three to five.

- Fine Arts Coordinator in the Southern Hills After-School Program: Researching, planning, preparing and implementing fine arts activities for K-5 children in the after-school and summer programs.

- Wellness Coordinator in the Southern Hills After-School Program: Researching, planning, preparing and implementing physical education and nutrition education activities for K-5 children in the after-school and summer programs.

- Family Education Coordinator in the Hilltop After-School Program: Researching, planning, preparing and implementing fun reading and math activities for K-5 children in the after-school and summer programs; planning and implementing family education events where children and parents can participate in fun learning activities together.

For each of these roles, we have defined an Output and an Intermediate Outcome.

Results

Result: Output

Preschool children will have access to fine arts activities coordinated by an AmeriCorps member.

Indicator: student beneficiaries

Target: Unduplicated students ages 3 to 5.

Result: Output

Target Value: 60

Instruments: Class record-keeping and attendance logs for the students and activity logs for the AmeriCorps member

PM Statement: 60 preschool students will have access to fine arts activities coordinated by an AmeriCorps member.

Prev. Yrs. Data

Result: Intermediate Outcome

Preschool students enrolled in Southern Hills Preschool for one academic year will show increased knowledge of fine arts due to activities led by an AmeriCorps member.

Indicator: Preschool students will increase their knowledge of the fine arts.

Target: 85% of preschool students will evidence improved knowledge of the fine arts.

Target Value: 51

Instruments: Teachers and AmeriCorps members track preschool student progress quarterly using CreativeCurriculum.net. This assessment program includes questions on the students' abilities in arts-related activities.

PM Statement: 51 preschool students will increase their knowledge of the fine arts by completing a full academic year of preschool that includes fine arts activities led by an AmeriCorps member.

Prev. Yrs. Data

Result: Output

After-school students will have access to fine arts activities coordinated by an AmeriCorps member.

Indicator: student beneficiaries

Target: Unduplicated students in grades K through 5.

Target Value: 80

Instruments: After-school program attendance records and AmeriCorps activity logs.

PM Statement: 80 after-school students will have access to fine arts activities coordinated by an AmeriCorps member.

Prev. Yrs. Data

Result: Intermediate Outcome

K-5 students enrolled in Southern Hills After-School Program for one academic year will show increased knowledge of fine arts due to activities led by an AmeriCorps member.

Indicator: K-5 students will increase their knowledge of the fine arts.

Target: 85% of after-school students will indicate that their knowledge of the fine arts has improved.

Target Value: 68

Instruments: A pre- and post- questionnaire that measures students' knowledge base in the arts. Students must complete one school year in the program to participate in the questionnaire.

PM Statement: 68 students who are enrolled in the Southern Hills after-school program for one academic year will increase their knowledge of the fine arts by participating in fine arts activities led by an AmeriCorps member.

Prev. Yrs. Data

Result: Output

After-school students will have access to wellness activities coordinated by an AmeriCorps member.

Result: Output

Indicator: student beneficiaries

Target: Unduplicated students in grades K through 5.

Target Value: 80

Instruments: After-school program attendance records and AmeriCorps member activity logs.

PM Statement: 80 after-school students will have access to wellness activities coordinated by an AmeriCorps member.

Prev. Yrs. Data

Result: Intermediate Outcome

K-5 students enrolled in Southern Hills After-School Program for one academic year will show increased knowledge of wellness due to activities led by an AmeriCorps member.

Indicator: K-5 students will increase their knowledge of wellness.

Target: 85% of after-school students will indicate that their knowledge of wellness concepts has improved.

Target Value: 68

Instruments: A pre- and post- questionnaire that measures students' knowledge base in wellness concepts. Students must complete one school year in the program to participate in the questionnaire.

PM Statement: 68 K-5 students who are enrolled in the Southern Hills after-school program for one academic year will increase their knowledge of wellness concepts by participating in wellness activities led by an AmeriCorps member.

Prev. Yrs. Data

Result: Output

K-5 students at the Hilltop After-School Program will have access to math and reading enrichment activities. Their families will have access to group enrichment activities. Both of these benefits will be coordinated by an AmeriCorps member.

Indicator: Student beneficiaries and their family members

Target: Unduplicated K-5 students and their family members.

Target Value: 60

Instruments: Attendance records for students in the program; AmeriCorps member activity logs; Attendance by family members at quarterly Parent Night meetings.

PM Statement: 30 K-5 students will show progress in their knowledge of math and reading by participating in activities coordinated by an AmeriCorps member. 30 family members will show an increased knowledge of their child's out-of-school time care by attending Parents Night activities coordinated by an AmeriCorps member.

Prev. Yrs. Data

Result: Intermediate Outcome

K-5 students enrolled in Hilltop After-School Program for one academic year will show increased knowledge of math and reading due to activities led by an AmeriCorps member. Family members will show an increased awareness of out-of-school care by attending Parents Night activities coordinated by an AmeriCorps member.

Result: Intermediate Outcome

Indicator: K-5 students will increase their knowledge of math and reading; parents will increase

Target: 85% of students will show improved knowledge of math and reading; 60% of parents will indicate their knowledge of out-of-school time care has improved.

Target Value: 43

Instruments: Collection of students' school data, including test scores and grades, at the start of the year and again at the end of the school year. A pre- and post- questionnaire will be distributed to family members who attend Parents Night. Students must complete one school year in the program to participate in the questionnaire.

PM Statement: 25 K-5 students who are enrolled in the Hilltop After-School program for one academic year will increase their knowledge of math and reading by participating in enrichment activities led by an AmeriCorps member. 18 parents with children who are enrolled in the program will increase their knowledge of out-of-school care by attending Parents Night activities coordinated by an AmeriCorps member.

Prev. Yrs. Data

Result: Intermediate Outcome

their knowledge of out-of-school care.

School-Based Mentor Program

Service Category: Community-Based Volunteer Programs

Measure Category: Strengthening Communities

Strategy to Achieve Results

Briefly describe how you will achieve this result (Max 4,000 chars.)

The School-Based Mentor Program's most critical ongoing need is recruiting new mentors to replace those who have retired and to meet the increasing need for mentors for at-risk students. AmeriCorps volunteers will plan and implement a volunteer recruitment strategy, working through our existing network of businesses, congregations, service clubs, and the volunteer clearinghouse. The recruitment strategy will include public relations activities and public presentations. Another crucial role will be to plan student-volunteer activities involving volunteers who cannot commit to a full year of mentoring, but want to be involved with at-risk children for one-time activities.

Results

Result: Output

AmeriCorps volunteers will assist in recruiting, screening, and training 450 new mentor volunteers per year.

Indicator: community volunteers recruited

Target: 450 new mentor volunteers will be recruited

Target Value: 450

Instruments: The volunteers' supervisor will track the number of new mentors recruited each year.

PM Statement: 450 new mentor volunteers will be recruited, screened and trained.

Prev. Yrs. Data

Result: Intermediate Outcome

Mentored students will show improved self-confidence and a better attitude toward school.

Indicator: student beneficiaries

Target: 450 student beneficiaries will show improvements after being matched with a mentor for one

school year or longer.

Target Value: 450

Instruments: Mentors are surveyed annually for information on their students' improvement over the year.

PM Statement: 450 mentored students will show improved self-confidence and a better attitude toward school.

Prev. Yrs. Data

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Federally Approved Indirect Cost Agreement

Sent

Labor Union Concurrence

Not Applicable