

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 confirm to the Corporation's eGrants System)																	
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):		3. DATE RECEIVED BY STATE: 20-JAN-11	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 11AC122851		4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER: 09ACHGA0010002														
5. APPLICATION INFORMATION																	
LEGAL NAME: Hands on Atlanta, Inc. DUNS NUMBER: 627511090		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Phillip Randall TELEPHONE NUMBER: (404) 979-2821 FAX NUMBER: (404) 979-2801 INTERNET E-MAIL ADDRESS: prandall@handsonatlanta.org															
ADDRESS (give street address, city, state, zip code and county): 600 Means Street Suite 100 Atlanta GA 30318 - 5799 County: Fulton																	
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 581861026		7. TYPE OF APPLICANT: 7a. Other 7b. Service/Civic Organization Community-Based Organization Local Affiliate of National Organization Volunteer Management 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		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: Hands On Atlanta AmeriCorps															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Atlanta Metro, Fulton County, DeKalb County, Cobb County		11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 07/17/11 END DATE: 07/16/12		14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text" value="GA 005"/> b.Program <input type="text" value="GA 005"/>															
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;">\$ 991,520.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 1,039,131.00</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;">\$ 2,030,651.00</td> </tr> </table>		a. FEDERAL	\$ 991,520.00	b. APPLICANT	\$ 1,039,131.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 2,030,651.00	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	\$ 991,520.00																
b. APPLICANT	\$ 1,039,131.00																
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e. OTHER	\$ 0.00																
f. PROGRAM INCOME	\$ 0.00																
g. TOTAL	\$ 2,030,651.00																
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: Sirjames Buchanon		b. TITLE: schools program mgr.	c. TELEPHONE NUMBER: (404) 979-2800 2816														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:			e. DATE SIGNED: 05/18/11														

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Executive Summary

Highlights of Accomplishments

Hands On Atlanta (HOA) AmeriCorps members have served in a variety of capacities this academic year. Volunteer recruitment and management, academic assistance, after-school enrichment programming, and service project development are all part of Hands On Atlanta AmeriCorps members' duties. This report outlines the AmeriCorps program's impact on the partner schools and neighboring communities for the period of August 2009 to May 2010:

Tutoring and Academic Enrichment

Academic Tutoring - AmeriCorps members and 235 volunteers provided 23,750 hours of student tutoring and enrichment in reading at elementary schools and 10,800 hours in math at middle schools.

Extended Day Programs

After-School Enrichment Program - AmeriCorps members and 135 volunteers engaged 1,960 students in after school enrichment and programming.

Community Engagement

Parental Engagement - 2,110 parents were engaged in informational sessions, family activities, and school events, resulting in 7,853 hours of engagement.

Rationale and Approach

Executive Summary

Since 1994, Hands On Atlanta (HOA) has successfully managed one of the largest AmeriCorps programs in the Southeast. Hands On Atlanta has engaged over 1,680 AmeriCorps members in the schools program and thousands of community volunteers and parents providing over 2.1 million hours of

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service to over 100,000 students in the past 14 years. Our mission is to improve the quality of public education through direct citizen action in school reform. Our investment has resulted in gains in student academic performance and a significant partnership with Atlanta Public Schools (APS).

Over the last five years, APS students have made significant improvement in their academic performance. Unfortunately, many still perform academically below Georgia and national comparisons. Social statistics along with inadequate test scores indicate that many children in APS are facing a crisis. According to the APS website, 76.14% of all APS students are eligible for free or reduced lunch--a measure of poverty that tends to correlate with low academic performance. To address these needs, a community-wide effort has been necessary. APS needs volunteer support to provide critical one-on-one attention to students facing academic trouble. However, local schools lack the capacity to coordinate large-scale volunteer engagement. By effectively engaging AmeriCorps members, families, teachers, community partners, and volunteers, HOA's Schools Program provides academic enrichment designed to tackle the barriers facing APS students.

In alignment with Atlanta Public Schools' priorities, AmeriCorps members provide one-on-one tutoring, small group tutoring, classroom assistance, and after-school enrichment as well as develop service projects to improve school facilities and beautify the academic environment. School day activities focus on reading and math tutoring for students performing below grade level. During our after-school programs, HOA AmeriCorps members foster an academically rich environment. The curriculum is based on an approach model which features: technology, literacy, math, citizenship, and character education.

Through innovative programs, the HOA AmeriCorps initiative will continue to demonstrate the potential of citizen volunteers to affect public school reform by increasing student achievement in reading and math, improving attendance, and enhancing self-esteem. Hands On Atlanta aligns with

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national service models and deliver a cadre of citizen leaders and AmeriCorps alumni with both practical skills to catalyze change and a lasting commitment to creating an effective community through sustained citizen service.

All of these outcomes were measured and evaluated in part by Hands On Atlanta's evaluation consultant. Hands On Atlanta's partnership with APS allows access to systematic data collection, including quarterly student assessments and standardized test scores. HOA conducts bi-annual stakeholder surveys that serve as tools to monitor continuous improvements and reshape our program components where necessary. HOA continues to build upon the concept of service as a conduit to improving education, and by actively engaging citizens in the education of our nation's children through our AmeriCorps program. HOA has worked diligently to align the service of AmeriCorps members, volunteers and programs with the strategic plans of our public school systems, thereby increasing schools' abilities to meet the "No Child Left Behind" criterion regarding academic performance and overall school achievement. Since 2005, all of HOA's partner elementary schools have demonstrated significant improvement, achieving "adequate yearly progress" (as defined by "No Child Left Behind" reform) and were lauded as "turn around schools" by the State Superintendent.

Literacy Tutoring: In 2005-06 and 2006-07, HOA partnered with APS and Project GRAD Atlanta (Graduation Really Achieves Dreams) to improve academic performance for 8,702 elementary aged students performing below grade level in reading. HOA AmeriCorps members and volunteers concentrated their tutoring efforts in 26 elementary schools engaging the lowest academically performing students. In the elementary schools this represented 30% of 1st grade students, 20% of 2nd grade students, and 10% of 3rd grade students. Students were selected by the school system based on individual reading assessments administered by each school's reading facilitator.

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During both service years, students in grades 1-3 and 6-7 were matched for tutoring with 249 AmeriCorps members and 1000+ volunteers for a total of 92,716 hours of service. On average, 85% of the students who were assessed after receiving tutoring from AmeriCorps members and volunteers demonstrated the ability to read at grade level or showed improvement. The targeted 1st grade student population--(53% in 2005-06 and 55% in 2006-07)--who received ongoing tutoring from AmeriCorps members performed at or above grade level. These increases are especially significant considering many of the students that received tutoring were reading substantially below grade level when they entered the tutoring program.

Math Tutoring: AmeriCorps members and volunteers provided a combination of one-on-one tutorials, differentiated support, and in class support for approximately 4,194 middle school students during the 2005-07 school years. Classroom assistance was provided in over 400 classrooms engaging nearly 9,000 students. Utilizing the Project GRAD Mathematics (formally MoveIT Math (MIM)) model, AmeriCorps members provided services based on what individual teachers needed in their classrooms. AmeriCorps members and volunteers provided over 37,296 hours of service to students.

After-School Enrichment Program (ASEP): AmeriCorps members also coordinate after-school enrichment programs promoting early literacy training, additional homework assistance and activities aligned with Georgia Performance Standards. This curriculum has been identified by state educators as giving students the necessary skills to successfully matriculate each year to the next grade level. Over the past two years, AmeriCorps members provided daily enrichment activities for 3,673 students. During this same period, 91% of parents surveyed reported that their child was "more interested in school" as a result of HOA after-school programs. HOA's after-school program has consistently exceeded annual goals, HOA (ASEP) have served 10,470 students since 2000.

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Community Strengthening: Since 2000, community volunteers have served nearly 194,000 hours in Atlanta Public Schools through the HOA AmeriCorps program. AmeriCorps members serving as HOA ambassadors have lived the mission of the agency to build community and meet Atlanta's critical needs, using their school sites as the conduit of civic engagement. AmeriCorps members have strengthened community not only as the direct providers of service, but also as onsite trainers, coordinators and facilitators, leveraging 99,520 community volunteers in schools. Perhaps the most important factor of success is that AmeriCorps members are able to provide on-site infrastructure, volunteer recruitment and management, and a direct way of demonstrating how community engagement can positively impact a school community and the academic performance of students.

Community Service Projects: Each year, AmeriCorps members develop and coordinate a range of community service projects that directly meet a need identified by members of their school community. Members use their training for community asset mapping, to view and capitalize on the resources that exist in communities rather than seeing school communities as deficient.

Rationale and Approach: For 2009-12 HOA intends to add the Family Literacy Program, Go Green and High School Dropout prevention to our ongoing portfolio of tutoring and mentoring programs. Hands On Atlanta's Family Literacy Program will engage parents in literacy based training that promotes early childhood reading, technology and English as a second language (ESL).

The Family Literacy program will work on improving the reading skills and language skills of parents whose children are currently participating in Hands On Atlanta's programs offered in the school. The goal of the program is to help parents develop the home as an extended learning center by providing tools and literacy skills for parents expressing an interest in learning with their students. The Family Literacy program seeks to increase participating parents' computer literacy and the involvement in their

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children's education and schools as measured by 1) successful efforts to assist in completing homework assignments 2) involvement in school activities including volunteering, PTA and special events 3) demonstrated efficiency in basic computer usage for assistance in completion of homework assignments and projects.

In alignment and partnership with both Atlanta Public Schools and the Georgia Green and Healthy Schools Program (GGHS), HOA will introduce service learning initiatives that explore environmental issues in and surrounding schools. Atlanta Public Schools along with other school systems around the state are currently exploring the environmental implications of schools becoming more financially and energy efficient. In fact, Georgia has developed an incentive based program for schools seeking to go green through the launch of the Green and Healthy Schools Program. Using resources provided by GGHS program and through the development of service learning curriculum, HOA AmeriCorps members will develop ASEP programs that introduce the importance of going green. AmeriCorps members will work with teachers to develop integrated ASEP lesson plans that will encourage students to become young scientists and environmentalists who will use GGHS tools and assessments to conduct school based investigations in the areas of : air, energy, facilities management, school ground, solid waste management and water. During ASEP's students will work with AmeriCorps members and community volunteers to practice real life problem solving skills by collecting data, identifying areas that could use improvement, implementing service projects to address and/or improve some conditions, tracking progress and sharing their results with the school and the GGHS for school wide rewards.

AmeriCorps will identify volunteers and students who will serve as Green Coaches. Green Coaches will work with small groups during after school hours to complete investigations and develop service projects to be completed three times a week as a part of HOA's ongoing ASEP. Students and volunteers will be recognized and rewarded quarterly with environmentally safe and planet friendly gifts that

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promote greater awareness and participation. HOA AmeriCorps members will design a culminating project and celebration for all students and volunteers to be completed on Earth Day.

Finally, as Hands On Atlanta proposes to offer a high school dropout prevention program by offering the following services to high school students in 5 schools. Georgia's governor has responded to the crisis by placing a high school graduation coach in every high school in Georgia starting in 2006. (The program was further enhanced by placing coaches in all middle schools in 2007.) The AmeriCorps members assigned to participating high schools will work closely with the Graduation Coach, particularly regarding the identification of the student participants in the program outlined below. The program will have three primary components; Life Skills, College and Career Exploration (as well as support during the search and application process), and Technology Training along with opportunities to practically apply the concepts and tools learned.

Life Skills training will be offered to include: Goal-Setting, Service Learning, The Teenage Job Search, Conflict Resolution, Financial Literacy, Towards Healthy Relationships: Professional and Personal, For Parents Only (bi-monthly for juniors and monthly for seniors).

Technology Training: The Georgia Partnership for Excellence in Education recommends that educators incorporate computer and technology skills, technical and vocational programs and foreign languages into the high school curriculum. This is considered a valuable means to infuse students' educational experience with rigor and relevance. AmeriCorps members will offer an after-school Technology Track that will include training, practice and practical application of software applications.

Member Development: Member development has focused on training for service in schools, volunteer management, and lifelong community service. Throughout the year, HOA provided bi-weekly training to

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all members, with over 50% of trainings facilitated by community partners and educational experts. Each year, approximately 88% of the members have rated the program overall as a 4 out of 5 on the end-of-year member survey. Ninety-two percent of the members felt that the training adequately prepared them for their work in local communities and for their life after AmeriCorps.

a. Compelling Community Need: The APS system has an active enrollment of 49,142 students, attending 85 schools (59 elementary, 16 middle, and 10 high schools). Seventy-six percent of the students in the school system qualify for the free-lunch program--a measure of poverty that tends to correlate with diminished academic performance. While the school system is in the midst of serious district-wide reform effort under the leadership of School Superintendent Dr. Beverly Hall, it has a long way to continue forward to achieve all of its strategic goals. APS students are failing to meet national standards for math and reading comprehension and have consistently performed poorly on standardized tests.

The High School Transformation Initiative is the school system's response to Georgia being one of five southern states (the other 4 are South Carolina, North Carolina, Florida and Texas) that collectively lead the nation in both total number and level of concentration of high schools with weak promoting power. As reported by The Georgia Partnership for Excellence in Education, Georgia is at the center of a national education crisis at the high school level. In 2007, Georgia had 50,772 teens (11% of all teens in the state) ages 16-19 that were not enrolled in school and not working. Over the past four years, Georgia has seen well over 100,000 students drop out of school. According to the Johns Hopkins University's Center for Social Organization of Schools, fifty-one percent of Georgia's public high schools have been labeled "dropout factories" (also known as schools with the worst "promoting power"), meaning fewer than 60% of enrolling 9th graders finish school four years later. Nearly 80% of the nation's high schools that produce the highest number of dropouts can be found in just 15 states, of which Georgia is one. Finally, according to the Atlanta Public Schools website, 86% of Atlanta Public Schools' students are

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African-American. It is important to note that nearly half of our nation's African-American students, nearly 40% of Latino students, and only 11% of white students attend high schools in which graduation is not the norm. Finally, business and postsecondary institutions are experiencing an increase of high school graduates who enter college or the workplace without mastery of the basic skills necessary to succeed -- a combination of both basic knowledge and applied skills in math, science, reading comprehension, and communication.

HOA's AmeriCorps Program has a proven track record of encouraging and increasing parental involvement in the schools we serve. According to national studies by the National Education Association and Family Involvement in Children's Education: Successful Local Approaches Idea Book, a publication sponsored by the U.S. Department of Education, children whose parents take an active role in children's education tend to perform better academically, feel more positive about school, and exhibit fewer social or behavioral problems such as teen pregnancy, truancy and delinquency.

In HOA's Go Green program, research has shown that approximately 50 schools from California to Maine have gone totally green and hundreds more will soon follow suit. Schools are becoming more eco-friendly because of the environmental, academic, financial, health benefits are impossible to ignore.

In HOA's Family Literacy Program, research has overwhelmingly demonstrated that parental involvement in children's learning is positively related to achievement. This holds true for all types of parent involvement in children's learning and for all types and ages of students.

b. Description of Activities and Member Roles: Hands On Atlanta is respectfully requesting 105 MSYs to fulfill our program objectives. AmeriCorps members will provide services designed to directly meet the needs of students in the following areas: reading tutoring, math tutoring, after-school enrichment

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programs, and community engagement. AmeriCorps members will serve within our 35 partnering public schools. Full-time AmeriCorps members are essential to service delivery to students. Tutoring and after-school enrichment must be consistently administered in order to increase comprehension, self-esteem, and overall academic aptitude.

c. Measurable Outputs and Outcomes: Objective 1: 105 AmeriCorps members and 1,000 volunteers (providing 12,000 hours of direct tutorial service) will conduct daily reading and math tutorials each school day for 2,500 elementary and middle school students identified as performing significantly below grade level.

Literacy Tutoring: Hands On Atlanta has maintained a strong commitment to reading tutorials for elementary and middle school students. In order to provide the highest quality service to students, HOA has modified its AmeriCorps programming to reflect changing national, state, and local priorities. Over the most recent program period, HOA AmeriCorps members have conducted reading tutorials for over 2,200 students and over 5,200 students. Hands On Atlanta maintains a strong partnership with Atlanta Public Schools, working together year-round to determine the highest priorities for AmeriCorps service in schools. During the 2009-12 service years, HOA AmeriCorps members will continue our collaboration with Project GRAD. The central element of our partnership with Project GRAD is an intensive reading tutoring for students performing below grade level. During the school day, members serve primarily as reading and math tutors to students who have been identified by teachers as needing additional support.

Through our AmeriCorps program, Hands On Atlanta will also recruit, train and manage the 1,000+ volunteers necessary to provide tutors for all students in grades 1-3 performing below grade level. A major component of Project GRAD is implementation of Success for All (SFA). SFA is a national reading

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model, designed around the research of effective instruction for students at risk, which aims to prevent academic deficits, especially in reading. SFA also addresses existing deficits through a variety of intensive interventions. As required by SFA, all students are assessed regularly to determine their reading level and progress. Students are then placed in cross-grade reading ability groups for 90 minutes each day. AmeriCorps members join teachers during this reading block several times a week to assist students, gain familiarity with the instructional strategies in the classroom and to observe their students in the classroom in order to tailor their tutorial sessions.

One of the unique and most critical components of SFA are daily, 20 minute, pull-out tutorial sessions for all students in grades 1-3 reading below grade level. AmeriCorps members serve as the primary tutors for this program with each member conducting eight to ten individual tutorial sessions each day. SFA is a structured model that allocates a percentage of each tutorial session to phonemic awareness, reading comprehension, writing, and vocabulary. Members keep detailed records of each session and participate with the assessment team that measures students' progress every eight weeks. Members extend their reach dramatically by managing the hundreds of additional community volunteers also serving as reading tutors. A new tutoring initiative--Team Alphie--utilizes computer software to improve reading comprehension. Daily tutoring sessions employing the Team Alphie design engages designated students in a 45 minute pull out computer-based reading tutorial session, outside of the instructional reading block per the Success for All (SFA) implementation requirements. Tutoring priorities are the lowest twenty-five (25) performing 1st and 2nd grade students.

Math Tutoring: Hands On Atlanta's partnership with Project GRAD has allowed us to begin addressing serious student deficiencies in math. Project GRAD calls for the implementation of an innovative, experiential mathematics curriculum called Project GRAD Mathematics (formally MoveIT Math or MIM) middle school grades. Math tutoring takes place in small groups within each math class.

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AmeriCorps members support with the math curriculum that has allowed Atlanta to be the first city where students in the Project GRAD Mathematics program receive targeted tutoring on a daily basis.

Objective 2: 105 AmeriCorps members and 500 volunteers (providing 5,000 hours of volunteer service) will engage 2,000 elementary and middle school students in out-of-school enrichment programs.

After-School Enrichment Program (ASEP): HOA AmeriCorps members have developed and managed quality after-school programs for students. AmeriCorps members are able to build a strong after-school program that provides instructional continuity and academic reinforcement in a structured, creative and safe setting. This can be attributed in part to their full-time service in school communities, training in curricular strategies during the day, and opportunities to build strong relationships with teachers.

In the past two years, HOA after-school programs have reached capacity, serving more than 3,673 students (exceeding our annual goal for each program year). Annual school staff and parental surveys reflect that our program provides a much-needed service to parents. Over 88% of parents noted an improvement in their children's behavior and attitude towards school as a result of the program. During after-school programs, each HOA AmeriCorps member leads a group of no more than 15 students, grouped by age and grade. Students are enrolled in the program on a first-come, first-served basis, with the recommendation of principals and teachers. Community volunteers participating in the program further reduce the ratio of adult to student, thereby allowing for increased individual attention.

Each daily after-school session begins with a nutritious snack provided by Hands On Atlanta. This transition time is followed by dedicated time for homework assistance where members and volunteers provide much needed individual and small group assistance to students as they complete their assignments. The last hour of programming will be dedicated to one of the five themes mentioned

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earlier. According to studies conducted by the Georgia Department of Education, the development of social and emotional competencies benefits students socially and also improves academic performance on standardized tests. Families are encouraged to volunteer in support of their children's participation in the ASEP program.

Family Literacy Program: HOA AmeriCorps member will engage parents, expressing an interest in improving the reading and language skills of both them and their students through structured literacy based training. Trainings will include the areas of early childhood reading and English as a Second Language (ESL) during school hours, as well as evening and Saturday programs. Additionally, the Family Literacy Program will mobilize volunteers, parents and provide community resources to impact early childhood literacy, while engaging parents in structured literacy events that will foster parent and child interactions.

Go Green Programs: Additionally, it is reported that 14 million children, more than a quarter of our nation's students, attend schools that are classified as substandard or compromise their health. Go Green programs and projects have greatly improved these conditions for students around the country. Hands On Atlanta's AmeriCorps program will develop Go Green programs and service initiatives that focus on environmental education. This new initiative will enable us to 1) to engage volunteers and AmeriCorps members to improve student achievement; 2) to introduce service and service learning to students as a part of the school based curriculum and 3) develop meaningful service projects that address the needs of the school community.

High School Dropout Prevention: Hands On Atlanta continues to be a valuable partner in the reform efforts of APS, the next three years present an ideal opportunity for Hands On Atlanta's AmeriCorps program to have a significant impact in the high school transformation initiative. We plan to expand

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into high schools, as part of that initiative, with a targeted focus on reducing the dropout rate. While the graduation rate in Georgia has increased annually reaching 72.3 % in 2007, the remaining ¼ of the state's students leave school without a high school diploma. In the midst of this glaring epidemic, Hands On Atlanta should and will be a participant in the call for all stakeholders to help reduce the dropout rate through career and college exposure, life skills and basic technology training coupled with practical application opportunities.

d. Plan for Self-Assessment and Improvement: Hands On Atlanta has developed solid systems for collecting regular feedback and input. Formal constituent surveys are administered mid-year and at the years end to all program stakeholders, including AmeriCorps members, school principals, teachers, parents, and students. All members complete weekly evaluation forms on the training in member development sessions, which are then used to inform future training sessions. We also encourage informal dialogue with members, volunteers, and school personnel around program initiatives and progress. Moreover, HOA has implemented rigorous systems for performance management of both staff and AmeriCorps members. Supervisors conduct thorough performance reviews twice each year, and the review process includes self-assessment and an annual 360-degree review.

e./f. Community Involvement & Relationship to other National and Community Service Programs: Strong and effective community partnerships are integral to Hands On Atlanta's involvement and improvement of educational initiatives throughout Atlanta. Atlanta Public Schools will continue to serve as our primary program partner, building on the success of fourteen year collaboration. Representatives from the school system are involved at multiple levels in shaping our school-based programs, thereby insuring alignment with the system's educational objectives and maximum leverage of resources. Through ongoing discussions with the city's Superintendent of Schools, Dr. Beverly Hall, and senior staff, Hands On Atlanta is able to regularly provide updates on AmeriCorps progress in schools and

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solicit feedback regarding areas of need. Perhaps most importantly, during the program year, each principal of a partnering school develops close working relationships with the HOA Schools staff to ensure that AmeriCorps programming is aligned with each individual school and school improvement plan. APS has also contributed to our programs' sustainability by financially supporting each school's investment in our program. Since 2003, APS has contributed over \$6.4 million in cash toward HOA's private match requirement. Hands On Atlanta's partnership with APS and Project GRAD Atlanta represents a major step towards program sustainability.

Community Strengthening: Volunteer Management: Hands On Atlanta AmeriCorps members leverage and manage the volunteer service of thousands of fellow Atlantans serving in schools. Hundreds of volunteers each month expand the reach of AmeriCorps members through direct service tutoring, managing after-school programs, or completing school-wide service projects. AmeriCorps members contribute to HOA's effective volunteer management systems by providing on-site training and continuous management of school volunteers.

Community Strengthening: Parental Involvement: HOA's AmeriCorps Program has a proven track record of encouraging and increasing parental involvement in partner schools. Parents of children in our after-school enrichment program are encouraged by members to attend school events or volunteer at the school. Members assist parents by tracking parents' attendance and service and creating additional opportunities for parents to become involved in their children's education. Examples of these activities include family literacy nights at schools, winter coat drives for families in need, and occasional trainings and workshops at the request of parents.

Communities In Schools of Atlanta (CIS), a Project GRAD partner and a national nonprofit devoted to strengthening community support in schools, works with Hands On Atlanta to provide additional family

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support. HOA AmeriCorps members work closely with CIS representatives at each school and are able to complement each other's work and share resources. For example, HOA members may recruit parents of children in the after-school program for special CIS initiatives, and CIS routinely refers some of their volunteers to serve in school-based AmeriCorps projects. Through all of our parental involvement activities, AmeriCorps members continually seek parental input to improve our programming. Parent surveys are distributed twice a year to provide families with a formal channel for their direct involvement in program implementation and evaluation.

Community Strengthening: Community Service Projects

AmeriCorps members work closely with school staff to identify community needs and to design a project that will benefit the entire school community. The outcome of each service project is clearly designed to impact the school, but the process is also a valuable aspect of member development and volunteer recruitment. Each team plans, designs, and manages at least one community service project, leaving behind a legacy at each school. Previous projects have included peace gardens, construction of outdoor classrooms, mural painting, and building reading lofts.

Community Strengthening: Hands On Atlanta's "Go Green" program will help students become environmentally educated decision makers, who understand the importance of relating ecological, economic, social, technological information when working toward solutions to environmental problems within their schools and communities. This program will be implemented through our successful programs such as ASEP and Ecomagination.

Community Strengthening: High School Dropout Prevention

While the central tenet of the initiative is the creation of small learning communities within all APS high schools by 2010; there is an overarching goal to provide an engaging environment that fosters student

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achievement and ensures that at least 90% of ninth graders graduate in four years. Hands On Atlanta is well-positioned to make a significant impact in reaching that goal with its Corps-led High School Dropout Prevention program.

Organizational Capability

Since our founding in 1989, Hands On Atlanta has grown deep roots in the Atlanta community and built a strong foundation for its future work. Hands On Atlanta currently partners with more than 400 nonprofit agencies and schools and provides its volunteer base with an average of 1,000 monthly service opportunities across different impact areas. HOA volunteers have contributed 5.1 million hours of service to the community. At a time when other civic organizations have seen their rolls depleted, HOA's ranks have swelled to include an active corps of 43,000 volunteers. The growth of the organization testifies to the success of our entrepreneurial volunteer model: to engage citizens by developing and providing meaningful and flexible opportunities for service. Since its inception, HOA has developed strong institutional infrastructure and systems that includes a clear mission and core values, a highly effective Board of Directors, strong annual and five-year strategic plans, successful financial audits, sound organizational policies and procedures, and well-defined systems for evaluation.

Since 1994, Hands On Atlanta has successfully managed one of the largest AmeriCorps programs in the Southeast. AmeriCorps Schools Program success has allowed us to create a strategy for program growth that is both manageable and sustainable. Continued AmeriCorps funding will allow us to continue serving thousands of students performing below grade level, and it will allow Hands On Atlanta to strengthen its program offerings, serve additional students, and expand our base of school partnerships.

Hands On Atlanta's organizational success is directly related to its talented staff and dedicated volunteer Board leadership. HOA's new CEO/President, Gina Simpson, comes to HOA with a Masters of Public Administration from Harvard University, a Masters of Social Work from the University of Alabama and 22 years of management experience with expertise in Human Resources Management.

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Greg Copeland, a Certified Public Accountant and auditor, serves as HOA's Controller, and provides experienced fiscal oversight of the program.

During the 2009-12 program years, HOA staff will include an Associate Director for Leadership Development to focus on expanding leadership and training opportunities for AmeriCorps members, as well as an Associate Director for Projects and Special Events ensuring greater management of special events and new initiatives. A cadre of Program Managers provides direct daily supervision to AmeriCorps members. A Program Manager's responsibilities include performing weekly school site visits, managing regular meetings, building relationships with school partners and staff and monitoring all required member documentation.

In order to responsibly and proactively monitor members' service, HOA's AmeriCorps program counts on a strong and diverse programmatic staff. An Evaluation and Planning consultant works closely with the agency's strategic planning department to ensure that the program is on target with respect to its goals, collects and analyzes various types of programmatic data, and continuously enhances management systems and tools. HOA is led by our Board of Directors, a diverse group of local leaders and decision makers. Board members provide fiscal and programmatic oversight for our AmeriCorps program. They are not only effective managers, but their input is also used to guide our work.

Clear program objectives and performance measures for Hands On Atlanta's AmeriCorps Program are specifically linked to the organization's annual plan. Results are regularly monitored by staff and the Board of Directors. A report detailing student impact and program progress toward goals is compiled each quarter for both internal and external use. In order to accurately measure our program's impact on students, HOA works closely with both APS and our partners to regularly collect and assess student data. As part of our partnership with APS and Project GRAD Atlanta, for example, we collect quarterly data on reading and math scores for all students tutored by both AmeriCorps members and community

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volunteers, and also have access to data for a control group of students who do not receive tutoring. The school system also allows HOA access to standardized tests scores for students in our program. The program also receives feedback through independent evaluations conducted by outside sources, like Georgia State University's previous evaluation reports.

Hands On Atlanta is a respected leader among local agencies and businesses, as well as partners across the country. Our national leadership and vision is clearly demonstrated by our co-founding and support of Hands On Network. Hands On Network, which comprises 42 organizations in the U.S., three international affiliates, and 20 partner organizations in the United Kingdom, is an innovative alliance of volunteer organizations transforming people and communities through service and civic engagement. Our organization and staff have been repeatedly recognized for excellence in service delivery. The partnership with Project GRAD, a reform initiative, provides the largest deployment of AmeriCorps members into the school system (75). The remaining members are placed in other APS schools as well as neighboring school districts who value the presence of AmeriCorps members in the school environment and contract with us directly for their services. Our longstanding reputation of reach and impact with students enables such partnerships to thrive.

Hands On Atlanta has demonstrated success in securing matching funds for prior grant awards and, in fact, has increased the percentage of private matching funds each program year. Since 1994, HOA has increased private support from less than \$300,000 for the 1994-95 program year to over \$1,679,477 (representing 51% in matching funds) in the year 2007-08. Hands On Atlanta received a \$100,000 grant in 2007-2008 (through a sub-grant from our parent organization, Hands On Network for the new Home Depot initiative, Hands On Schools. We continue to receive positive response from the funding community and are consistent in our efforts as our aggressive cultivation activities help build an exciting new base of support. HOA has established strong relationships with various in-kind supporters yielding

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substantial technological resources to AmeriCorps members through those partnerships. Going forward, we will continue our efforts in, mobilizing Atlanta's capital and human resources to effect positive change in Atlanta's public schools and help provide every child with the tools necessary to succeed.

As discussed above, Hands On Atlanta's partnerships with Atlanta Public Schools, Project GRAD Atlanta, Teach for America, Communities In Schools of Atlanta, Junior Achievement, and the Lighthouse Foundation have expanded the scope and quality of our AmeriCorps Schools Program. HOA also maintains an Advisory Board currently comprised of 34 business and political leaders that provide programmatic support and organizational vision. Hands On Atlanta has added to its cadre of partner agencies and organizations; advisors, and community stakeholders each year to effectively expand the reach of our work.

Cost Effectiveness and Budget Adequacy

The key components of this year's event included: (1) Caesar C. Mitchell SAT Prep Workshop Series, (2) Citizen Cinema: Martin Luther King, Jr. Service Summit Film Series, (3) " Realize the Dream: Dr. Martin Luther King, Jr. Youth Summit (4) the National Day of Volunteer Service (5) Global Youth Service Day.

a. Corporation Cost per Member Service Year (MSY)

Corporation Cost per Member Service Year (MSY): \$12,600.00

Since our inception in 1989, Hands On Atlanta has consistently demonstrated a capacity to provide the sustainable infrastructure necessary to manage all aspects of our service work. Hands On Atlanta's AmeriCorps program benefits from a wide range of organizational expertise and support. This program consistently operates within regulatory guidelines, demonstrates efficient cost effectiveness, and maximizes public resources derived by private support. The HOA AmeriCorps program is effective in identifying strategic public and private alliances that ultimately impact the communities we serve. HOA

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has been highly successful in involving the community and its donors in various aspects of programming by establishing strong, multi-beneficial partnerships. HOA donors pledge their financial support and commit their time. HOA corporate partners are actively engaged in service, as demonstrated by their ongoing volunteer activities. Our strength lies in our ability to synthesize effective community relations. Our partners and donors work together to create a tangible impact in meeting critical needs in Atlanta through service. A great example of this is the impact of the HOA AmeriCorps program in facilitating synergy involving the recruitment, retention, and dedication of its volunteers. In 2007-08, with the support of the AmeriCorps program, HOA engaged thousands of volunteers giving over 155,000 hours of service, which has a value of over \$3 M (value based on the Independent Sector's value of a volunteer service hour of \$19.51 FY2007).

b. Diverse Non-Federal Support

Hands On Atlanta strives to leverage federal support through the Corporation for National Service with increasing percentages of private matching funds. Since 1994 HOA has increased private support from less than \$300,000 for the 1994-95 program years to over \$1,679,477 in 2007-08, which represents 51% in matching funds. We anticipate this level of matching funds in upcoming years and continue to seek additional opportunities to expand and diversify our matching funding resources.

Amount of private support cash funding projected for the 2009-2010 program year:

Project GRAD/Atlanta Public Schools \$1,000,000

Individual Public Schools \$ 324,000

UPS -- Private Funding \$ 25,000

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Corporate Giving \$325,000

TOTAL \$ 1,674,000

1. Budget Adequacy

The total program budget for Hands On Atlanta School Programs in 2008-2009 was \$3,284,000 (51.7% in private funding and 48.3% in federal funding-while the AmeriCorps funding year grantee share expectation is 38%). Hands On Atlanta's Senior Management has worked closely with its Board of Directors and key program staff to develop a new five-year Strategic Plan across key program areas including our AmeriCorps Program. The current HOA AmeriCorps Budget was created in careful alignment with our growth and expansion goals for the program over the next three years. The budget also included sufficient funding for direct program costs as well as the planning and evaluations process for the program. With continued federal funding combined with a strong base of private support from individuals, corporations, and foundations, Hands On Atlanta is confident that our current program budget can adequately support our program objectives and strategic goals in the next several years. HOA will continue to invest in the development of AmeriCorps members as servant leaders and agents of community change by ensuring high quality, intensive training, including a week-long pre-service orientation, mid-year retreats, and ongoing weekly trainings throughout the program year.

Each AmeriCorps member graduates from the program with over 200 hours of training in the areas of project management, community building, effective communication, diversity, citizenship and leadership. Their engagement prepares each of them for a lifetime of service and civic engagement beyond their terms of service. Additionally, we continue our efforts expanding and diversifying our base of funding support for our AmeriCorps Program to ensure program success and sustainability. As

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evidence of this, we garner the support of local businesses, including small businesses, minority-owned business, and large corporations, to provide materials, resources, and manpower to their community service projects these projects are spearheaded by the Program Director.

In 2007-08, the program successfully obtained over \$72,000 in-kind support from local businesses. For the upcoming year, we expect to increase this amount to \$75,000 via all Corps training on community asset mapping. This training will provide AmeriCorps members the essentials needed to be successful at acquiring in-kind donations from neighboring businesses. Finally, in 2008, the HOA AmeriCorps Program engaged more corporate volunteers than ever before in its programming, demonstrating a growing interest from the corporate community to provide direct ongoing service, and reflecting Hands On Atlanta's increased capacity to train and manage volunteers of all ages from different industries, schools, and civic institutions. We have also developed a Business Impact Initiative to engage more small and minority-owned businesses in Hands On Atlanta's programming. The success of Hands On Atlanta programs lies in the success of our partnerships.

Evaluation Summary or Plan

The program will undergo a comprehensive internal process and outcome evaluation. A mixed methods and multi-informant design is employed that gathers quantitative and qualitative data from key stakeholders on a regular basis. The following data is collected. Each AmeriCorps team submits an online numerical and narrative weekly report of activities and accomplishments. These reports are verified weekly for accuracy by Program Managers. Volunteer participation data is captured and entered into Hands On Atlanta's online database on a weekly basis. Student achievement on standardized tests is provided by Atlanta Public Schools quarterly and at year-end for a subset of schools. The collection of this data is facilitated by monthly tutoring rosters that AmeriCorps teams maintain at each school site. Key stakeholders, including students, parents, administrators, volunteers, and AmeriCorps members are surveyed at mid-year and at year-end in order to gauge their satisfaction with the program and to gather

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programmatic feedback. Both paper-and-pencil and online surveys are employed. This data is analyzed on a monthly, quarterly, and annual basis by Hands On Atlanta's internal evaluator using common statistical procedures for the quantitative data (correlation, univariate analysis of variance--ANOVA, and t-tests) as well as basic content analysis methods for the qualitative data.

Amendment Justification

n/a

Clarification Summary

CLARIFICATION UPDATES

1.PLEASE INCLUDE AN UPDATE ON THE PROGRAM'S PROGRESS IN MEETING PERFORMANCE MEASURES. UPDATES SHOULD BE QUANTITATIVE DATA FOR THE CURRENT YEAR.

1.Tutoring and Academic Enrichment

Elementary School Goal: 52 AmeriCorps members and 300 volunteers (providing 20,000 hours of direct tutorial service) will conduct daily reading tutorials for elementary students identified as performing significantly below grade level in that subject.

AmeriCorps members in 16 elementary schools tutored 737 students in reading with the assistance of 150 volunteers. Due to our partnering school district's strong emphasis on early reading skills, the vast majority of the tutored students consist of first grade students. A total of, 23,750 hours of student tutoring were provided at the elementary schools.

2009-10 Summary of Progress to Goal: AmeriCorps members and 150 volunteers (50% of goal) provided 23,750 hours of student tutoring and enrichment at elementary schools (119% of goal).

2010-11 Progress to Date: AmeriCorps members and 437 volunteers (146% of Goal) have tutored 1,484 students for 3,651 hours to date.

Middle School Goal: 18 AmeriCorps members and 300 volunteers (providing 10,000 hours of direct tutorial service) and/ will conduct daily math tutorials during each school day for middle school students identified as performing significantly below grade level in that subject.

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AmeriCorps members in 6 middle schools have tutored 583 students in math with the assistance of 85 volunteers. Computer-enhanced Math Navigator math tutoring curriculum. This group tutoring curriculum targets core deficiencies in students' math knowledge and skills, based on ongoing assessments. In total, 10,800 hours of student tutoring were provided at the middle schools.

2009-10 Summary of Progress to Goal: AmeriCorps members and 85 volunteers (28% of goal) provided 10,800 hours of tutoring and enrichment at middle schools (108% of goal).

2010-11 Progress to Date: AmeriCorps members and 195 volunteers (195% of Goal) have tutored 562 students for 1,806 hours to date.

2. After-School Programming and Enrichment:

Goal: 70 AmeriCorps members and 140 volunteers will engage 800 students in After School Enrichment Programs, resulting in academic improvement and improved attitudes towards school, as demonstrated by at least 80% of participating students showing improvement in two or more designated student impact areas as measured by student assessment surveys.

Elementary Schools: The After School Enrichment Program: AmeriCorps members at the 16 elementary schools have engaged 805 students in the daily After School Enrichment Program (ASEP). The ASEP is a Hands On Atlanta program that is managed and implemented by the AmeriCorps members, is free of charge to the families, and is supported by community volunteers. ASEP is intended to reinforce the curriculum while making school and learning more enjoyable. Activities include poetry writing, citizen education, technology instruction, and life skills education. An additional 180 students were engaged in additional after-school enrichment activities and events.

Middle and High Schools: AmeriCorps members at the middle and high schools engaged students after school in a wide range of activities and a variety of formats and have thus reached 975 students.

Volunteer Support: Overall, 135 volunteers have strengthened AmeriCorps members' after school programming through service.

2009-10 Summary of Progress to Goal: 70 AmeriCorps members and 135 volunteers (96% of goal)

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engaged 1,960 students (198% of goal) in after school enrichment and programming.

2010-11 Progress to Date: AmeriCorps members and 182 volunteers (130% of Goal) engaged 1,062 students (118% of goal) in after school enrichment and programming.

Community Strengthening Objectives

1. Volunteer Management

Goal: 70 AmeriCorps members and HOA staff will provide on site volunteer orientations, ongoing volunteer management, and quarterly recognition initiatives for 2,300 student and 2,000 adult volunteers participating in ongoing academic and service learning programs with 80% of volunteers indicating that the likelihood of working with HOA again is excellent or very good. Volunteers were engaged in a variety of capacities throughout the year. A total of 2,220 Adult volunteers served as tutors, assisted with after-school enrichment programming, and volunteers in school improvement projects through Hands On Atlanta's annual special events as well as through large corporate-sponsored service projects. AmeriCorps members also engaged another 1,800 students as volunteers this year. These students largely served through HOA's special events, large corporate-sponsored school improvement projects, as well as smaller school projects.

2009-10 Summary of Progress to Goal: 1,800 student volunteers (78% of goal) and 2,220 adult volunteers (111% of goal) engaged.

2010-11 Progress to Date: 567 student volunteers (31.5% of Goal) and 1,247 adult volunteers (56% of goal) engaged.

1. Parental Engagement

Goal: 70 AmeriCorps members will increase parental/family engagement in the school community by creating quarterly school-based opportunities for parent and family outreach, involvement, and education, resulting in parents/families of students participating in at least 4,000 hours of AmeriCorps member-coordinated activities.

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AmeriCorps members have engaged approximately 2,110 parents and family members in school-based events and activities, resulting in an estimated 7,853 hours of engagement.

2009-10 Summary of Progress to Goal: 2,110 parents participated in 7,853 hours of engagement (196% of goal).

2010-11 Progress to Date: 1,492 (166% of Goal) parents participated in 5,222 hours of engagement (131% of goal).

2. Community Service Projects - 70 AmeriCorps members will plan and implement at least three service projects in their school communities resulting in 5,000 community service hours throughout metro Atlanta.

Over 40 service projects were implemented this year, ranging widely in size and purpose, resulting in over 6,750 hours of service.

2009-10 Summary of Progress to Goal: 40 service projects (1,330% of goal) and 6,750 hours of service generated (135% of goal).

2010-11 Progress to Date: 11 service projects (27.5% of goal) and 3,250 hours of service generated (65% of goal).

MEMBER DEVELOPMENT OBJECTIVES

1. Citizen Education - 70 AmeriCorps members will participate in 50 hours of citizenship education which includes a focus on community asset development and civic responsibility as evidenced by 80% of members showing improved skills in two or more areas addressed by the citizenship education program. AmeriCorps members received 60 hours of training on the principles and strategies of community development and civic engagement.

2009-10 Summary of Progress to Goal: 60 hours, 120% of goal. 2010-11 Progress to Date: 51 hours, 85% of goal

2. Leadership Education - 70 AmeriCorps members will participate in 35 hours of Leadership Education, and will gain effective skills to demonstrate leadership in personal and professional circumstances as

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evidenced by 80% of members showing improved skills in two or more areas addressed by the Leadership Education program AmeriCorps members received 48 hours of leadership education. Training topics have included situational leadership, communication, conflict resolution, group dynamics and team management.

2009-10 Summary of Progress to Goal: 48 hours, 137% of goal. 2010-11 Progress to Date: 28 hours, 82% of goal

3. Education Skills Training - 70 AmeriCorps members will participate in 70 hours each of education skills training which focus on literacy and math tutoring, classroom management, service learning, and after school enrichment, and will gain effective skills to strengthen educational initiatives as evidenced by 80% of Activity - AmeriCorps members received 72 hours of education that is intended to enhance their educational skills and knowledge. These training sessions have targeted specific areas that are known to improve their ability to perform in the school environment and meet student's various needs, especially in the areas of tutoring and after school programming.

2009-10 Summary of Progress to Goal: 72 hours, 103% of goal. 2010-11 Progress to Date: 72 hours, 72% of goal

2. PLEASE REPORT ON THE PROGRAM'S RECRUITMENT AND RETENTION RATES FOR THE LAST COMPLETED YEAR AND RECRUITMENT RATES FOR THE CURRENT YEAR. INCLUDE STEPS TAKEN TO INCREASE RECRUITMENT AND RETENTION RATES. 2009-2010 Recruitment demographics demonstrated: 172 applicants with 31% of the pool members returning for a second term. 65% of applicants had bachelor's degrees or some college. 69% of applicants were female and 31% were male. 97% of applicants were from Georgia and 88% were African Americans.

2009-10 Retention data showcased a substantial improvement to 91.4%. Programmatic changes has helped retain members including showing members how to effectively manage their stipend and education award.

2010-11 Recruitment data demographics demonstrated: 131 applicants with 9% of the pool members

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returning for a second term. 63.5% of applicants had bachelor's degrees or some college. 62.5% of applicants were female and 37.5% were male. 97% of applicants were from Georgia and 90% were African Americans.

3.PLEASE REPORT ON WHETHER YOUR PROGRAM MET THE REQUIRED 30 DAY TIMELINE FOR ENROLLING, EXITING, AND CHANGE OF STATUS FOR MEMBERS.Hands On Atlanta has met the required timeline for enrolling, exiting, and change of status members.

4.THE CONCEPT PAPER NARRATIVE STATES THAT 100 AMERICORPS MEMBERS WILL BE PLACED IN ATLANTA SCHOOLS. HOWEVER, THE CONCEPT PAPER COVER PAGE LISTS 90 FULL-TIME AMERICORPS MEMBERS. Hands On Atlanta desires to return to a 100 member corps to satisfy the demand for tutoring in metro Atlanta public schools. The cover page will be reconciled to 100 members for consideration

5.YOUR REQUEST INCLUDES AN INCREASE IN MEMBERS. IT IS THE CORPORATION'S FINAL DECISION ON INCREASES BUT WE WILL BE RECOMMENDING LEVEL FUNDING.

Funding is sought to restore Hands On Atlanta's (HOA) AmeriCorps member slots back to 100 members. HOA aspires to further elaborate on its previous submission to illustrate the need and impact of its program on children attending Atlanta Public Schools (APS). Finally, HOA desires to continue providing a myriad of services to the APS system in the areas of student achievement, student enrichment, parent/community engagement, and school improvement. Each of these areas has been a target of internal and external initiatives, but remains an area of compelling need for the students of the APS system. While the school system is in the midst of serious district-wide reform effort under the leadership of School Superintendent Dr. Beverly Hall, it has a long way to continue forward to achieve all of its strategic goals.

6.PLEASE CONFIRM THAT SPECIFIC SOURCE AND AMOUNTS FOR PROGRAM MATCH. -Atlanta Public schools has been our significant partner over the last 5 years and will continue to be our primary partner for the private side match. Their annual contribution is over \$1,000,000.

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2011-2012 CLARIFICATION

Budget Clarification: Staff travel has been clarified. The budget amount is for staff participation in the National Conference for Volunteering and Service.

Staff Training: Clarification provided in narrative. The 7.25 staff represent all staff in the approved budget.

Source of Funds: Source of funds listed in the narrative. The Atlanta Public School System (APS) match will be 1,002,300.00 (Cash), Oglethorpe university match will be \$13,000.00 (cash), Target Corporate in-kind gift of \$15,000.00 and In-kind Corporate partnership gift of \$8,831.00 for a grand total of \$1,039,131.00.

Performance Measures: Measures have been revised to include deleting all non primary service activities. ED1, ED2, and ED4 have been selected as national performance measures. Additionally, middle school tutoring and afterschool measures have been revised.

Continuation Changes

RATIONALE AND APPROACH

Funding is sought to restore Hands On Atlanta's (HOA-a separate 501c3 from Points of Light/Hands On Network) AmeriCorps member slots back to 105 members. HOA desires to continue providing a myriad of services to the APS system in the areas of student achievement, student enrichment, parent/community engagement, and school improvement. APS is in the midst of serious district-wide reform and has set strategic goals that are far from reach without the support of programs like HOA. As reported by The Georgia Partnership for Excellence in Education, Georgia is at the center of a national education crisis at the high school level. In 2007, Georgia had 50,772 teens (11% of all teens in the state) ages 16-19 that were not enrolled in school and not working. Over the past four years, Georgia has seen well over 100,000 students drop out of school. APS is a predominantly African American school district, 76% of the students qualify for the free-or-reduced lunch program, compared to a state average of 50%.

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This measure of poverty tends to correlate with diminished academic performance; a relationship that has been well documented in the social sciences for over 20 years (e.g. Sirin, 2005). The introduction of the Georgia Criterion-Referenced Competency Tests in 2000 provided a much needed baseline for student performance, but also revealed that APS trailed the state by 14 or more points in every tested subject and grade level (<http://www.greatschools.net>). The APS system continues to trail the state on a majority of key academic indicators, clearly demonstrating that the efforts at improving student achievement remain a work in progress. Following are a series of comparisons between APS, state, and national achievement rates based on 2008 data: Among 4th grade APS students, 86% met or exceeded standards in reading, 72% in reading, and 76% in science. These rates remain lower than the Georgia averages for Georgia--87% in reading, 74% in math, and 78% in science. Among 8th grade students, the differences are more pronounced: 88% of APS students met or exceeded standards in reading, 65% in math, and 50% in science. Statewide, these rates were 93% in reading, 70% in math, and 64% in science. Social statistics along with inadequate test scores indicate that many children in APS face a crisis. HOA provides academic enrichment designed to tackle the barriers facing APS students; accounting for about 75% of the tutoring and at no charge to the families.

DESCRIPTION OF ACTIVITIES AND MEMBER ROLES

Through CNCS funding, HOA can fill the gaps, detailed in the previous section, by providing the After-School Enrichment Program (ASEP) at no burden to the school, and no additional cost to the families of the students who are enrolled. The program provides structured homework time, one-on-one tutoring reinforcement, a nutritious snack, and an array of activities. The program is intended to complement the curriculum and make school and learning more enjoyable.

HOA has demonstrated effectiveness via evaluation. HOA structures its program to be in alignment with APS; goals and objectives. HOA's Member Development curriculum has been designed to empower members to perform tutoring duties to further the academic mission of the school district. All

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AmeriCorps members are trained throughout the year on topics such as student achievement, student enrichment, parental/community engagement, school improvement, and others. Additional training on the Success For All (SFA) model, a national evidence-based model that is used to tutor students with reading deficiencies, is administered the first Friday of every month.

MEASURABLE OUTPUTS AND OUTCOMES

HOA intends to opt into the pilot Performance Measures relating to the Education priority area. In addition to measure 1 & 2, which are required, HOA also selects measures 5, 6 & 7. These five performance measures align directly with HOA's program goals and objectives, evaluation plan, and ongoing data collection practices. The selected measures are listed below, for reference.

Measure 1: Number of students who start in an AmeriCorps education program.

Outcomes: 2,000 low-performing students will be enrolled in tutoring for reading (elementary) or math (middle) during the school year, and 1,000 students will be enrolled in a structured member-managed after-school program or club.

Measure 2: Number of students who complete participation in an AmeriCorps education program.

Measure 5: Number of students with improved academic performance.

Measure 6: Number of youth who have improved their school attendance over the course of the AmeriCorps program's involvement with the student.

Measure 7: Number of students who have not been suspended over the course of the AmeriCorps program's involvement.

PLAN FOR SELF ASSESSMENT AND IMPROVEMENT

HOA utilizes a third party vendor (Survey Monkey) to solicit anonymous feedback from stakeholders, AmeriCorps members, and APS administrators to inform staff of program progress. This data also helps to shape and form our training so we are in a mode of constant and continuous improvement with

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participation from our partners. HOA has involved community partners in Pre-Service Orientation training (PSO), ongoing bi-weekly Member Development (as special guest speakers/facilitators), and organizational special events. Relationship to other National and Community Service Programs: Many of the activities during the week of the MLK Service Summit have included collaboration with other national and community service programs. Collaborations with other AmeriCorps programs have included joint training, CPR and First aid certifications, and joint service projects working to ensure we are not duplicating efforts with other national service programs.

MEMBER OUTCOMES AND SUPPORT: HOA recruited members for the 2008-09 program year PSO at 200%. HOA's PSO philosophy is to train and evaluate members simultaneously. Candidates will participate in a three part process which includes a one on one interview with program staff, followed by a group interview and then invitation to PSO. Member support begins immediately once teams are assembled. Each school site has a Team Leader (TL) and two Service Leaders (SL). TLs serve as the first wave of support and accountability. HOA believes that true accountability begins at the peer to peer level. Each team of three at a school site is grouped by the school's geographic locale and managed by a Program Manager. Each school designates an onsite supervisor who specializes in the SFA curriculum or the Math curriculum. Members are also supported by each Program Manager, and the Program Director who consistently provides one on one and small group support around personal and programmatic goals and challenges. Last year, the HOA retained 86.1% of its members (106 graduated out of the 123 enrolled). Those who did not finish their term of service fell into three categories: Medical/family hardship; financial hardship; received a higher paying opportunity. HOA intends to execute the following strategies to further improve retention: Make the selection process more comprehensive; provide members with enhanced resource guides on affordable housing and support systems; develop a more formalized and more frequent performance-based feedback system; conduct a weekly accountability check with program staff to maintain program effectiveness and assess member

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performance.

MEMBER DEV. TRAINING AND SUPERVISION

HOA's training curriculum is presented weekly to TLs and bi-weekly to service leaders. TL training includes technology, administrative and leadership training. SLs are trained using a topical curriculum that is implemented year round. Training begins with a two week PSO covering all aspects of the service experience in an introductory format reinforced throughout the term of service. Materials and resources include video, articles, special guests, and other initiatives. HOA's program training emphasis shifts mid-year to include career fairs, resume writing, interviewing techniques, exposure to entrepreneurs, and graduate schools as well as a formal transitional track for members interested in careers in education. HOA has prepared a way to engineer a transitional program endorsed by the Superintendent.

TUTORING PRG ONLY

A major component of Project GRAD is implementation of SFA. SFA is a national reading model that is designed around the research of effective instruction for students at risk and aims to prevent academic deficits. SFA also addresses existing deficits through a variety of intensive interventions. SFA has been proven to yield positive short- and long-term effects for students by a number of scientific studies (Borman & Hewes, 2002). SFA has also shown to be most effective with students who in the lowest 25% of their grade (Slavin & Madden, 2006), which is exactly the students who are tutored by the HOA program. As required by SFA, all students are assessed regularly to determine their reading level and progress. Students are then placed in cross-grade reading ability groups for 90 minutes each day. AmeriCorps members join teachers during this reading block several times a week to assist students, gain familiarity with the instructional strategies in the classroom and to observe their students in the classroom in order to tailor their tutorial sessions. SFA training is conducted monthly and led by APS

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personnel.

Clarification Changes 2010-11

Below is the Summary of Progress to Goal for FY 2009-10. HOA experienced a shortage of daytime volunteers to goal due to the more stringent requirements involving background checks and other security measures placed by the school district.

TUTORING AND ACADEMIC ENRICHMENT

Elementary School Goal: 52 AmeriCorps members and 300 volunteers (providing 20,000 hours of direct tutorial service) will conduct daily reading tutorials for elementary students identified as performing significantly below grade level in that subject. SUMMARY OF PROGRESS TO GOAL: AMERICORPS MEMBERS AND 150 VOLUNTEERS (50% OF GOAL) PROVIDED 23,750 OF STUDENT TUTORING AND ENRICHMENT AT ELEMENTARY SCHOOLS (119% OF GOAL).

Middle School Goal: 18 AmeriCorps members and 300 volunteers (providing 10,000 hours of direct tutorial service) will conduct daily math tutorials during each school day for middle school students identified as performing significantly below grade level in that subject. SUMMARY OF PROGRESS TO GOAL: AMERICORPS MEMBERS AND 85 VOLUNTEERS (28% OF GOAL) PROVIDED 10,800 HOURS OF TUTORING AND ENRICHMENT AT MIDDLE SCHOOLS (108% OF GOAL).

AFTER-SCHOOL PROGRAMMING AND ENRICHMENT:

Goal: 70 AmeriCorps members and 140 volunteers will engage 800 students in After School Enrichment Programs, resulting in academic improvement and improved attitudes towards school, as demonstrated by at least 80% of participating students showing improvement in two or more designated student impact areas as measured by student assessment surveys. SUMMARY OF PROGRESS TO GOAL: 70 AMERICORPS MEMBERS AND 135 VOLUNTEERS (96% OF GOAL) ENGAGED 1,960 STUDENTS (198% OF GOAL) IN AFTER SCHOOL ENRICHMENT AND PROGRAMMING.

VOLUNTEER MANAGEMENT

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Goal: 70 AmeriCorps members and HOA staff will provide on site volunteer orientations, ongoing volunteer management, and quarterly recognition initiatives for 2,300 student and 2,000 adult volunteers participating in ongoing academic and service learning programs with 80% of volunteers indicating that the likelihood of working with HOA again is excellent or very good. SUMMARY OF PROGRESS TO GOAL: 1,800 STUDENT VOLUNTEERS (78% OF GOAL) AND 2,220 ADULT VOLUNTEERS (111% OF GOAL) ENGAGED.

PARENTAL ENGAGEMENT

Goal: 70 AmeriCorps members will increase parental/family engagement in the school community by creating quarterly school-based opportunities for parent and family outreach, involvement, and education, resulting in parents/families of students participating in at least 4,000 hours of AmeriCorps member-coordinated activities. SUMMARY OF PROGRESS TO GOAL: 2,110 PARENTS PARTICIPATED IN 7,853 HOURS OF ENGAGEMENT (196% OF GOAL).

COMMUNITY SERVICE PROJECTS

70 AmeriCorps members will plan and implement at least three service projects in their school communities resulting in 5,000 community service hours throughout metro Atlanta. SUMMARY OF PROGRESS TO GOAL: 40 SERVICE PROJECTS (1,330% OF GOAL) AND 6,750 HOURS OF SERVICE GENERATED (135% OF GOAL).

CITIZEN EDUCATION

70 AmeriCorps members will participate in 50 hours of citizenship education which includes a focus on community asset development and civic responsibility as evidenced by 80% of members showing improved skills in two or more areas addressed by the citizenship education program. SUMMARY OF PROGRESS TO GOAL: 60 HOURS, 120% OF GOAL.

LEADERSHIP EDUCATION

70 AmeriCorps members will participate in 35 hours of Leadership Education, and will gain effective skills to demonstrate leadership in personal and professional circumstances as evidenced by 80% of

Narratives

members showing improved skills in two or more areas addressed by the Leadership Education program. SUMMARY OF PROGRESS TO GOAL: 48 HOURS, 137% OF GOAL.

EDUCATION SKILLS TRAINING

70 AmeriCorps members will participate in 70 hours each of education skills training which focus on literacy and math tutoring, classroom management, service learning, and after school enrichment, and will gain effective skills to strengthen educational initiatives as evidenced by 80% of Activity.

SUMMARY OF PROGRESS TO GOAL: 72 HOURS, 103% OF GOAL.

HOA AmeriCorps members have worked closely with the Atlanta Public School System and its Project GRAD Atlanta initiative to support comprehensive student instruction. AmeriCorps members were charged with employing proven and standardized approaches to reading tutoring elementary schools and math tutoring in the middle schools. High school-based AmeriCorps members provided graduation and college preparation services to the student body.

Project GRAD is a school reform initiative that was first implemented in Houston, TX in 1993, and has since been standardized and replicated in other school systems serving low-income students. This program targets feeder school systems in order to immerse students in a comprehensive set of interventions beginning in kindergarten and spanning their education career through the 12th grade.

Project GRAD schools were determined as the schools in the district with the greatest need as defined by No Child Left Behind. Hands On Atlanta has been a major partner in this initiative specifically working with the lowest 30th percentile of these students clearly defining the sub-set.

Project GRAD implements five core programs in all the schools in a feeder: mathematics, literacy, classroom management, parental involvement, and high school support. These activities are intended to

Narratives

target the major aspects affecting a student's motivation and academic performance within a low-income community. GRAD requires that the staff of all schools in a feeder vote to adopt, be trained in, and implement the same approaches to the teaching of reading, mathematics, and classroom management in all schools at all grade levels. This contributes to a comprehensive and coherent educational experience for all students as they move from grade to grade and from school to school, even horizontally across elementary or middle schools.

The personnel costs were calculated based upon successful management of our multi-site program during the 2008-09 program year (when we were similarly staffed to accommodate a 105 member corps). Each of our Program Managers manage six to nine school sites and 20-25 AmeriCorps members to provide adequate support for retention and program success.

The performance measures submitted are intended be in line with the national performance measures.

Performance Measures

SAA Characteristics

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

Priority Areas

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

Grand Total of all MSYs entered for all Priority Areas 80

Service Categories

- Afterschool Programs
- Tutoring and Child (Elementary) Literacy
- Tutoring and Child (Middle Sch.) Literacy

National Performance Measures

Priority Area: Education

Strategy to Achieve Results

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

54 AmeriCorps members will tutor 607 metro-Atlanta elementary students identified as performing below grade level in the area of reading and reading comprehension.

Result: Intermediate Outcome

Result.

273 students will achieve their individual quarterly reading mastery target assigned by the Team Alphie tutoring program.

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : percentage of elementary tutored students who achieve their individual reading mastery target for the quarter

Target Value: 273

Instruments: Project Alphie quarterly standardized reading assessment, pre- and post-tests

PM Statement: 273 of elementary tutored students will achieve their individual quarterly reading mastery target, as assigned by the Team Alphie tutoring program

Result: Output

Result.

607 elementary students will be tutored in reading by AmeriCorps members for one or more quarters as measured by tutor logs.

Indicator: (PRIORITY) ED2: Number of students who complete an AC ED program.

Target : elementary students tutored in reading by AmeriCorps members

Target Value: 607

Instruments: Reading tutoring tracking log

PM Statement: 607 elementary students will be tutored in reading by AmeriCorps members of which 334 elementary school students will be retained for the full grant period.

Priority Area: Education

Strategy to Achieve Results

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

18 AmeriCorps members will tutor 210 metro-Atlanta middle school students identified as performing below grade level in the area of mathematics of which 189 will be retained for the full grant period.

Result: Intermediate Outcome

Result.

105 of the middle school students tutored in math will demonstrate an improvement by the end of each math module

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : Number of tutored middle school students

Target Value: 210

National Performance Measures

Result.

Instruments: Math Navigator module standardized assessments, pre- and post-test

PM Statement: 105 of the Tutored middle school students tutored in math will demonstrate an improvement by the end of each math module.

Result: Output

Result.

105 of the middle school students tutored in math will demonstrate an improvement by the end of each math modules.

Indicator: (PRIORITY) ED2: Number of students who complete an AC ED program.

Target : # students tutored in one or more math modules

Target Value: 210

Instruments: Math tutoring tracking log

PM Statement: 210 middle school students will be tutored in math by AmeriCorps members in one or more math curriculum modules.

Priority Area: Education

Strategy to Achieve Results

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

AmeriCorps teams of one to three members will enrich and assist in reading improvement for 432

elementary after school participants in 18 low performing elementary by establishing daily structure free after

school enrichment program of which 388 will be retained in the after school program for the full grant period.

Result: Intermediate Outcome

Result.

86 elementary after school program participants will read at or above grade level by the end of the school year.

Indicator: (PRIORITY) ED5: Students w/ improved academic performance.

Target : ASEP elementary school students

Target Value: 86

Instruments: Project Alphie quarterly standardized reading assessment

PM Statement: 86 elementary after school program participants will read at or above grade level by the end of the school year.

Result: Output

Result.

432 elementary after school program participants of which 388 will be retained in the after school program for the full grant period.

Indicator: ED1: Students who start in an AC ED program.

Target : Elementary students retained in ASEP

Target Value: 388

National Performance Measures

Result.

Instruments: ASEP tracking log

PM Statement: 432 elementary after school program participants of which 388 will be retained in the after school program for the full grant period.

Required Documents

Document Name

Status

Evaluation

Already on File at CNCS

Labor Union Concurrence

Already on File at CNCS