

## PART I - FACE SHEET

<b>APPLICATION FOR FEDERAL ASSISTANCE</b>		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):	3. DATE RECEIVED BY STATE:  21-JAN-11	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID:  11AC124563	4. DATE RECEIVED BY FEDERAL AGENCY:	FEDERAL IDENTIFIER:  09ACHCA0010016														
<b>5. APPLICATION INFORMATION</b>																
LEGAL NAME: Shasta County Child Abuse Prevention Council  DUNS NUMBER: 834543977	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):  NAME: Rachelle Neal  TELEPHONE NUMBER: (530) 242-2031 207  FAX NUMBER: (530) 241-2121  INTERNET E-MAIL ADDRESS: rmeal@shastacapc.org															
ADDRESS (give street address, city, state, zip code and county): 2280 Benton Drive bldg C, #B Redding CA 96003 County:																
6. EMPLOYER IDENTIFICATION NUMBER (EIN):  680151867	7. TYPE OF APPLICANT: 7a. Non-Profit  7b. Community-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: <b>Corporation for National and Community Service</b>															
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.006 10b. TITLE: AmeriCorps State	11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: North State Rural Asset Project															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):  The NorthState Rural Assets Project (NSRAP) will serve Shasta, Siskiyou and Trinity counties in far northern California. Cities in Shasta County that will be served are Redding, Shingletown, Millville, Happy Valley, Anderson, Bella Vista, Burney, ar	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 08/16/11      END DATE: 08/15/12	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text"/> b.Program <input checked="" type="checkbox"/> CA 002															
15. ESTIMATED FUNDING: Year #: <input type="text" value="2"/>	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;">\$ 603,889.00</td> </tr> <tr> <td>b. APPLICANT</td> <td style="text-align: right;">\$ 731,823.00</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;">\$ 1,335,712.00</td> </tr> </table>	a. FEDERAL	\$ 603,889.00	b. APPLICANT	\$ 731,823.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 0.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 1,335,712.00	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	\$ 603,889.00															
b. APPLICANT	\$ 731,823.00															
c. STATE	\$ 0.00															
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e. OTHER	\$ 0.00															
f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 1,335,712.00															
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:  Rachelle Neal	b. TITLE:  Project Director	c. TELEPHONE NUMBER:  (530) 242-2031 207														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED:  05/05/11														

## Narratives

### Executive Summary

The NorthState Rural Assets Project serves Shasta, Siskiyou, and Trinity Counties in far northern California, with a primary goal to reduce high-risk behavior in youth, and to strengthen families. 46 PT members serving as Asset Coaches provide support to youth in school based and afterschool programs, and develop and implement small group activities based on the 40 Developmental Assets. 17 FT Members serve as Parent Partners providing parenting support, mentoring, and community linkages.

### Rationale and Approach

#### RATIONALE AND APPROACH

##### Compelling Community Need

In the three California counties represented in this proposal, adolescents are taking part in high-risk behaviors at alarming rates and too many children live in conditions that raise their risk of repeating these patterns. The need to reduce adolescent risk-taking has been identified as a community priority by providers and community members in each of the NSRAP communities and is supported empirically by published statistics. For example: An estimated 11% of youth (under age 18) in Shasta County reported drinking in the past month, nearly twice the state rate of 6.3%; 22-26 % of 11th graders report having been very drunk or sick from drinking alcohol. Only 38-50 % of adolescents are substance free.

These counties also exhibit high levels of many precursors to adolescent risk-taking. All have child abuse rates far exceeding the state average, elevated rates of children in foster care, and poverty rates ranging from 16.8 to 18.7, exceeding the state average of 12.9. In addition, 28-30% of adolescents do not feel connected to an adult; 49-56% of elementary and middle school children are unsupervised after school; 55-57% of children do not feel connected to their school; between 16 to 19% of adolescents are at risk for depression.

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It is well documented that risk-taking behaviors of youth reflect modeling by adults. Over half of the adults in these communities self reported drinking in the past 30 days and over 15% reported binge drinking. Rates of arrest for alcohol related crime were from 50% to 100% higher than the state rate at last report. The connection between these factors and high-risk behaviors is well established. According to the National Institute of Justice, experiencing abuse or neglect as a child increases the likelihood of juvenile arrest by 59%. According to the Child Trends Data Bank, "Children in foster care are more likely than other children to exhibit high levels of risky behavior and emotional problems...to be suspended or expelled from school and to exhibit low levels of school engagement." Adult drug and alcohol abuse also contributes to family violence and instability resulting in further negative youth outcomes.

Except where otherwise noted, data are taken from the California Department of Alcohol and Drug Programs' Indicators of Alcohol & Other Drug Risk 2007, Children Now's 2008 County Report Cards, The Lucile Packard Foundation's Kids Data web site, the U.S. Census Bureau and the California Employment Development Department; ranges encompass the low and high of the NSRAP counties for which data is available.

The NSRAP communities also share a set of significant and unique challenges that arise from their rural character. The average unemployment rate for September 2009 was 14.7 compared to the state rate of 12.5. The region's geography plays a key role in determining conditions in its rustic, some would say "frontier," communities. Shasta, Siskiyou and Trinity counties cover 13,251 square miles of mostly mountainous terrain. All three fall in the bottom third of similar counties in the number of children having access to parks or playgrounds; after-school programs are often the only option for a safe, supervised after-school environment. The nearest town or city may be one to four hours away on winding roads or secondary highways and public transportation is virtually non-existent outside of

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Shasta's Interstate-5 corridor. For individuals and families with limited financial, social or emotional resources, accessing services can seem an insurmountable challenge. Families become isolated, individuals depressed, further fueling the cycles of substance and child abuse.

The Search Institute's 40 Developmental Assets framework is research-based and has been proven, among young people from a wide variety of backgrounds, to reduce high-risk behaviors and promote positive outcomes. In "The People's Health, 2003," Shasta County Public Health identified asset building as a key strategy to reduce juvenile alcohol abuse. The Office of Juvenile Justice and Delinquency Prevention provides this quote, "There is a growing body of evidence that suggests youth development programs can produce individual protective factors that increase successes and decrease problem behaviors." A March, 2003 article published by the Center for Health Improvement recommended youth development as one of three strategies to be used together to combat teen pregnancy. The assets framework has also been adopted as a drug and alcohol abuse prevention model by programs such as Friday Night Live. Even a small increase in the number of assets youth possess decreases the likely hood of youth engaging in high risk be behaviors.

The latest research on developmental assets adds to the growing evidence that comprehensive, asset-based approaches have tremendous potential to contribute to the academic success of students from all backgrounds and in a wide range of communities. A variety of analyses, from simple correlations to longitudinal modeling, reveal that higher levels of developmental assets are consistently related to measures of student achievement, even after controlling for gender, family composition, socioeconomic status, and race/ethnicity. These findings suggest that building developmental assets is likely a critical component of boosting student achievement that factors into high school graduation success rates. (Search Institute, "Insights & Evidence" October 2003.)

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The most effective asset strategies "promote many of the developmental strengths, not just a single one" and "seek to bring about change in multiple systems and environments..." (Search Institute, "Insights & Evidence" November 2006). NSRAP will combat the high rates of adolescent risk-taking and problem behaviors and improve outcomes by working with children and families to build individual developmental assets and asset-rich school, after-school, community and family environments.

In school and after-school based programs, site staff will identify service recipients by completing a referral form which identifies demonstrated high-risk behavior(s) or environmental precursors to high-risk behavior. Families are referred by medical providers, the Shasta County Department of Health and Human Services through Differential Response, other family service agencies, and families themselves who are struggling to meet their children's basic needs.

### Activities and AmeriCorps Member (Member) Roles

80 Members (58 part-time and 22 full-time comprising 51 member service years) will provide asset building activities and services to 855 youth and 533 families at 34 sites for 11 partner agencies, including schools, social service agencies, community centers, and family support programs. Members will serve 3 to 5 days per week for 4 to 8 hours per day for up to 52 weeks. Remaining hours will be spent in training, service projects and volunteer recruitment.

Consistent with best practices for positive youth development, Asset Coaches (members) will assist in creating asset rich environments and activities for all youth in programs served, subtly focusing special attention on youth identified by teachers or school administrators as most at-risk, to identify and address their particular needs without segregating or stigmatizing them.

For young children (5-12) this is the perfect age to focus on assets in the Commitment to Learning

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group, assets that will contribute to future school and life success and provide protective factors that will reduce the likelihood of high-risk behaviors as they reach adolescence. Activities to promote these assets include homework help, tutoring, reading to children, reading clubs, physical activity breaks, games that build academic skills (disguised learning). Older youth (13-18), whether or not they have already begun to engage in risky behaviors, also benefit from asset building activities. It is developmentally appropriate for this age group to pull away from parents and seek belonging among peers, making other positive adult role models and positive peer influence crucial. Service learning and other structured projects provide opportunities for Members to model, and youth to learn, key assets such as responsibility, planning and decision-making, self confidence, peaceful conflict resolution, resistance skills, leadership, respect for diversity and a sense of purpose.

As role models, Members will provide an important asset for all youth - a caring adult with whom the child can connect, who offers encouragement, support and extra motivation to come to school and to stay out of trouble. It is important to note that the specific activity is much less important than the developmental practice with which it is implemented. "A growing body of research shows that just having young people do a service project may or may not have positive outcomes. The odds of positive impact increase when best practices in service-learning are incorporated, such as engaging young people in all phases of planning and leadership, providing opportunities for structured reflection," etc. (Search Institute, "Insights & Evidence" November 2006.)

Asset Coaches will receive specific training to enable them to turn basic after-school activities into Asset rich activities. For example, during snack time Members sit with youth to engage in relationship building conversation, asking questions of interest to students and offering praise for positive behavior. Members are trained to constantly observe and recognize even small achievements, especially in their targeted youth, such as acknowledging how well they used their "inside voice" during homework time.

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This focus on positive behavior is key in building a significant relationship with a positive adult, the foundation for effectively building other assets. In addition, Asset Coaches will develop and implement asset activities based on the strengths and needs of 10-15 youth referred for service. Each targeted youth will receive on average 2.5 hours per week of small group (1 to 10 ratio) asset building activities and/or 1 on 1 time with their Asset Coach; each will receive an average of 65 hours of Asset building activities. The most appropriate asset groups for members to focus on in the service setting are Commitment to Learning, which includes bonding to school, achievement motivation, school engagement and homework; Social Competencies, which includes interpersonal competence, peaceful conflict resolution, resistance skills; and Boundaries and Expectations, which includes positive peer influence, high expectations, and school boundaries.

19 full-time Members and 3 part-time members will provide paraprofessional support to help families acquire self-sufficiency and self-management assets - planning and decision making, peaceful conflict resolution and interpersonal competence - as well as the parenting skills to help them be asset-builders for their children. Each Member will provide services to at least 26 families in distress who may be referred through Differential Response, other social service organizations or self-refer. Members will help families develop Family Support Plans, setting and achieving goals to move toward stability and self-sufficiency; connect families with appropriate services to alleviate risk factors such as poverty, homelessness, family violence, parental alcohol or drug abuse, etc.; and provide transportation or home visits when necessary due to rural isolation and lack of transportation. Each family will receive at minimum three face to face visits for at least 60 minutes. Many families will receive eight or more visits based on the severity of family need.

NSRAP has secured labor concurrence agreements with local organized labor entities for the placement of Members at sites with union employees. The service description for NSRAP members is distinct from

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that of employees in programs where members serve. Training is provided to all sites, partners, and members regarding member service roles and prohibited activities, prior to start of service.

All CAPCC activities revolve around child abuse prevention and improving the lives of children and families in the communities we service. An AmeriCorps grant gives us the ability to reach all families and children in our area regardless of geographic isolation or economic disadvantage. An AmeriCorps grant enables our partners to bring the richness and impact of Asset Development to their projects to reach those youth who may have fallen through the safety net and see heightened results in their own program goals and objectives.

Continuous program improvement will include formal and informal information gathering. Members will track all service activities on tracking forms. Quality control instruments include: (1) Member Focus Group: Randomly selected members will participate in a focus group with the evaluation team to provide feedback on project continuity, challenges, and suggestions for improvement. (2) Parent Satisfaction Survey: collected from families served at the close of service to assess quality of service and met expectations. (3) Member and Partner Service Suggestion Survey: Members and partner organizations complete mid and end of service for ongoing improvements in activities including training needs. Contracted professional evaluators will provide CAPCC feedback on program implementation, process and outcomes. Evaluation feedback will be shared with the partnership. Partners and staff will work with the evaluators to correct areas of concern. Members will participate in an online exit interview.

Measurable Outputs and Outcomes

NSRAP has implemented and will continue to implement a comprehensive evaluation that includes



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monitoring systems and data collection methods that measure all important program outcomes. In this section, we describe an aligned intermediate outcome and end outcome that we expect to achieve in the area of Youth Asset Development, the primary needs and service activity.

NSRAP has implemented multiple measures (e.g., triangulation of data collection methods) in our assessment of increased social and behavioral skills and decreased risk behaviors in order to increase our confidence in the results that we gather. We have implemented and will continue to implement two observational instruments completed by Site Supervisors and/or AmeriCorps Members as well as self-report instruments completed by participating youth.

The Youth Assessment Development portion of the NSRAP proposes to achieve the outputs and outcomes below.

Output: 855 youth will participate in Member facilitated asset-building activities; referred youth will receive an average of 65 hours of NSRAP program activities.

Description: Participating youth will receive homework assistance, be involved in small and large group recreational and educational activities, and participate in one-on-one coaching sessions. On average, youth will participate in 65 hours of such activities.

Systems: Members will track the types and number of hours of program activities that referred youth receive by completing NSRAP Attendance Activity logs weekly. Data will be entered into databases and analyzed quarterly or in conjunction with progress report timelines. These logs will be analyzed to determine the number of students served, the number of hours of service received, the types of activities in which youth engaged, the average number of youth per Member, and the weeks of program duration.

Intermediate Outcome: Youth receiving 65 hours of service will increase their competency in the

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following asset groups by an average of 25%: Commitment to learning, boundaries and expectations, and social competencies. Our target goal is for 65% of youth completing 65 hours of the program to increase their sub-scale scores by this amount.

Description: Asset activities facilitated by Members are designed to build appropriate social and behavioral skills. The Commitment to Learning asset group addresses through the NSRAP program includes several specific development assets including bonding to school, achievement motivation, school engagement and homework; the social competencies asset group includes interpersonal competence, peaceful conflict resolution, resistance skills; the boundaries and expectations asset group includes positive peer influence, high expectations, and school boundaries. The Walker Assessment Scale is a proven measure of these assets/social competencies. Data on youth demonstration of positive social and behavioral skills will also be gathered through adolescent and elementary Youth Surveys and the Youth Follow-up Observation Forms.

Systems: The Walker Assessment Scale will be completed by Members working with referred youth 1-2 weeks after they have referred youth to the program through completion of the Youth Referral Forms; post-program forms on these same youth will be completed again toward the end of the school year at the beginning of May. The Member will observe each referred youth separately. Data will be entered into existing databases and analyzed pre-post to determine changes in particular sub-scales. Pre-data will be analyzed and reported on the first progress report for the program. Youth Follow-up Observation Forms will be completed collaboratively by Site Supervisors and Members at the end of youth engagement in the program, typically in May. Data from these Observation Forms will be entered into databases. Comparative analyses will be conducted on pre-post data to assess changes in skill development. Students will complete Youth Surveys at the same time that Members are completing Walker Assessment Scales. Pre-data will be analyzed and reported for the program's first progress report; comparative analyses will be conducted on pre-post data to assess changes in report/demonstration of positive social and behavioral skills.

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End Outcome: Youth receiving an average 65 hours of NSRAP service will decrease their problem behaviors by at least 15% as observed by adult supervisors.

Description: Asset activities facilitated by Members and one-on-one interaction with referred youth are designed to decrease youth participation in high-risk behavior including problems in school, being able to following rules, peer problems/isolation, and temper, aggression and/or violence. Data on youth demonstration of high-risk behavior will be primarily gathered through Youth Referral and Follow-up Observation Forms and will also be captured through Youth Surveys administered to youth at the beginning and end of their annual engagement in the program,.

Systems: Youth Referral and Follow-up Observation Forms will be completed by Site Supervisors and Members at the beginning and end of youth engagement in the program. Data from these Observation Forms will be entered into databases. Pre-data will be analyzed and reported for progress report due on or after December 1st; comparative analyses will be conducted on pre-post data to assess changes in observed high-risk behavior. Data on student engagement in high-risk behaviors will also be gathered through Youth Surveys administered to youth 9-12 and to adolescent youth (a different questionnaire) at the beginning and end of their annual engagement in the program. Data from these surveys will be entered into databases. Pre-data will be analyzed and reported for the progress report due on or after December 1st; comparative analyses will be conducted on pre-post data to assess changes in high-risk behavior.

### Community Involvement

The communities served by the NSRAP project were represented throughout the planning and program design process by more than 30 partner organizations participating in the development of this proposal.

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Each partner has brought to the table their knowledge of local needs and priorities, as well as their experience of what works well in their communities. Program planning has been informed by multiple parent surveys regarding their needs and expectations of after-school programs. The Anderson Partnership for Healthy Children and the Health Improvement Partnership both have Youth Advisory Boards that provide insights into the needs and concerns of adolescents in their service area. CAPCC meets monthly with the Parent Leadership Advisory Group to solicit community and parent input regarding gaps in services to families struggling with life issues. Their feedback strongly indicated two areas of need: first, for children to have safe and nurturing places to be after school; and second, for families in crisis to receive help to learn about, and connect with, available services. This project design will utilize Members to target both areas.

NSRAP partners will continue to meet with project staff at least quarterly to discuss the project and monitor successes, challenges and progress. All partners will participate in evaluation review. The project director will communicate regularly with all partners, especially those hosting Members. Site Facilitators will provide ongoing liaison between sites and project management, visiting sites on at least a monthly basis; Project Director and Project Coordinator will also visit sites regularly to assure consistent project implementation, timely problem solving and quality improvement. Partner agencies will continue to represent the project in their local communities, receiving and conveying feedback from community members and other stakeholders.

NSRAP will work with existing volunteer organizations such as Golden Umbrella (Senior Corps), Retired Senior Volunteer Program, the Civilian Conservation Corps, American Red Cross (ARC) and the City of Redding Volunteer Coordinator to assure coordination and maximize resources. NSRAP is utilizing a Member to coordinate and build on its own volunteer force and collaborated with Golden Umbrella to maximize resources for national service days. City of Redding will offer training for Members and staff

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involved in volunteer recruitment, retention and management activities. ARC will provide First Aid/CPR and Disaster Preparedness training enhancing member skills and building local capacity to respond to emergencies.

The replication of a portion of the program has already been realized through the Recovery grant received. With 10 additional full-time members starting in July, 2009, NSRAP was able to work with the Shasta County Department of Health and Human Services to offer paraprofessional support and expand opportunities for families faced with challenges due to the economic downturn. NSRAP is in the middle of the third year of funding and has been strengthened through continuous review, improvement and realignment. Overall, NSRAP shows great potential for all areas of programming to be replicated with well established procedures in place.

### **Organizational Capability**

#### ORGANIZATIONAL CAPABILITY

##### Sound Organizational Structure

The Child Abuse Prevention Coordinating Council of Shasta County (CAPCC) has demonstrated competence in programmatic and fiscal oversight as a direct state grantee and sub-grantee of AmeriCorps funds. CAPCC has successfully managed four AmeriCorps projects, twice as a sub-grantee, to Sacramento Child Abuse Prevention Council (a direct grantee to AmeriCorps) and to Trinity County (a Sub-grantee to a state Welfare Redesign AmeriCorps initiative). In 2007, CAPCC was awarded a three year AmeriCorps grant through the National Competitive Process, and has successfully operated NSRAP for the past two years under the administration of CaliforniaVolunteers. In the spring of 2009 CAPCC was awarded a formula and competitive grant under the American Reinvestment and Recovery Act to extend its programming to address the current economic crisis. CAPCC's accounting system has

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successfully completed its 2008 A-133 single audit without significant findings. The organization has a twenty-two-year history of successful grant and program management.

CAPCC was incorporated as a non-profit public benefit corporation (501c-3) in 1987. CAPCC's vision is "A community where all children are valued, nurtured, protected, and therefore, will reach their full potential". The organization's mission is to "Promote a local culture that values all children and families". To accomplish this mission, targeted strategies have been identified that are a direct reflection of CAPCC's bylaws, and include: Coordinating public/private child abuse prevention efforts in Shasta County; Enhancing the range of opportunities offered to strengthen communities and families; Providing public information, education, and professional development regarding child abuse, neglect and its prevention; Advocating for the improvement and expansion of quality services related to the prevention and treatment of child abuse and neglect; Collaborating with other Child Abuse Prevention Councils, on both the local, regional, state, and national level, to achieve mutually determined objectives.

The current Executive Director took over in 1999 and CAPCC has grown from an organization with one Director and one ½ time staff person to 18 staff and 17 AmeriCorps Members serving directly in CAPCC projects. An additional 63 Members are serving at partner sites totaling 98 people on payroll who are currently serving communities throughout Shasta, Siskiyou and Trinity counties. The Director inherited a budget of approximately \$64,000.000 with no future secured funding past June 2000. CAPCC's 2007/2008 audited Statement of Activities reflects total support of \$2,467,699; for FY 08-09, not yet audited, this figure is expected to be \$2,133,253. CAPCC has over \$820,935 to date (July - November) in committed funds for this operating year. Until 1999, CAPCC concentrated its funding and energy toward one small geographic area of Shasta County. CAPCC currently coordinates services and provides resource and referral information in communities throughout the county. CAPCC provides Child Abuse

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Prevention Council coordination for a ten county region in California plus provides technical assistance or the same region to help Child Death Review Team efforts.

CAPCC has been successfully operating AmeriCorps grants in some capacity since 2000. CAPCC is currently operating two AmeriCorps programs, NSRAP and NSRAP Recovery. The two programs include 51 member service years with 80 members in 34 sites in 3 counties. In 2000, CAPCC became a sub-grantee under the Sacramento Child Abuse Prevention Council in their AmeriCorps program titled the California Alliance for Prevention (CAP) Initiative and administered the CAP program sites in Shasta and Trinity County. During the five plus years as a sub-grantee, CAPCC was able to gain veteran knowledge of AmeriCorps, its philosophy and operations, including the critical components of program and fiscal reporting. CAPCC provided the CAP all the necessary paperwork and information to complete their reporting requirements. As a sub-grantee, CAPCC achieved one of the highest Member completion rates among the 19 participating counties (95-98%). CAPCC experiences ongoing requests to expand AmeriCorps availability.

CAPCC is experienced at providing paraprofessional assistance to families at risk, having managed the Parent Partner program since 2003, through a grant from First 5 Shasta and the Shasta County Department of Social Services. Parent Partners offer resource referral, mentoring, home visiting services, parent education and support services to families in distress.

CAPCC has demonstrated the ability to manage all facets of NSRAP. CAPCC has managed the payroll for over 100 employees and AmeriCorps Members, tracked and billed CaliforniaVolunteers on a quarterly basis and successfully provided closeout documents both programmatically and fiscally.

CAPCC is experienced in handling complex accounting of multiple funding sources, with over \$2.4

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million in revenue for 2007/2008 from a dozen sources. CAPCC is experienced in the fiscal management requirements unique to federal grants. In addition to AmeriCorps funds CAPCC participates in the Targeted Case Management program which is also federally funded. Beginning in 2007/2008 CAPCC was required to complete an A-133. Currently, CAPCC follows the indirect cost rule of not exceeding 10% of personnel. CAPCC follows a federally recognized standard for cost allocation. CAPCC runs on a July 1 to June 30th fiscal year. The organization's 2007-08 fiscal year audit was clean and without exceptions.

CAPCC helps build community capacity by increasing the number of people who are trained to act as quality examples for the children and families that they work with. This organization has successfully accomplished this in the past by recruiting volunteers and securing AmeriCorps Members to serve in organizations that work with the targeted populations. The lower the adult to child ratio, the greater the positive impact on our children and families.

Sites are supported and overseen through ongoing communication with NSRAP staff, including frequent visits by site facilitators and project management as well as site supervisor meetings and conference calls. These meetings serve to connect the sites and assure shared vision, continuity, planning and problem-solving. Site supervisors will submit periodic member performance evaluations and immediately convey any challenges to the assigned site facilitator. A quarterly newsletter will be distributed to all sites, Members, Partners, and interested community members highlighting activities, member's stories, and accomplishments. In addition, Members from multiple sites will work together several times per year on events, volunteer opportunities and national service days.

Host sites have been selected in collaboration with partners from among interested entities based on a number of criteria: Demonstration of community need, commitment to AmeriCorps principals, a good



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match with the objectives of NSRAP, willingness to participate in the planning and evaluation process, potential to serve target populations and ability to commit non-federal matching funds.

The Project Director will assure that sites remain in compliance on all levels of operation. There will be a two hour site supervisor training in the beginning of the program year to familiarize sites with their roles and responsibilities. These will be followed up with quarterly conference calls to network amongst each other, and discuss joint collaborations for service projects. NSRAP staff will also visit each site every month, or more often should a site need extra attention. Site facilitators will serve as a liaison between the Project Director and sites assuring early awareness of any challenges.

The NSRAP partnership was established at the beginning of 2006. The partnership was born out of the relationship built as a sub-contractor with highly regarded CAP Initiative. Because of the rural nature of all 3 counties, several partners within this collaborative have previous experience working together for common goals. All partners have served in advisory capacities in the planning and evaluation group, yielding a beneficial blend of long-term, trusting relationships with new energy and ideas. The governing structure of the partnership is facilitated by the NSRAP Project Director through annual partnership meetings, monthly individual meetings, conference calls and electronic communication. As project decisions arise throughout the project year experts in the related fields are consulted with from the partnership to provide inclusive governance.

Under the oversight of the CAPCC Board of Directors and the Executive Director, the Project Director supervises all other NSRAP staff, which includes one Project Coordinator, one Project Assistant and four Site Facilitators.

CAPCC Executive Director: Betty Futrell, holds a bachelors degree in Economics with an emphasis

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Human Resource Management. She has held the position of Executive Director (Director) with CAPCC for more than ten years and has had over 14 years experience with non-profit program management. Ms. Futrell has managed Federal Grants including; Community Development Block Grant, United States Department of Agriculture (USDA), and as a subcontractor to CAP Initiative. She has managed state grants including: Community Based Family Resource Services/Community Based Child Abuse Prevention, Child Abuse Prevention and Treatment, Children's Trust Fund, and several Office of Child Abuse Prevention grants through Sonoma State and Children's Hospital. Ms. Futrell is also a veteran at managing foundation and corporation grants.

Project Director: Rachelle Neal has volunteered and worked for CAPCC since 2001. Ms. Neal is a two year AmeriCorps Alum and has served as an AmeriCorps Site Supervisor while directing the CAPCC Parent Partner Programs. She has eight years experience as program Coordinator/Director. She has been responsible for all aspects of program operation including recruitment, organization, supervision, evaluation, payroll collection and distribution, training, managing reporting requirements and documenting matching funds and in-kind. She has also had extensive experience in strategic planning and community partnering with past First 5 Shasta and Shasta County projects. Ms. Neal holds a bachelors degree in Psychology and an AA in Early Childhood Education. Ms. Neal is responsible for direct supervision of all project staff for NSRAP, as well as for maintaining the partnership, overseeing MOUs, budgets, general program operation and assuring quality control in project delivery.

Project Coordinator: Julie Wright served two years as an AmeriCorps Member working with at-risk youth and pregnant/parenting teens at Pioneer High School, a continuation school of the Shasta Union High School District, prior to being hired as a Coordinator at CAPCC in 2006. Ms. Wright brings both a wealth of personal experience to the position and a very compassionate nature. She will assist with member supervision and problem solving, provide guidance and support to the site facilitators and

## Narratives

coordinate trainings.

Site facilitators (4): Duties are described above in the member support section. These positions will be recruited and hired upon funding notification. Site facilitators will be selected for their knowledge of local resources and will be the front line "go to" person for Members and Site Supervisors in each county.

Project Assistant: A part-time Project Assistant will be hired to assist with the record-keeping and data-entry needs of the project.

The CAPCC Executive Director seeks organizational oversight and input from its Board of Directors. All Policies and Procedures are reviewed at minimum on an annual basis. The organization's structure is evaluated with each new or completed grant to assess the effectiveness of the project, review staffing needs and fiscal status. Each Program/Project Director provides verbal and written updates to the Executive Director, who maintains an open door policy to encourage immediate attention to any challenges or opportunities that may arise. Regular staff meetings and upper level management meetings provide a forum for all to discuss personnel issues plus potential projects and funding. Staff members receive ongoing feedback as well as annual reviews and are encouraged to take advantage of training opportunities. An independent Certified Public Accountant (CPA) firm performs an annual audit of CAPCC's accounting system. All required insurance's are reviewed annually including Directors and Officers Insurance under its 501(c)3 status. Staff and board members participate in annual strategic planning processes.

NSRAP is committed to providing the needed technical assistance to staff, members, and partners. The expertise of the partnership allows for a wealth of TA resources as the need arises. The NSRAP budget

## Narratives

acknowledges the need for ongoing training of staff and the ever changing dynamics of National Service and the need to attend National and State level training opportunities.

### Sound Record of Accomplishment as an Organization

CAPCC uses media outreach to attract volunteers to help with activities and projects plus to recruit prospective Board Members. CAPCC has a service form for potential volunteers to complete plus a potential Board Member Questionnaire and commitment form. CAPCC has also utilized the Retired Senior Volunteer Program's volunteers to help with projects. This organization has been fortunate to have very community minded people walk through its doors and offer their valuable time to help end child abuse. One such person volunteered for 3 years in a row to coordinate CAPCC's annual "Blue Ribbon" campaign and was so successful that CAPCC hired her to coordinate multiple events.

CAPCC continues to be a core participant in many projects at the policy level that impact families and children. In 2007, CAPCC was part of a new collaborative of stakeholders that were awarded a grant from ACME organization to form a Prevent Team to develop a countywide child abuse prevention strategic plan. CAPCC has been an integral part of Shasta County Department of Social Services Redesign efforts over the past 6 years. In 2002, the CAPCC Director attended the first public release of the Redesign and from that point coordinated public forums to introduce this concept to the public and to solicit input from the community. CAPCC has grown to be one of the most stable Councils in the north state and 6 years ago accepted the responsibility of coordinating regional efforts of the 10 northeastern counties. CAPCC has also provided technical assistance to these same counties' to develop and support their Child Death Review Teams. The NSRAP Project Director is currently a participant in the 2010 Leadership Redding class. This opportunity brings together thirty individuals across disciplines who are in a leadership role to strategically look at the region from multiple perspectives and

## Narratives

provide a forum to create positive change through projects and collaboration.

In addition to the Executive Director's participation, most staff at CAPCC sit on at least one task force or collaborative committee. Some examples include staff serving on the Parent Leadership Advisory Group which provides a structure for parents who have been involved with the Child Protective system to share their experience with Social Workers and work together to look at program improvement strategies. Staff participate on planning committees including an event that is a joint collaboration between several community based organizations including CAPCC, the Women's Refuge, and Victim Witness as lead partners to sponsor and organize "Take Back the Night" an event designed to raise awareness of domestic violence and how it effects women, children, families, and our community. Staff collaborates with our 10-county region to offer an annual training usually targeting childcare providers, parents, social workers, counselors, and foster care parents. CAPCC is also an active participant in the Anderson Family Fun Fest (an event designed to get families out of doors and enjoying time together).

The NSRAP partnership is committed to supporting the project both with cash and in-kind contributions. Although the state budget crisis has continued to impact partners across the project, financial support has not diminished and NSRAP has successfully secured match for all project years.

### Success in Securing Community Support

The CAPCC Executive Director has diligently recruited a good cross section of individuals to be represented on the Board of Directors. With this board, CAPCC has been able to systematically expand the services offered to now include all areas of our county. Over the past ten years, this organization has grown substantially and is well respected by community based organizations, government entities, and community members, for the quality of its staff and their dedication toward helping others.

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The In-n-Out Burger Foundation began donating to CAPCC 6 years ago and has increased its contributions from \$500.00 the first year to \$10,000 last year. Target, Safeway, and Wal-Mart have all been consistent supporters at the local level in donations of product and cash grants for specific projects. Gifts In Kind and Internet based clearing house for donations from business to charities has adopted CAPCC as an organization of choice. As part of Make A Difference Day in October 2008 NSRAP Members were able to distribute multi-cultural dolls with multi-lingual books to young children who attended sites where they serve. Over 500 new Mattel toys were donated to families being served in CAPCC Parent Partner programs. Both City's of Redding and Anderson provide in-kind contributions by providing CAPCC with office space at a substantial savings. CAPCC will enjoy these benefits for years to come as the organization has long-term leases on each building.

In addition to office space, various businesses and individuals have supported this organization through its public awareness and education campaigns. This support has grown from a few donations of papers and chairs to the community pitching in to build a "Blue Ribbon" float to participate in a local lighted holiday parade held in December. Over a dozen businesses donated supplies and cash. Community members and staff donated their time to put in the many hours that it took to build the float. A couple donated the use of their airplane hangar (located close to the parade route) to assemble the float, and over 30 men, women, and children walked with the float to hand out parent education materials and share good cheer with the more than 5,000 spectators.

CAPCC's wide range of community stakeholders is referenced throughout this proposal and includes state, county and local government entities, non-profits, community collaboratives, private sector businesses and individuals with whom CAPCC partners and collaborates on events, projects, programs and boards.

## Narratives

### Cost Effectiveness and Budget Adequacy

#### COST EFFECTIVENESS AND BUDGET ADEQUACY

##### Cost Effectiveness

The demand for AmeriCorps Members continues to grow as the community sees what a tremendous asset these members are to children and families. All partners are aware that their cost share for this project will weigh heavier each funding cycle as the federal share decreases. The overall partner match is at 53% up from 50% for 09/10 and much higher than the required 26% match.

Participating sites are aware that the vast majority of their contribution to this program must be in non-federal cash funds. All partners have identified and committed their share of funds.

All sites will provide in-kind for access to a computer, fax, and phone. 100% of all schools are from Prop 49 state funds or unrestricted funds, 100% of Parent Partners match is First 5 Shasta and Providing Safe and Stable Families (again state funds), The Teen Center will match with state Child Abuse Intervention and Training funds and with California Endowment funds. No additional matching fund sources are needed to operate this program.

In addition to cash match committed from the sources noted above, the private sector provides substantial in-kind, and to lesser degree, cash match for projects. Individuals and businesses generously donate items such as backpacks packed with needed supplies for needy children heading back to school in the fall, or provide gift baskets to foster care homes at the holidays. The California Endowment has been very generous to the rural north state by providing funding to operate programs from youth leadership to childhood obesity prevention. The McConnell Foundation provided the initial funds to

## Narratives

construct the building that houses CAPCC, the building was then granted to the City of Redding who is giving CAPCC a substantial discount on rent. The City of Anderson along with Public Health has completed construction of a new building for our Teen Center in Anderson also enjoying a large reduction in rent. More than 50 businesses and individuals have contributed funds to equip the center. The various state funding sources are in cash and include funds from the State Office of Child Abuse Prevention, First 5 California, and California Welfare Redesign.

The Corporation cost per MSY is \$14,773 which is \$71 more than the three previously funded years due to increased operational expenses. NSRAP offers a competitive stipend to Members to attract and retain high quality individuals. Due to the increased education and experience required for Members providing family support. These factors contribute to the projects higher MSY rate. The overall partner match for the project is at 53%

### Budget Adequacy

To develop the budget, staff and partners reviewed the current NSRAP budget and future needs based on current trends. Staff then developed a budget to adequately fund the needs identified and went back to the partners with the increase match amount that would be required of them to fully fund this project. Partners reviewed and approved the budget then committed their matching funds.

### Evaluation Summary or Plan

1. The independent evaluators will review cumulative results with NSRAP Supervisors, the Project Director, and NSRAP partnership in Jan 2010. The evaluators will highlight the implications of results for program improvement and what the results suggest for future program and evaluation efforts.
2. The evaluators will: propose the evaluation questions, overall evaluation design, and particular methods outlined in this application; explain reasons behind the selection of particular methods and



## Narratives

design elements and will solicit feedback on all elements of the evaluation; and co-create, with the others, a logic model of the program, laying out activities and intermediate as well as long-term outcomes.

3. The evaluators will meet with Site Supervisors and NSRAP Supervisors to review the logic model and to ensure that the program is focusing on the high-risk behaviors currently being exhibited by the after-school students. The evaluators will solicit Supervisors' feedback on desired program outcomes and the particular social and behavioral skills on which the program focuses.

4. The evaluators will revise the evaluation design, methods, and timelines and will complete a logic model based on the work of the NSRAP partnership and the Project Director and Supervisors as well as the feedback of Site Supervisors. The revisions will be submitted to the all participants and feedback will be solicited by e-mail. Evaluators will research new evaluation tools and methods as necessary.

5. A final design and logic model will be presented for approval in Mar 2010.

6. Evaluators will revise or create timelines, databases, evaluation instructions and procedures, and train AmeriCorps Members, Site Supervisors, and NSRAP Supervisors in evaluation activities to insure that all elements are in place by May 2010. Comparison sites will be contacted and informed of the opportunity to be involved in evaluation activities as well as the requirements, benefits, and incentives associated with participation. During 2010-11, select activities will be introduced at these sites in order to establish clear procedures, gain buy-in, and to pilot new design issues. The new design will be implemented in Aug 2010 at all sites.

[2] Program design is research based. Evaluation questions reflect an interest in examining and assessing program components as well as addressing program implementation, improvement, and achievement of outcomes. Evaluation questions will be reviewed in Jan and Feb as indicated above.

1. To what extent was the project (and project components) implemented as planned? [What changes in were instituted? What changes in environment or context affected the project?]

2. Have parents increased their capacity to provide safe and stable environments for their children by

## Narratives

meeting their family's emotional, social, economic, or health needs?

3. To what extent have youth increased the following social and behavioral skills: school engagement, positive interpersonal behavior, self-efficacy, and empathy?

4. To what extent have youth decreased their high risk behaviors related to school attendance and homework, following rules at school and/or after-school site, temper, aggression and/or violence, peer pressure and/or isolation, and hunger and/or personal hygiene?

5. To what extent have participating youth become more engaged in school/learning?

6. What changes in after-school or school policies or practices have occurred related to the program's implementation?

[3] These evaluation methods include many of the methods that have been successfully used during the past 3 years and will include revisions based on current information needs and what we have learned in the past. In selecting methods, several issues have been taken into consideration: ease of implementation for Members and Site Supervisors, cost-effectiveness, age and cultural appropriateness, and effectiveness in measuring outcomes. A review of the literature and of similar methods and tools was conducted prior to selection of these methods.

The intermediate and long-term outcomes that the project hopes to achieve are:

\*Youth participating in project activities will develop and practice positive developmental-assets related social and behavioral skills.

\*Youth participating in project activities will decrease high-risk behaviors.

\*Members will strengthen personal and work-related skills and abilities.

\*Families will provide safe and stable environments for their children by increasing parenting skills and addressing basic health, wellbeing, and socioemotional needs.

The methods selected for evaluating NSRAP outputs and outcomes along with what each method will measure appears in the table below. A detailed table including respondents, responsibilities, and timelines is available upon request.

## Narratives

NSRAP Weekly Attendance Logs-measure youth participation in asset activities and Members' implementation of activities.

Volunteer Logs-collect data on the number of Members recruited and the number of volunteer hours served.

Member Training Logs-gather data on the number of Members in the program and the number/types of core training and other training hours received.

Exit Surveys-include required exit questions and questions about Member post-service job plans and confidence in being able to use skills gained in new positions.

NSRAP Youth Referral Sheets-measure participating youths' risky behaviors, risk factors, and select social/behavioral skills.

NSRAP Follow-up Sheets- measure changes in youth engagement in high-risk behaviors and select social/behavioral.

Attendance Data Select Schools-gathered from a sample of 8 Schools as a means of tracking the effect of the program on school attendance.

Parent Partner Family Support Plan-gather data on family goals set at the beginning of service provision and whether or not goals were met by the end of service. Also collect the number of families served and number and hours of Parent Partner visits.

Walker Assessment Scale-measures increases in Assets including school engagement, self-efficacy, and teacher and peer-approved social behaviors.

NSRAP Survey for Youth 9 to12 & Teen Surveys-measure decreases in high-risk behaviors including violence, vandalism, theft, and social isolation.

Member Performance Review-conducted mid and end-term to measure Members' performance on service-related standards and skills set by AmeriCorps.

Member Survey- on-line survey measures the extent to which the NSRAP has been implemented as planned at after-school programs, existing barriers to and resources for program implementation,

## Narratives

recommendations for program improvement, and unintended program outcomes.

Site Supervisor Survey-on-line survey measures awareness of NSRAP goals, real and potential barriers to and resources for the program, recognized outcomes and untended outcomes, and recommendations for program improvement/strengthening.

[4 ]Year 1 2010-11 Awarded AmeriCorps Program start date-September 2010, Year 2 2011-12, Year 3 2012-13-Final Evaluation Report due Oct 2013, with the new AmeriCorps application.

The project will conduct an annual evaluation of the NSRAP program in order to inform program improvement efforts and to track changes in selected outcomes over time.

Our evaluation will include data from comparison sites. During the 2010-11 program year, the evaluation will compare results from referred students who participated 65 hours or more in the program with referred students who participated 35 hours or less in the program (differences in outcomes between groups of students who participated fully in NSRAP with those who participated minimally). Comparison sites will be contacted and asked to participate in select evaluation activities (e.g., Walker Assessment Scale).

During 2011-12, evaluation activities will follow a quasi-experimental design. Select evaluation activities will be implemented at 5-7 comparison sites. Because of the number, scope, and breadth of NSRAP sites, there are a number of variables to consider in selecting comparison sites. Sites vary in terms of geographical location (ranging from isolated rural to semi-urban), program ownership (after-school programs are run by local non-profits, the school, or a program operated within the district), age of students (K-5, K-8, middle, or high school), as well as other community factors. In order to maximize what we learn from this analysis and to minimize the variables considered, our comparison sites will include 2 sites located in semi-urban areas run by district after-school programs, 3 rural sites with after-school programs run by schools, and 2 sites run by local non-profits.

[5] A local independent evaluation firm, Evaluation Solutions, will serve as external evaluator. The Director and Principal Evaluator of Evaluation Solutions, Sharon Brisolara, and associate Thomas Keifer

## Narratives

have designed, directed, and successfully implemented evaluations of the NSRAP since 2007. Evaluation Solutions is an independent evaluation organization that has served the Northstate since 1997. The Director has extensive knowledge of local school districts, community cultures, and after-school programs. The team has produced evaluations that have measured achievement of outcomes and contributed to program improvement and program design efforts. The contracted evaluation team are not employees of the fiscal agent or any participating school or after-school program. Checks on the objectivity of reports will include NSRAP and Coordinator review of reports and discussion of results. [6] The evaluation will be funded through the grant. Administrative staff dedicated to the project will provide data entry needs for the evaluation. The evaluators will be paid an hourly fee and will assume communication, transportation, material and operational expenses related to the evaluation.

### Amendment Justification

NA

### Clarification Summary

FY 11 Clarification Responses

Performance Measurement Response

The Family Support Plan is the instrument used to set goals and a plan to strengthen families. Goals are set with the family around other community resources connections or needs that the family has. When a family successfully connects with needed resources that goal has been successfully achieved. For example if a family does not have enough food, a goal might be to sign up at social services for food stamps.

## Narratives

### Programmatic Clarification Items

### Clarification Response FY 10

### Budget Clarification Items:

- \* Section 1-A: Personnel Expenses -- Three site facilitators will be supported in the NSRAP budget.
  
- \* Section 1-C: Member Travel -- The number of members traveling for NSRAP trainings varies. All members must attend trainings. Many trainings are offered via video conferencing and do not require all members to travel to each training. Service positions that require driving have mileage costs reimbursed by the site/partner which includes training mileage. Carpooling is highly encouraged and supported by NSRAP. Members that request mileage reimbursement must provide a current Department of Motor Vehicle print out and proof of insurance. Not all members request mileage reimbursement. The calculation used in the budget reflects an anticipated amount of member mileage reimbursement for the project year.
  
- \* Section 1-E: Supplies -- All member service gear purchased through the grant has the AmeriCorps logo.
  
- \* Section 1-I: Other Program Operating Costs - All staff on this project and all staff at Shasta CAPCC undergo the same rigorous background check as members. This background check includes FBI, DOJ, and a Child Abuse Index check. Turnover with staff is very rare, however when a check does need to be completed on new staff the Shasta CAPCC general fund is used to fund those checks.

## Narratives

\* Section II, Other Program Operating Costs -- All NSRAP grant staff complete the same criminal background check as AmeriCorps members. New grant funded staff will be screened appropriately. Shasta CAPCC and NSRAP have a subsequent arrest notification contract with the California Department of Justice. A subsequent arrest notification is received should any existing staff be charged with a crime.

Telecommunication costs include telephone line service, fax line service, internet service, and equipment rental. The equipment rental for the phones service includes the routing box for multiple line phones, phones, and associated voicemail system. Multiple bids were sought for this service, but due to the somewhat rural nature of the area vendors are limited.

\* Section III, Source of Funds: Cash match provided by sites/partners are from non-federal funds. Each partner executes an MOU with NSRAP identifying the origin of their cash match. The majority of NSRAP members cash match is funded through California State Proposition 49 for after-school programming. Members providing family support are funded through First 5 Shasta, or through California state child abuse prevention funds.

Each service site commits to providing access to desk space, a computer with internet access, phone line, and fax machine/line. The office space, equipment, and telecommunication usage is valued at \$300 per member per term of service.

Programmatic Clarification Items:

## Narratives

Please make the following changes in the eGrants narrative filed labeled "Clarification Summary."

\* Data is available and reported on to support the specific identified needs of each county. All reported data in the grant application was pulled on each county separately and then averaged for the tri-county area. The data gathered from the California Department of Alcohol and Drug Programs' Indicators of Alcohol & Other Drug Risk and Consequences for California Counties 2007, Children Now's 2008 County Report Cards, The Lucile Packard Foundation for Children's Health: Kids Data web site, the U.S. Census Bureau and California Employment Development Department, and Center for Social Services Research at UC Berkley demonstrate that youth in the Tri-County area engage in high risk behavior compared to youth in other parts of the state.

o Between 16 and 19 percent of adolescents are at risk for depression. (Shasta 16%, Siskiyou 19%, Trinity 19%)

o An estimated 11% of youth (under age 18) in Shasta County reported drinking in the past month, nearly twice the state rate of 6.3%; 22 to 26% percent of 11th graders report having been very drunk or sick from drinking alcohol.

o 28 to 30 percent of adolescents do not feel connected to an adult. (Shasta 30%, Siskiyou 28%, Trinity NA)

o Foster Care entry rate of 9.1%. (Shasta 9.6%, Siskiyou 10.1%, Trinity 7.8%)

o 49 to 56 per cent of elementary and middle school children are unsupervised after school. (Shasta 49%, Siskiyou 56%, Trinity NA)

o Only 38 to 50 percent of adolescents are substance free. (Shasta 38%, Siskiyou 50%, Trinity NA)

o 55 to 57% of children do not feel connected to their school. (Shasta 55%, Siskiyou 57%, Trinity NA)

\* The eGrants narrative references tutoring for youth however NSRAP is not a tutoring program. Many AmeriCorps Asset Coaches provide assistance with homework help in building Assets #21-25 that focus on strengthening youth's commitment to learning. Members serving as Asset Coaches are prepared to



## Narratives

offer homework help and meet the minimum requirements as a para-professional offering academic support under the No Child Left Behind act.

\* While working on the design of the NSRAP program, in addition to holding multiple meetings with all partners, staff made site visits to fully understand each partner's needs that are held in common. This also gave staff an opportunity to experience first hand each partner's challenges due to their rural and geographic nature. Management made a site visit to a similar program in Bakersfield. Through this visit staff gained a much better understanding of program structure and fiscal management, especially how to most efficiently use nonfederal match for an AmeriCorps program.

Prior to forming the North State Rural Asset Project, the CAPCC was one of nineteen participating partners in a statewide AmeriCorps initiative that was formed to target the prevention of child abuse. Being under the umbrella of such a large initiative provided CAPCC the foundation to form long lasting relationships with other practitioners in the field. Management maintains consistent contact with many child abuse prevention organizations around the state sharing "lessons learned" and learning from their experiences.

\* The Shasta County Department of Health and Human Services (HHSA) has duplicated the program in both youth development and family support. Members provide youth development and Asset building with high risk foster youth. The family support model inspired HHSA to fund six full-time members to strengthen families as a way to reduce the incidence of child abuse and neglect.

\* At the time that the research was being acquired, CAPCC staff sought any and all CNCS programs in our area. The Read America tutoring program through the local community college had recently dissolved. CAPCC provided outreach to both Trinity and Siskiyou counties to seek collaboration with other potential AmeriCorps programs to team up on community projects. CAPCC had members in very remote areas of our rural north state region and through research discovered other AmeriCorps

## Narratives

Members in the same area working on a watershed project. CAPCC's AmeriCorps staff made every effort to reach out and create an environment where resources could be shared.

CAPCC has also working very closely with VISTA to both utilize members within our own organization and until recently, met often with the host agency of Shasta's VISTA program. Staff has also had contact with California Conservation Corps (CCC) for potential collaboration on service project opportunities and CAPCC has welcomed second term CCC members into our program. These members really felt the value of service to their community and were interested in impacting a different target group.

\* Ethic of Service is weaved into the member's experience while serving as an AmeriCorps member with NSRAP. Formal training is provided regarding Active Citizen. Members participate in several service events where the Ethic of Service is modeled by NSRAP staff and 2nd year members. In addition, members are given the opportunity to volunteer to assist partner sites with various events. Through this multi-layered approach to service, the majority of members leave NSRAP or return for a second year with a true knowledge base for Ethic of Service.

\* 80 members will be serving with NSRAP. 1-1700 hour member will serve as a volunteer coordinator, 19-1700 and 3-900 hour members provide family support and case management as "Parent Partners". There are 55-900 hour and 2-1700 hour members who provide Asset activities directly to assigned youth and are titled "Asset Coaches".

\* NSRAP has 21 partner agencies proposed for 2010/2013. Those agencies are Shasta County Office of Education, Enterprise School District, Happy Valley School District, Millville School District, North Valley High School, City of Redding, Weed Elementary School District, Happy Camp Elementary, Gazelle Elementary, Greneda Elementary, Dunsmuir Elementary, Douglas City Elementary, Junction City Elementary, Van Duzen, Lewiston School, Trinity County Office of Education, Burnt Ranch School,

## Narratives

Shasta County HHSA, TriCounty Community Network, Cascade School District, and Anderson Partnership for Healthy Children).

\* The Shasta CAPCC Executive Director is not part of any Shasta CAPCC grant project budgets, but is funded through indirect costs charged against the organization's grants.

\* NSRAP provides a member satisfaction survey to members in a paper form and includes an electronic survey option. NSRAP does not use the surveys as part of the formal Performance Measurement but collects this valuable data as part of ongoing programmatic and organizational assessments. This information is used to make program modifications to increase the value of the project for members and the communities they serve.

\* CAPCC has multiple eyes assessing the impact CAPCC has on children, families and our community. Management seeks outside annual organizational audits to assure excellent standards of both record keeping and organizational structure. Under the direction of CAPCC's Board of Directors, management participates in annual reviews of policies and procedures, job descriptions and wages, strategic planning, reviews its logic model, and organization wide quality improvement. The organization's Board of Directors performs both quarterly and annual reviews of all of the organization's programs with AmeriCorps being front and center.

Meetings are held throughout each AmeriCorps program cycle with partners and partner sites. In these meetings much discussion centers around both individual site accomplishments and challenges plus how the partnership is working as an entire unit.

CAPCC seeks feedback from a variety of services offered by CAPCC staff including member and professional training evaluations, parent satisfaction surveys and member satisfaction. Staff participates in and with Shasta County's County Self Assessment (CSA) every third year. The CSA is

## Narratives

designed to help the county determine levels of spending on programs based on agency, organization, and community input.

\* NSRAP provides technical assistance to staff, Members, and partner sites. Examples of technical assistance include Microsoft Office workshops, web maintenance, and eGrants overview. This technical assistance is offered annually and as requested. Examples of technical assistance offered to partner staff are Brain Development, 40 Developmental Assets Training and Supervising from a Strength Based Approach. These are identified as a sample of what is offered through technical assistance and all site supervisors are invited to attend these technical assistance opportunities which are offered at minimum annually.

\* NSRAP proposed start date: August 16, 2010

NOTE\*\*\* THE FIELD FOR PREV. YRS. DATA IN THE PERFORMANCE MEASURES WAS NOT AVAILABLE HERE ARE THE PREVIOUS YEAR DATA FOR THE NORTHSTATE RURAL ASSETS PROJECT PERFORMANCE MEASURES:

Youth Asset Development

Prev. Yrs. Data OUTPUT: 621 youth (105% of the objective) participated in the program.

Prev. Yrs. Data INTERMEDIATE OUTCOME: 95% (20) of teen youth surveyed increased their sub-scale scores by an average of 25% in 3 categories: Empathy (38%), Interpersonal Behavior (25%), School Engagement (11%).

61% (240) of the youth 9-12, increased their sub-scale scores by an average of 9% in 3 of 3 categories: School Engagement (11%), Self-Efficacy (9%), and Interpersonal Behavior (5%).

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65% of youth (274) had Somewhat to Significantly improved their behavior according to Follow-up Observations.

Prev. Yrs. Data END OUTCOME: 69% (427) of youth with follow-up observations exhibited an average 17% decrease in 5 observed problem behaviors: School Problems (-37%), Following Rules (-20%), Peer Problems/Isolation (-14%), Substance Use (-7%), and Temper, Aggression and/or Violence (-5%).

69% (427) of youth receiving 65 hours of the NASRAP program including individual and small group Asset building activities showed an average 10% decrease in 5 observed problem behaviors.

### Family Strengthening

Prev. Yrs. Data OUTPUT: 389 clients engaged in an average of 8 visits with Parent Partners with an average of 3.4 hours being spent per client. The median number of visits was 4 and the total number of visits was 2101.

Prev. Yrs. Data END OUTCOME: The 389 clients served by Member Parent Partners achieved an average goal completion of 70%.

### Member Development

Prev. Yrs. Data OUTPUT: 70 members have received 82.5 hours each on average Core Trainings.

Prev. Yrs. Data END OUTCOME: 75% of members (53) with average sub-scale scores of 3 (average performance) or below showed at least 1 level increase (average of 80%) positive skill growth in at least 2 areas of competence between mid and end term on their performance review completed by a site

## Narratives

supervisor.

### Volunteer Recruitment

Prev. Yrs. Data OUTPUT: 49 volunteers recruited for on-going activities. 169 volunteers recruited for one-time activities, 685 volunteer hours for on-going activities, and 422 volunteer hours for one-time activities.

### Continuation Changes

#### YEAR 2 CONTINUATION CHANGES (2011-12)

Applicant Information has been reviewed and updated.

#### RATIONAL AND APPROACH

NSRAP proposes to reduce the overall size of the program in 2011-2012 from 51 MSY to 41 MSY. The reduction in MSY is directly tied to partner ability to meet cash match requirements. Many programs tied to Prop 49 and other education related programs have seen substantial reduction in funding. The reduction in MSY will result in 44 part-time members serving as Asset Coaches, 18 fulltime members providing family support, and 1 fulltime member participating in family support.

#### COMMUNITY OUTPUTS AND OUTCOMES

Community outputs and outcomes have been adjusted to reflect the reduction in MSY.

### Youth Asset Development

## Narratives

Output: 660 youth will participate in Member facilitated asset-building activities.

Intermediate Outcome: 65% (429) Youth receiving 65 hours of service will increase their sub-scale scores on social competency by one point (of a 5 point scale) in 2 of 3 categories for elementary youth and 2 of 4 categories for adolescents.

### Family Strengthening

432 families will receive paraprofessional support and engage in at least 3 face to face visits.

55% of engaged families (238 of 432) will achieve a goal success rate of at least 70%.

### ORGANIZATIONAL CAPABILITY

NSRAP will reduce the number of site facilitators serving members and sites due to the reduction of MSY. NSRAP will maintain 2 site facilitators with the project coordinator providing support to full-time members and managing member benefits.

### COST --EFFECTIVENESS AND Budget ADEQUACY

The cost per MSY for the 2011-2012 year is down slightly to \$14,729 from \$14,773 a difference of \$44 per MSY.

### EVALUATION SUMMARY OR PLAN

## Narratives

No changes.

### ENROLLMENT

The current NSRAP enrollment is 80%. The most significant issue effecting enrollment for the current project year was the California state budget impasse in the fall of 2010. The State budget and CaliforniaVolunteers notified NSRAP that no federal funds could be used until the state budget passed, and that the program must have adequate match to operate the program should the budget not pass until 2011. CaliforniaVolunteers directed the program to not enroll any additional members until the state budget passed. This had a significant impact on the programs ability to continue to recruit and to build our partnership to fully enroll the program. All of the unfilled slots were 900 hours academic calendar slots. NSRAP is currently working with partners to examine the vitality of converting 900 hour slots to 450 to provide service for the remainder of the school year.

### RETENTION

The current NSRAP retention rate is 95%. The NSRAP retention rate for the 2009/2010 year was 88.2%. NSRAP continues to strive to provide the highest level of support for members and sites to retain members. The economic conditions in the region were a significant contributing factor to the lower than 90% retention rate.

### COMPLIANCE WITH 30 DAY ENROLLMENT/EXIT POLICIES

63 of 64 members enrolled in service in 2010/2011 program year have been in compliance with the 30



## Narratives

day enrollment policy. 3 Members have been exited and are in compliance with the policy.

### NSRAP AUDIT PARTICIPATION

NSRAP participated in an audit of a portion of the 2009 program year with CV. NSRAP provided all requested documentation on time, and has not yet received feedback on this process.

### Performance Measures

#### SAA Characteristics

- AmeriCorps Member Population - None
- Geographic Focus - Rural
- Geographic Focus - Urban
- 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 checked="" 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 40

#### Service Categories

- |  |   |   |
|--|---|---|
| Community-Based Volunteer Programs           | Primary <input type="checkbox"/>            | Secondary <input type="checkbox"/>            |
| Benefits to Volunteers                       | Primary <input type="checkbox"/>            | Secondary <input type="checkbox"/>            |
| Health and Mental Health Crisis Intervention | Primary <input type="checkbox"/>            | Secondary <input checked="" type="checkbox"/> |
| Mentoring                                    | Primary <input checked="" type="checkbox"/> | Secondary <input type="checkbox"/>            |

### Youth Asset Development

**Service Category:** Mentoring

**Measure Category:** Needs and Service Activities

#### Strategy to Achieve Results

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

Members will work in regular afterschool programs Monday through Friday from 1 to 6 PM (when not in member development or volunteer recruitment). They will serve 1852 children, coaching 660 targeted youth. Members and their afterschool site administrator will complete the Youth Referral Observation Form to identify strengths and deficits in each targeted youth's Assets. Members will work with all after-school students (30% of time'1.5 hours) in activities such as homework help, recreation activities, service projects, drama/role playing, and arts/culture to build the 40 Developmental Assets. Members will spend 70% of their time (an average of 2.5 hours daily) working with targeted youth in small groups (1-4). Small group activities will be specifically developed to build

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

upon identified strengths and deficits identified in the Youth Referral Observation Forms. Small group activities may be selected by Members from activities included in their training tool kits or may be developed in consultation with site supervisors and other program staff trained in the Developmental Assets. Members will share these new activities during ongoing trainings, meetings, conference calls.. An example of a small group activity is 'Circle of Friends' in which youth (especially those feeling isolated or unpopular) learn to see other children being left out and make it their group's mission to sit, play, talk, with these youth. A group of youth who are known to have drug/alcohol/tobacco issues, either personally or in the family, might be encouraged to help create a booklet or pamphlet for their parents or older siblings, asking them not to do these behaviors and explaining why. Younger children can do this with pictures. Activities can be as simple as a 'Chat and Chalk' where members and youth draw with sidewalk chalk and talk about whatever is on their minds and receive encouragement to keep up positive behaviors, successes, etc.

**Results**

**Result: Output**

Youth will participate in school based and afterschool Asset-building activities.

Indicator: The number of students who participate in school based and afterschool or school

Target: 660 youth will participate in member asset building activities.

Target Value: 660

Instruments: Attendance Activity log to collect data on number of students served, number of hours of the program they receive, and types of activities in which they engaged.

PM Statement: 660 youth will participate in school based and afterschool Asset-building activities.

Prev. Yrs. Data

**Result: Output**

based asset building activities.

**Result: Intermediate Outcome**

Youth will decrease high risk behaviors.

Indicator: Decrease risky behavior

Target: 65% (55) youth receiving at least 65 hours of the NSRAP program will decrease their problem behaviors by at least 15% as observed by adult supervisors.

Target Value: 55

Instruments: Youth Referral and Follow-up Observation Forms and Youth Surveys to collect data on engagement in or demonstration of risky behaviors.

PM Statement: 65% (55) youth receiving at least 65 hours of the NSRAP program will decrease their problem behaviors by at least 15% as observed by adult supervisors.

Prev. Yrs. Data

**Family Strengthening**

**Service Category:** Health and Mental Health Crisis Intervention

**Measure Category:** Not Applicable

**Strategy to Achieve Results**

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

AmeriCorps members provide paraprofessional support to assist families by providing mentoring, parenting support, and linkages to other community resources to acquire self-sufficiency and self-management assets - planning and decision making, peaceful conflict resolution and interpersonal competence - as well as the parenting skills to help them be more effective asset-builders for their children. Members will assist families in developing Family Support Plans and achieving their identified goals to move toward stability and self-sufficiency. Members will also assist families to identify and connect with appropriate services and resources to alleviate risk factors such as poverty, homelessness, family violence, parental alcohol or drug abuse, etc. and provide transportation and home visits when necessary due to rural isolation and lack of transportation.

**Results**

**Result: Output**

Families with children age 0-18 will receive referrals and linkages/connection to needed services and resources.

Indicator: beneficiaries

Target: 432 Families will receive paraprofessional support and engage in at least 3 face to face visits.

Target Value: 432

Instruments: Family Support Plans to collect data on number and hours of visits.

**Result: Output**

PM Statement: Families with children age 0-18 will receive referrals and linkages/connection to needed services and resources. 533 Families will receive paraprofessional support and engage in at least 3 face to face visits.

Prev. Yrs. Data

**Result: Intermediate Outcome**

Families provide safe and stable environments for their children.

Indicator: beneficiaries

Target: 55% (238) families that engage in at least 3 face to face visits will be connected to other needed community resources and successfully engage in at least 70% of those resources.

Target Value: 238

Instruments: Family Support Plans to collect data on other community resources needed to strengthen family.

PM Statement: Families with children age 0-18 will receive referrals and linkages/connection to needed services and resources. 55% (238) families that engage in at least 3 face to face visits will successfully engage in 70% of those resources.

Prev. Yrs. Data

## Required Documents

<u>Document Name</u>	<u>Status</u>
Evaluation	Sent
Labor Union Concurrence	Sent