

North Carolina LiteracyCorps

A Program of the Student Coalition for Action in Literacy Education

2013-2016 Performance Measure Evaluation Plan



Performance Measure: Volunteer Management

Intervention:

SCALE will provide Volunteer Management Training for all AmeriCorps members. Volunteer Management Training will be held once a year for 6 hours for all AmeriCorps members. Training will include three 2 hour modules: Volunteer Recruitment, Volunteer Management, and Volunteer Training.

Members will assess sites' current volunteer recruitment and retention efforts at the beginning of the service year. They will develop and execute a plan to add or improve at least 3 of the following strategies: develop written volunteer recruitment plans and volunteer training and support manuals, improve volunteer supervision, communication and training practices, create systems to match volunteers to appropriate roles, and develop regular volunteer recognition activities. They will provide training to program staff when needed and develop a manual to support the application of these strategies. They will complete a second evaluation at the end of the program year and provide suggestions for continued improvement.

Output Target: 1000 volunteers from the community will be managed by the organization or participants. Volunteers must perform a minimum of 5 hours of service or complete an activity in its entirety to be counted as managed.

Measured by Volunteer Activity Log: *Each site will keep a database of their volunteers.* The following information will be tracked for each of the volunteers in the database: name, contact information, volunteer assignment, date recruited, trainings attended and hours volunteered per month. In order to collect this data, each site will give volunteers a registration form. *Managed volunteers must serve for a minimum of 5 hours of service or complete an activity in its entirety.* Attendance at all training sessions will be recorded, and volunteers will sign in at each tutoring session in order to track their hours. Site will use attendance and training records information to complete their Volunteer Activity Logs which will be reviewed quarterly.

Outcome Target: Ten organizations will implement effective volunteer management practices

Measured by Pre/Post Organizational Assessment: The volunteer database manager from each site will complete the Pre/Post Organizational Assessment. The Assessment will be created by the evaluator. In order to measure the reliability of the assessment, scores will be triangulated with observations from the AmeriCorps Director site visits. After year one data is collected, the evaluator will report the reliability of the Pre/Post Organizational Assessment.

End Outcome: Number of learners (K-12 or adult) with improved skills in literacy and/or math.

Measured by Standardized Pre/Post Test (Bader Test/Adult Evaluation and Tutor Assessment):

The Bader test will be given to all K-12 participants at the beginning, September, and the end, April, of the program. The Bader test has been validated by Pearson with a .88 correlation between the Bader test and the Slosson Oral Reading test. Volunteers will also complete a Tutor Assessment for each child. The evaluator will triangulate the data through monitoring the amount of time tutored in comparison to Bader results. Adult Students will complete a survey that allows them to self-report their literacy skills. The adult survey has been reviewed by a literacy specialist for content validity. The reliability of the survey will be analyzed by the evaluator by comparing the results of the Adult Evaluation to the Tutor Assessment.

Performance Measure: Support literacy success for K-12 Learners

Intervention:

Sites will provide one-on-one tutoring and/or small group tutoring for K-12 students. Each site has developed its own program model based on community and learner needs. However, *programs must provide a minimum of 60 minutes of tutoring per week. Participants must receive a minimum of 1,080 contact minutes to be considered as completed (equivalent to approximately 18 one hour tutoring sessions).*

Output: Number of students who completed K-12 programs

Output Target: 500 students

Measured by Activity Log: *Each site will keep a database of their participants.* The following information will be tracked for each of the volunteers in the database: Name, contact information, attendance hours per quarter, and Bader scores. In order to collect this data, each site will give each child's parent an entry form. Attendance at all tutoring sessions will be recorded, and tutors will sign in and out at each training tutoring session in order to track their hours. Site will use this information to complete their Activity Log which will be reviewed quarterly.

Outcome: Number of students with improved academic performance in literacy and or math.

Outcome Target: 350 students

Measured by Standardized Pre/Post Test (Bader Test): The Bader test will be given to all participants at the beginning, September, and the end, April, of the program. The Bader test has been validated by Pearson with a .88 correlation between the Bader test and the Slosson Oral Reading test. Volunteers will also complete a Tutor Assessment for each child. The evaluator will triangulate the data through monitoring the amount of time tutored in comparison to Bader results.

Performance Measure: Support Adult Learners Success

Intervention:

Sites will provide Adult ESL Education, GED Education, Job Training, Adult Basic Education, and/or Workplace Behavior/Soft Skills Training. Each site has developed its own program model based on community and learner needs. *However, programs must provide a minimum of 60 minutes of tutoring per*

week. Participants must receive a minimum of 1,080 contact minutes to be considered as completed (equivalent to approximately 18 one hour tutoring sessions) or have completed a tested program milestone (eg. pass the GED or pass a level in ESL).

Output: Number of Economically Disadvantaged Individuals Receiving Job Trainings or other Skill Development Courses

Output Target: 500 Economically Disadvantaged Adults

Measured by Participant Activity Log:

Each site will keep a database of their participants. The following information will be tracked for each of the participants in the database: name, contact information, demographics including economic disadvantage, attendance and hours per quarter. In order to collect this data each site will give participants an entry form. Attendance at all tutoring sessions will be recorded, and tutors will sign in at each session in order to track their hours. Site will use these sign-in sheets to complete their Participant Activity Log which will be reviewed quarterly.

Outcome: Number of Economically Disadvantaged Individuals who report Improved Literacy Skills

Outcome Target: 350 students

Measured by Adult Evaluation and Tutor Assessment: Adult Students will complete a survey that allows them to self-report their literacy skills. The adult survey has been reviewed by a literacy specialist for content validity. The reliability of the survey will be analyzed by the evaluator by comparing the results of the Adult Evaluation to the Tutor Assessment.