

COMMISSION MEETING MINUTES



Meeting Date: 11/16 – 11/17, 2023

Meeting Location: Burr Oak Lodge & Conference Center, 10660 Burr Oak Lodge Rd, Glouster, OH 45732

In Attendance: Caitlin Bierman, Kevin Corey, Brie Lusheck, Pam Steurer, Ron Soeder, Gary Cates, Morna Smith, Chris Shaffer

Absent: Amber Anderson, Scott Hunt, Meghan Kaskoun, Curtis Kemp, Jason Kucsma, Amista Lipot, Daniel Meyer, Kimberly Smidt Poma, Felicia King

Day 1: November 16th

- Meeting was called to order by Chair Pam Steurer at 10:11 AM.
- Meeting minutes from September 14, 2023 were approved as presented with motion by Soeder, second by Lusheck. Motion approved by acclamation.
- No Public Comment

Welcome and Context Setting/Review of the Agenda

William Hall - Executive Director, ServeOhio

State Commissions Overview

Kaira Esgate – CEO, America’s Service Commissions

- America’s Service Commissions (ASC) Overview
- National Landscape & The Power of State Service Commissions
- Network Mapping

Site visit at Millcreek Elementary School, 10397 OH-155, Hemlock, OH 43730

Environmental Program Roundtable Discussion

- Rural Action/Tinker’s Creek Watershed Partners/Ohio Department of Natural Resources – Mix of Agency Leadership/Program Staff/AmeriCorps Members
- Discussion Elements: Current Environmental Challenges/AmeriCorps and Community Volunteers
- Role in Addressing Challenges/Workforce Development Opportunities/Building Upon the
- Work/ServeOhio Resource Investments

Approval of AmeriCorps Competitive Applications for PY2024-2025

City Year Cleveland

- Request: \$1,263,644; 53.5 MSY; 55 AmeriCorps Members
 - Moved by Corey, seconded by Soeder to accept the recommendation to move the application forward to the AmeriCorps Agency in the amount of \$1,263,644. Motion carried on voice vote, with no abstentions.

City Year Columbus

- Request: \$1,075,000; 43 MSY; 43 AmeriCorps Members
 - Moved by Lusheck, seconded by Corey to accept the recommendation to move the application forward to the AmeriCorps Agency in the amount of \$1,075,000. Motion carried on voice vote, with no abstentions.

Mercy Health Cincinnati

- Request: \$406,730; 20 MSY; 28 AmeriCorps Members
 - Moved by Soeder, seconded by Shaffer to accept the recommendation to not move the application forward to the AmeriCorps Agency in the amount of \$406,730. Motion carried on voice vote, with no abstentions.

Catholic Social Services

- Request: \$248,877; 10 MSY; 20 AmeriCorps Members
 - Moved by Shaffer, seconded by Lusheck to accept the recommendation to move the application forward to the AmeriCorps Agency in the amount of \$248,877. Motion carried on voice vote, with no abstentions.

Executive Session

It was moved by Smith, seconded by Cates to move into executive session. Approved by acclamation.

Day 2: November 17

National Service and Commission Trends

Kaira Esgate – CEO, America's Service Commissions

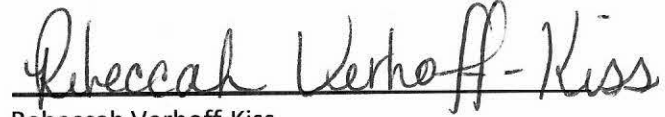
Building a Shared Vision

William Hall – Executive Director, ServeOhio

- Summary Sheets of Current Funding & Activity
- Ties to National/State/Local/Administration Priorities
- New or Expanded Priority Discussion
- The Path Forward
 - Identifying & Engaging Priority Sectors
 - Ties to Commission Network Mapping

There being no further business, the meeting adjourned at 12:15 PM on a motion by Soeder, seconded by Corey, approved by acclamation.

Minutes prepared and submitted by:



Rebecca Verhoff-Kiss

Director of Strategic Engagement

Certified by:



Chair

Approval Date: 1/11/24

COMMISSION MEETING MINUTES

Index to Attachments

Attachment 1:

- ServeOhio Commission Retreat Agenda 11/16-11/17, 2023
- Meeting Slides
- AmeriCorps Competitive Applications
 - City Year Cleveland
 - City Year Columbus
 - Mercy Health
 - Catholic Social Services

COMMISSION RETREAT/BURR OAK LODGE & CONFERENCE CENTER

THURSDAY, NOVEMBER 16, 2023	
10AM	Welcome and Context Setting/Review of the Agenda Goals of the Retreat <ul style="list-style-type: none"> • Networking opportunities for commissioners and staff • Building cohesion for the commission • Creating shared vision for what's next
10:30AM	State Commissions Overview <ul style="list-style-type: none"> • America's Service Commissions (ASC) Overview • National Landscape & The Power of State Service Commissions • Network Mapping
12PM	Lunch/Lodge Dining Room
1PM	Site Visit Travel
1:30PM	Rural Action Site Visit/Millcreek Elementary School, 10397 OH-155, Hemlock, OH 43730
3PM	Return Travel to Lodge
3:30PM	Environmental Program Roundtable Discussion <ul style="list-style-type: none"> • Rural Action/Tinker's Creek Watershed Partners/Ohio Department of Natural Resources – Mix of Agency Leadership/Program Staff/AmeriCorps Members • Discussion Elements: Current Environmental Challenges/AmeriCorps and Community Volunteers Role in Addressing Challenges/Workforce Development Opportunities/Building Upon the Work/ServeOhio Resource Investments
4:5PM	Break
5:30PM	Business Meeting <ul style="list-style-type: none"> • Approval of AmeriCorps Competitive Applications for PY2024–2025 • Executive Session
6PM	Dinner/Lodge Dining Room
FRIDAY, NOVEMBER 17, 2023	
8AM	Breakfast/Lodge Dining Room
9:30AM	National Service and Commission Trends
10:30AM	Building A Shared Vision <ul style="list-style-type: none"> • Summary Sheets of Current Funding & Activity • Ties to National/State/Local/Administration Priorities • New or Expanded Priority Discussion • The Path Forward <ul style="list-style-type: none"> ○ Identifying & Engaging Priority Sectors ○ Ties to Commission Network Mapping
12:15PM	Closing and Adjourn
12:30PM	Adjourn Optional Lunch/Lodge Dining Room

Lodge Dining Room Hours: Breakfast 8AM – 11AM/Lunch 12PM – 2PM/Dinner 5PM – 8PM

A group of young people, likely students, are gathered in front of a building with large windows and steps. They are all smiling and have their hands raised in the air, suggesting a celebratory or enthusiastic gathering. The image is overlaid with a semi-transparent red filter.

SERVE **OHIO**

COMMISSION RETREAT

11/16/23 & 11/17/23

CALL TO ORDER

- Roll Call
- Welcome
 - Retreat Objectives
 - Housekeeping Details
- Introduction of Kaira Esgate, CEO, America's Service Commissions

Welcome & Context Setting/ Review of the Agenda

Introductions

- Name
- Position/role with ServeOhio
- Time affiliated with ServeOhio
- Community in which you live

Agenda – Day One

- 10–10:30am – Welcome & Context Setting/Review Agenda
- 10:30am–Noon – State Commissions Overview
- Noon–1pm – Lunch
- 1–1:30pm – Site Visit Travel
- 1:30–3pm – Rural Action Site Visit
- 3–3:30pm – Return Travel to the Lodge
- 3:30–5pm – Environmental Program Roundtable Discussion
- 5–5:30 pm – Break
- 5:30–6pm – Business Meeting
- 6–7:30pm – Networking Dinner

Agenda – Day Two

- 9:30–10:30am – National Service and Commission Trends
- 10:30am–12:15pm – Building a Shared Vision
- 12:15–12:30pm – Closing and Adjourn
- 12:30–1:30pm – Optional Lunch

Desired Outcomes

- Networking opportunities for commissioners and staff
- Building cohesion for the commission
- Creating shared vision for what's next

State Service Commissions Overview

ASC Overview

- National membership association of the 52 state and territorial service commissions
- State service commissions first established in 1993, when President Bill Clinton signed the National and Community Service Trust Act of 1993, creating AmeriCorps, the Corporation for National and Community Service, and state service commissions
- ASC established in 1997 by commissioners and staff
- Association has expanded and contracted over the years
- Many members of AmeriCorps agency leadership have been ASC Board members
- Read more history at: www.statecommissions.org/state-service-commissions.html

About ASC

- **Mission:** To lead and elevate the state service network
- **Vision:** All states and territories will embrace service as a strategy to build community in solving local challenges
- **Values:** Bi-partisanship, Equity, Unity, Devolution

Our Vision: All states and territories embrace service as a strategy to build community in solving local challenges.

Values and Membership Principles:

Unity

Equity

Bi-partisanship

Devolution



**Goal 1:
Commission
Capacity
Building**

Increase the leadership and capacity of state service commissions so that by December 2023, 80% of commissions indicate that ASC services have increased their organizational capacity based on a retrospective assessment completed as part of the annual ASC Landscape Survey.



**Goal 2:
Public Policy**

Grow the total amount of annual federal funding to support state service commissions from \$27 million to \$31 million by FFY 2024 and increase the number of state service commissions receiving state funding from 34 to 40 by July 1, 2023.



**Goal 3:
National Service
Ecosystem**

Strengthen ASC's role in and leadership of the national service ecosystem, to make national service more accessible and representative of communities served as measured by a research study documenting the impact of these efforts by December 2023.



**Goal 4:
Financial
Model**

Grow annual ASC income from \$1.7 million in 2020 to \$3.2 million by 2023 and strengthen ASC financial systems for tracking and utilizing funds.



**Goal 5:
Human &
Operational
Resources**

Secure and develop ASC's human and operational resources necessary to execute on the strategic plan in a remote work environment.

State Commissions Nationally

- State service commissions were established as a shared federal-state partnership, creating a central role for governors
- 52 state service commissions (49 states, District of Columbia, two territories)
- Most state service commissions are part of state government – 85%
- State service commissions administer **more than 75%** of AmeriCorps State and National funding
- Have a foundation/501(c)3 arm – 42%
- Receive state funding – 85%
- Are active in disaster preparedness and/or response activities – 62.5%
- Receive Volunteer Generation Fund grants – 6 in total

Common Commission Activities

- While each commission is different, common commission activities (beyond statutory requirements) include:
 - volunteer recognition
 - statewide training events
 - mentoring
 - Volunteer Generation Fund
 - disaster coordination
 - service-learning
- Many states also have various other duties arising either through their state authorizing language or from the implementation of their state planning processes

State Commissions Nationally

- Staffing (2022):
 - Full-time – 1-31; median = 9
 - Part-time – 1-7; median = 1
 - Sixty-four percent of commissions have one program officer for 6-10 programs
- AmeriCorps programs (2021):
 - Number of programs – 4-53; median = 15
 - Number of members – 43-4,923; median = 585

Dialogue in Action (DIA) Report

- Helping AmeriCorps programs navigate complexity
- Humanizing compliance to help AmeriCorps leaders and programs evolve
- Building capacity for impact, innovation, and sustainability
- Improving the state's ability to understand and meet community needs

DIA Report (continued)

- Developing the next generation of social sector leaders
- Enriching nonprofit culture and practice
- Building bridges to strengthen collaboration

Commissioner Network Mapping

- What relationship can you bring to advance the work of ServeOhio?
- What skill can you offer to advance the work of ServeOhio?
- What network can you promote the work of ServeOhio to?

Lunch & Site Visit

Lunch in Dining Room

Be in Lobby by 12:55PM

Carpool to Site Visit

Rural Action Site Visit

Millcreek Elementary School

10397 OH – 155

Hemlock, OH 43730

Roundtable Discussion

Environmental Programming

Tinker's Creek Watershed Partners

Angela Brody, NOWCorps Program Director

Kristina Hass, AmeriCorps Member

Zachary Randolph, AmeriCorps Member

Dennis Curtindale, AmeriCorps Member

Ohio Department of Natural Resources

Philip Hutchison, Ohio OutdoorCorps Program Director

Chris Finney, AmeriCorps Member

Heather Johnson, AmeriCorps Member

Rural Action

Debbie Phillips, CEO

Shannon Stewart, AmeriCorps Program Director

Davey McNelly, Workforce Development Partner

Kate Henman, AmeriCorps Member

Tae Ganger, AmeriCorps Member

Business Meeting

- Approval of 9/14/23 ServeOhio Commission Meeting Minutes
- Review & Approval of AmeriCorps Competitive Applications
- Executive Session/Executive Director Performance Review

AmeriCorps Competitive

New Application

Catholic Social Services

Request: \$248,877/10.00 MSY/20 AmeriCorps Members

Renewal Applications

City Year Cleveland

Request: \$1,263,644/53.50 MSY/55 AmeriCorps Members

City Year Columbus

Request: \$1,075,000/43.00 MSY/43 AmeriCorps Members

Mercy Health Cincinnati

Request: \$406,730/20.00 MSY/28 AmeriCorps Members

National Service and Commission Trends

Accessibility for Both Programs and Members

- Included in the AmeriCorps agency strategic plan
- Reducing barriers so that smaller and/or rural organizations can access national service resources
- Ensuring that serving in AmeriCorps is an option for anyone that wants to serve

Member Development and Supports

- Increased focus on members, particularly in light of recruitment challenges over the last few years
- More intentional designs for member training and professional development
- Providing additional supports, including increased living allowance, access to mental health services, as well as emergency financial assistance

Bridgebuilding

- Part of an emerging national effort to identify ways to bridge divides across our country – age, racial, political, etc.
- National service seen as a way to bring people from different perspectives together in pursuit of a common goal
- ServeOhio well-positioned to take a leading role in this effort given your ongoing Service Speaks initiative

Service to Workforce Pathways

- Articulating professional development outcomes and pathways for AmeriCorps members
- Looking at connecting AmeriCorps positions to pre-apprenticeships, registered apprenticeships, and the like
- National Governors Association Action Lab opportunity forthcoming

American Climate Corps (ACC)

- In its first year, ACC will put more than 20,000 young people on career pathways in the growing fields of clean energy, conservation and resiliency programming
- Looking to develop cross-sector partnerships to expand skills-based training opportunities
- All American Climate Corps programs will be paid experiences that adhere to a common set of programmatic standards
- In the coming months the Federal government will launch a dedicated American Climate Corps recruitment website
- The Department of Labor, Department of the Interior, U.S. Department of Agriculture, National Oceanic and Atmospheric Administration, Department of Energy, and AmeriCorps will sign a memorandum of understanding to formalize this new initiative
- The AmeriCorps agency will stand up a new “American Climate Corps hub,” which will support the American Climate Corps.

Public Health/Mental Health Corps

- Public Health AmeriCorps was launched with funding from the CDC
- Increasing interest in developing AmeriCorps programming that focuses on youth mental health corps supports that lead to professional careers in mental health
- Schultz Family Foundation expected to launch a pilot effort in the coming months

State Legislation

- More and more commissions are pursuing state legislation and funding to support their efforts
- Recent legislation includes:
 - Removing state taxation from the education award
 - Providing in-state tuition for those that serve in the state
 - Expanding the federal education award with state funding
 - Providing an increased living allowance through state funds
 - Funding a state-specific corps

Program Development

- In recent years, utilizing American Rescue Plan (ARP) and other resources, commissions have been working to develop new program designs and bring new organizations into the national service family
- Commissions have increasingly been using planning grants as a way to assist organizations in truly understanding what it takes to run an AmeriCorps program and refining their program designs

Volunteer Engagement

- Fewer commissions are receiving Volunteer Generation Fund (VGF) resources
- In general, volunteer rates across the nation have not rebounded from the pandemic
- Ongoing interest amongst commissions in supporting youth service programming
- ASC recently secured \$800,000 in youth service funding that will go directly to commissions for capacity building/training as well as youth to fund their own service projects
- Also increasing interest in intergenerational service projects

American Rescue Plan (ARP)

- Provided extensive funding to the AmeriCorps agency and commissions to expand programming
- In most cases, programmatic funding will be available for one additional year (2024-25)
- Recission of \$70 million in agency ARP funds via the Fiscal Responsibility Act will have a tremendous impact on the 2024-25 national AmeriCorps competition

FY24 Appropriations

PROGRAM	FY22 Enacted	FY23 Enacted	FY24 PBR	S4S Request	FY24 House	FY24 Senate*
AmeriCorps State and National	466.75M	557.09M	650.83M	784.4M	425.26M	557.09M
AmeriCorps VISTA	100.29M	103.28M	141.62M	137M	0	103.285M
AmeriCorps NCCC	34.51M	37.73M	43.3M	43M	0	37.735M
National Service Trust	190.55M	230M	213M	230M	0	180M
RSVP	53.96M	55.1M	55.1M	63M	55.10M	55.105M
Foster Grandparents	122.36M	125.36M	143.45M	147M	75.36M	125.363M
Senior Companions	54.45M	56.44M	63.81M	62M	31.45M	56.449M
Volunteer Generation Fund	6.56M	8.56M	8.56M	30M	0	8.56M
State Commission Support Grants	19.09M	19.53M	19.53M	21M	0	19.54M
Days of Service	3.33M	6.14M	6.14M	6.14M	6.15M	6.148M
Evaluation	4.12M	6.25M	6.25M	6.25M	0	6.25M
CNCS Salaries and Expenses	88.08M	99.68M	118.43M	114.7M	60M	99.686M
Inspector General	6.595M	7.59M	8.57M	7.59M	7.59M	7.595M
TOTAL CNCS	1.151B	1.313B	1.478B	1.652B	660.947M	1.263B

Funding & Activity Categories

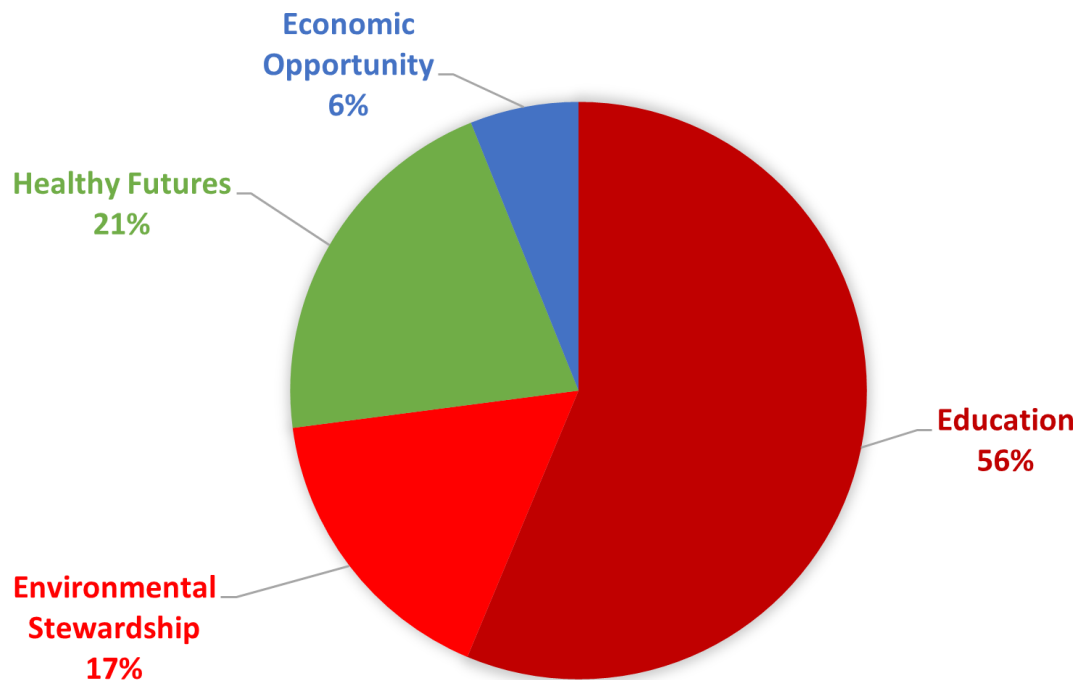
EDUCATION

HEALTHY FUTURES

ENVIRONMENTAL STEWARDSHIP

ECONOMIC OPPORTUNITY

FY 2023-24 AMERICORPS PORTFOLIO



EDUCATION

AmeriCorps Funding: ServeOhio invests \$8.2 million to support 10 AmeriCorps programs; these programs engage 586 AmeriCorps members in 711,596 hours of service.

AmeriCorps Activity: summer academic enrichment; full-day academic and school engagement services; college and career access and readiness; individualized reading and math interventions; out-of-school time programming; service learning; preschool literacy instruction; teaching; STEM education.

HEALTHY FUTURES

AmeriCorps Funding: ServeOhio invests \$3.1 million to support 8 AmeriCorps programs; these programs engage 189 AmeriCorps members in 188,785 hours of service.

AmeriCorps Activity: community health navigators; school-based health and wellness activities; childhood obesity prevention programming; reduction and prevention of prescription drug and opioid abuse; food insecurity; public health programming.

ENVIRONMENTAL STEWARDSHIP

AmeriCorps Funding: ServeOhio invests \$2.4 million to support 5 AmeriCorps programs; these programs engage 138 AmeriCorps members in 178,602 hours of service.

AmeriCorps Activity: invasive plant species removal; land improvement; waterway sampling and monitoring; public education; trail reconstruction and accessibility; community engagement; conservation; stream health; improving farm-to-table food distribution; increasing volunteerism; improve water quality; maintain local habitats.

ECONOMIC OPPORTUNITY

AmeriCorps Funding: ServeOhio invests nearly \$1 million to support 4 AmeriCorps programs; these programs engage 90 AmeriCorps members in 63,767 hours of service.

AmeriCorps Activity: building nonprofit capacity; increasing local historic preservation; volunteer management; providing training and technical assistance; improving job readiness skills; financial literacy training; technology skill development.

NATIONAL DAYS OF SERVICE PROJECT GRANTS

Martin Luther King, Jr. Day of Service

January

Global Youth Service Day

April

ServeOhio Day

June

Make A Difference Day

October

National Days of Service Project Funding & Activity

Funding: Over the past NDOS (MADD 2022 thru SO 2023) cycle, ServeOhio funded 76 service projects awarding \$69,553. These projects engaged 3,796 community volunteers in 8,843 hours of service. Moving forward ServeOhio will award a minimum of \$100,000 supporting 100 projects.

ServeOhio Impact Area	# of projects	\$ awards	\$ paid	# of volunteers	# of hours	Most Common Project
Arts & Culture	2	\$ 2,000	\$ 1,988.59	60	173.0	Beautification
Basic Needs/ Poverty	16	\$ 14,975	\$13,492.21	468	1073.5	Donation Organization & Care Kits
Disaster	1	\$ 1,000	\$ 991.52	15	45.0	Warming Stations
Education	12	\$ 10,750	\$10,555.42	469	1305.0	School Beautification
Environmental	19	\$ 17,018	\$16,321.76	1592	3347.0	Park Beautification
Food Insecurity	8	\$ 7,250	\$ 7,249.56	229	1087.5	Community Gardens
Health/Mental Health	6	\$ 5,370	\$ 5,001.41	128	406.0	Care Kits
Older Adults	4	\$ 3,550	\$ 3,255.06	103	278.0	Care Kits & Gardens/Flowers
Social Justice	1	\$ 640	\$ 601.14	16	49.0	Civil Rights Mural
Youth	7	\$ 7,000	\$ 5,762.19	716	1078.5	Book Distribution & Youth Center Beautification
Total	76	\$ 69,553	\$65,218.86	3796	8842.5	

ADMINISTRATIVE PRIORITIES

Investing in Bold Beginnings

- Department of Children and Youth
- Foster Care Transformation
- High-Quality Early Childhood Education
- Imagination Library
- Healthcare Resources for Children and Pregnant Women

ADMINISTRATIVE PRIORITIES

Investing in Ohio's Communities

- Safety & Security
- Affordable Housing
- Improving Quality of Life for Seniors
- Anti-Human Trafficking Initiatives
- H2Ohio/Rivers Initiative

ADMINISTRATIVE PRIORITIES

Investing in People and Workplace

- Mental Health Initiatives & Research Innovation
- Wellness & Recovery Services
- Crisis Services & Infrastructure
- Increased K-12 School Funding
- Student Wellness & Success
- Science of Reading
- Workforce Readiness
- College Affordability & Access

Building a Shared Vision

CLOSING/ADJOURN

ServeOhio Commission Meeting

Thursday 1/11/24

1PM – 4PM

State Library of Ohio

DRAFT

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE

Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)

1. TYPE OF SUBMISSION:

Application ☒ Non-Construction

2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):

3. DATE RECEIVED BY STATE:

18-OCT-23

STATE APPLICATION IDENTIFIER:

2b. APPLICATION ID:

24AC261258

4. DATE RECEIVED BY FEDERAL AGENCY:

FEDERAL IDENTIFIER:

5. APPLICATION INFORMATION

LEGAL NAME: CITY YEAR, INC.

UEI NUMBER: MDNRJ1M1KFL7

ADDRESS (give street address, city, state, zip code and county):

287 Columbus AVE

Boston MA 02116 - 5334

County: Suffolk

NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):

NAME: Erin E. Bennett

TELEPHONE NUMBER: (617) 927-2318

FAX NUMBER: (617) 927-2520

INTERNET E-MAIL ADDRESS: ebennett@cityyear.org

6. EMPLOYER IDENTIFICATION NUMBER (EIN):

222882549

7. TYPE OF APPLICANT:

7a. Non-Profit

7b. Service/Civic Organization
Community-Based Organization
National Non-Profit (Multi-State)

8. TYPE OF APPLICATION (Check appropriate box).

☐

NEW

☒

NEW/PREVIOUS GRANTEE

☐

CONTINUATION

☐

AMENDMENT

If Amendment, enter appropriate letter(s) in box(es):

A. AUGMENTATION

B. BUDGET REVISION

C. NO COST EXTENSION D. OTHER (specify below):

9. NAME OF FEDERAL AGENCY:

Corporation for National and Community Service

10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006

10b. TITLE: AmeriCorps State

11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:

City Year Cleveland

12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):

Cleveland, Cuyahoga County, Ohio

11.b. CNCS PROGRAM INITIATIVE (IF ANY):

13. PROPOSED PROJECT: START DATE: 07/01/24 END DATE: 06/30/25

14. CONGRESSIONAL DISTRICT OF: a.Applicant **MA 07** b.Program **OH 11**

15. ESTIMATED FUNDING: Year #: **1**

a. FEDERAL

\$ 1,263,644.00

b. APPLICANT

\$ 1,263,644.00

c. STATE

\$ 0.00

d. LOCAL

\$ 0.00

e. OTHER

\$ 0.00

f. PROGRAM INCOME

\$ 0.00

g. TOTAL

\$ 2,527,288.00

16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?

☐ YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:

DATE:

☒ NO. PROGRAM IS NOT COVERED BY E.O. 12372

17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?

☐ YES if "Yes," attach an explanation. ☒ NO

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:

Dheeraj Kunchala

b. TITLE:

c. TELEPHONE NUMBER:

(617) 927-2500 2507

d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:

e. DATE SIGNED:

10/13/23

Narratives

Executive Summary

City Year Cleveland will have 55 AmeriCorps members who will provide academic support and mentoring to students in 5 public schools in Cleveland, Ohio. At the end of the first program year, the AmeriCorps members will be responsible for providing social-emotional mentoring to 500 students, literacy support to 228 students, and math support to 222 students. In addition, the AmeriCorps members will leverage 200 volunteers, who will be engaged in events and physical service projects that benefit our school communities. The AmeriCorps investment will be matched with \$1.263,644, \$420,000 in public funding and \$843,644 in private funding.

Rationale and Approach/Program Design

1. COMMUNITY AND LOGIC MODEL: Over the past decade, Cleveland saw significant gains in high school graduation. Between 2011 and 2020, graduation rates rose for Black students by 23.9 percentile points to 80.9% and grew 28.9 percentile points to 82.6% for Hispanic students (Cleveland Metropolitan School District News Bureau, 9/15/2020). In 2021, the district backslid and graduation rates fell abruptly to 74.3%. This steep fall demonstrates the impact of the COVID-19 on educational outcomes of students within Cleveland schools. As an education-focused nonprofit organization, City Year Cleveland (CYC) partners with Cleveland Metropolitan School District (CMSD) to identify and select CMSD schools that demonstrate that their students are not on track to graduate high school on time based on the early warning indicators of test performance, attendance, and behavior. In 2024-25, CYC will partner with 4 to 5 schools. Of the schools identified to date, in 2022-23, 93% of the 1,096 students represented minority students, 23% were students with disabilities, and 100% were classified as economically disadvantaged (2022-23 Ohio School Report Cards). On academic state tests for literacy and math, 56% of 3rd grade students at Albert Bushnell Hart, 74% at Harvey Rice, and 87% at Mound elementary schools scored below proficiency in reading and 76%, 95%, and 85% were below proficiency in math respectively, considerably higher than the 38% below proficiency for literacy and for math statewide (Ohio Department of Education Report Portal). A contributing factor to the test scores is attendance. Between 50% and 70% of students at each of our schools were chronically absent in 2022-23. Comparatively, only 27% of students statewide were chronically absent (School Report Cards). CYC schools are in census tracts with high Social Vulnerability Index numbers, 0.8218 to 0.9956, scale 0-1 (Center for Disease Control, SVI Map 2020). High SVI numbers indicate areas of concentrated poverty and limited access to community resources, such as health centers, public transit, libraries, and childcare centers. Students from communities of concentrated poverty typically

Narratives

face barriers to their education not experienced by their more affluent peers, for example, they are less likely to have access to transportation to get to school, more likely to have to care for siblings or family members due to working parent/s who cannot work from home, more likely to have health issues that keep them from school, and more likely to have inconsistent access to technology and the internet, e.g. multiple family members sharing the same device. Cleveland is one of the most highly segregated cities in the country and your life outcomes can be determined by zip code (US Census Data, US 2010 Project). In line with the SVI numbers, 50% of Cleveland's Black children are likely to live in poverty compared to 33% of white children and are more likely to be in unsafe communities and be exposed to lead. Within CMSD, Black children demonstrate that they have had considerably less opportunity. White students are 1.9x more likely to be enrolled in gifted programs than Black students and conversely, Black students are 1.7x more likely to be suspended than white students. Research indicates that there is a school-to-prison pipeline and higher rates of discipline lead to a higher likelihood of future incarceration (the Center for Community Solutions). CYC AmeriCorps members are deployed in teams to schools where they support students in developing academic skills while addressing social-emotional issues that may lead to reducing disciplinary actions, such as self-regulation, conflict resolution, and building healthy relationships.

2. EVIDENCE BASE: City Year's holistic Whole School Whole Child (WSWC) program has strong evidence and is included in four studies on the AmeriCorps Evidence Exchange (Policy Studies Associates, 2014; Abt Associates, 2016, MDRC, 2016, Chapin Hall, 2017). The findings of the two studies submitted with this application align with the outcomes in our logic model and the tiered structure of our program design that includes both holistic and targeted mentoring around academics, attendance, and social-emotional development. STUDY #1: "Analysis of the Impacts of City Year's Whole School Whole Child Model on Partner Schools' Performance", Policy Studies Association (PSA), 2015. STUDY DESIGN: This Quasi-Experimental Design (QED) study assessed publicly accessible testing data in English and math over three years, 2012 to 2014. The analyses focused on approximately 600 schools in 22 cities and included 150 schools that partnered with City Year and 460 comparison schools that did not. This study was placed in the strong evidence tier by AmeriCorps in prior grant cycles. KEY FINDINGS: This study included multiple statistically significant positive findings (e.g. $p < 0.001$ to $p = 0.04$) for students, including: 1) schools that partnered with City Year were two times more likely to improve ELA proficiency rates than schools that did not; 2) partner schools were two to three times more likely to improve math proficiency than non-partner schools; and 3) partner schools gained the equivalent of approximately one month of additional learning in

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ELA and math as compared to non-partner schools. These findings validate that WSWC has a statistically significant positive impact on whole school improvement in English and math. STUDY #2: "Connecting Social-Emotional Development and Academic Indicators Across Multiple Years", Everyone Graduates Center (EGC), Johns Hopkins University, 2021. STUDY DESIGN: The EGC study is a mixed methods study, which uses multi-level regression models of the City Year program in 28 cities, including Cleveland. The 2017-18 data set included 326 schools and 38,131 students and the 2018-19 data set included 350 schools and 139,455 students (both sets were for students grades 3-10). This study replicates and builds upon the 2020 EGC study that just analyzed the 2017-18 data set. Data included student-level data on literacy and math assessments, course grades, attendance rates, social-emotional skills observed or self-reported, student demographics, and hours of intervention received. KEY FINDINGS: The re-testing of the 2020 EGC study resulted in similar findings with a larger data set (139K vs. 38K students), which demonstrates the reliability of the study and validates the original findings. As with the first study, analysis found that there was a statistically significant relationship between students' social-emotional skills and their attendance and academic outcomes. For example, the impact of moving up one tier on the DESSA (social emotional rubric) range in effect size from 0.12 to 0.18 for attendance and from 0.22 and 0.38 for course grades, which is considered to be a large and substantial shift in the context of comprehensive school reform and student achievement (Broman, et. al. 2003, Dynarski, 2017). Further, students who spent more time with City Year AmeriCorps members had stronger social-emotional and academic outcomes. This study shows that students social-emotional levels are as strong a predictor of academics as family background and that addressing social-emotional skills is a viable path to raising academic outcomes. SAME INTERVENTION: The beneficiary populations in both evaluations are similar to our current school partner populations in terms of state standardized test performance data, student enrollment, grade ranges served, and student demographic data including race and low-income status. The member population continues to be young adults (under 26 years old) and diverse across racial, ethnic, and education backgrounds. The overall structure, design, and dosage of WSWC is the same. OTHER EVIDENCE: In 2023, Policy Studies Associates (PSA) will publish a report that replicates the 2015 study. The report covered school years 2017-18 to 2021-22. Due to the pandemic, the combination of remote learning and states waiving testing heavily impacted the study and our results, i.e. all schools saw a decline in performance and an increase in chronic absenteeism over the study years. However, the report does show some positive trends. For example, City Year partner schools saw chronic absenteeism grow at a slightly lower rate than comparison schools, graduation rates increased slightly

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compared to matched schools, which saw a decline, and schools where 10% or more of their students were on ELA and math focus lists lost slightly less ground on ELA and math performance than the comparison schools.

3. NOTICE PRIORITY: Our program aligns with the funding priorities around serving historically underrepresented and underserved communities, e.g. BIPOC and concentrated poverty communities, (see Section: Community and Logic Model), evidence-based programs (see Section: Evidence Base), and additional member benefits (see Section: Member Retention).

4. MEMBER EXPERIENCE: LEADERSHIP AND CAREER DEVELOPMENT: Over their term of service, members are encouraged to develop leadership and durable job skills through coordinator roles on their teams, participating in roundtables, public speaking at CYC events, taking a leadership role in meetings, leading reflection exercises, collaborating with their team to problem solve, and learning project management through school events. Through our returning AmeriCorps programs (Service Leaders and Second Years), members have increased responsibilities around service delivery, team leadership, peer mentoring, and providing input and feedback on the program. Returning members are expected to participate in two weeks of advanced and team leadership training, lead school initiatives (e.g. parent engagement events), provide peer coaching through observation and feedback sessions on service delivery, lead "Chase and Lead" sessions during Learning and Development Days, create activities that help train on best practices in team identified areas, represent CYC at external events and conferences, and serve on councils or committees. All members are expected to participate in our Leadership After City Year (LACY) program and we use the GROW (Goals, Reality, Options, Way Forward) mentoring strategy for young adults to help members set their personal goals for their term and professional development. We support career networking through events such as 18-Minute Networking, panel discussions, workshops, and external activities such as job shadowing and periodic service opportunities with a non-profit of career or personal interest to the member (these opportunities are vetted for allowability). ORIENTATION TO THE COMMUNITY: City Year's learning approach explores how professional development supports performance and personal growth through the cultivation of identity, skills, intellect, and criticality. Using an adult learner framework, we leverage the 70-20-10 model to think about, plan for, and reflect on development (70% experiential learning, 20% social learning, and 10% formal learning). Over the course of the year, CYC members participate in a three-week basic training academy (BTA) at the start of service, a mid-year summit, twice monthly Learning and Development days, and programs and events organized by Serve Ohio. Basic training provides foundational skills around

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service delivery, youth development, relationship building, team building, and operations, including AmeriCorps requirements. Members are introduced to the baseline historical context and demographics of Cleveland and our students through sessions such as The City We Serve, Community Asset Mapping, Culturally Responsive Education (5 lessons), Education System as a Conduit for Oppression. Throughout our training program, members explore and discover the ways in which personal experience, privilege, and biases can impact service. Through this approach we aim to develop members as equity leaders who are culturally sensitive to the experiences and needs of the community served.

Organizational Capability

1. ORGANIZATIONAL BACKGROUND AND STAFFING: STAFF STRUCTURE: City Year Cleveland is an operating site within the national 501(c)3 non-profit organization City Year, Inc. Founded in 1988, City Year is managed by a National Board of Trustees and each operating site, such as CYC, is led by an Executive Director. For 2024-25, CYC's 15 FTE staffing model will provide sound program oversight that supports a positive AmeriCorps experience for the corps (10 FTE are in the budget). The Executive Director provides overall site leadership and ensures that the site meets all quarterly goals for impact, member experience, fundraising, operations, hiring, and board development. Under the Executive Director, CYC is organized around 1) impact, 2) external relations and operations, and, 3) development. The Managing Director of Impact (MDI) leads the Impact team and is responsible for the day-to-day management of the AmeriCorps program, which includes school and district relations, member administration, experience, and learning and development, and data collection and analysis. Reporting to the MDI, the Learning and Development Director plans and delivers a 10-month learning agenda for corps members and Impact staff, including Basic Training Academy and our LACY programming, and provides on-site coaching and feedback to our corps and staff on service delivery. Reporting to the MDI, the Impact Director oversees service delivery and supervises our five Impact Managers, who provide day-to-day supervision of our corps members (See Member Supervision). The external relations and operations team includes the Chief of Staff, Community Partnerships Manager, and Civic Engagement Manager. The Chief of Staff supports the Executive Director with site strategy and special initiatives, leads staff human resources and site operations, supports and monitors the site finances, tracks and monitors site deliverables, and supports communications and board development. The Community Partnerships Manager leads community outreach efforts to raise awareness of our AmeriCorps program and generate recruitment leads and applicants. The Civic Engagement Manager supervises the Civic Engagement Team (See Member

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Supervision) and plans and leads site wide service events and volunteer engagement. The three-person development team oversees corporate, foundation, and individual giving, fundraising operations, and fundraising events, such as. City Year Headquarters (CYHQ) supports CYC by providing centralized services for criminal history checks, member enrollments/exits, finance and payroll operations, information technology, and national member recruitment. **WORKFORCE DEVELOPMENT:** As a member of City Year's national network, we benefit from the workforce development projects being run at other City Year operating sites. For example, our members are eligible to apply to teacher fellowship programs at other City Year operating sites. To support our corps, we partner with Bottom Line, a program that supports high school students with college access and success. Bottom Line supports individuals from low-income or marginalized communities prepare college applications and understand the demands and needs for college. **MISSION & EXPERIENCE:** City Year seeks to advance educational equity by supporting students furthest from opportunity and developing diverse leaders through national service who can work across lines of difference. Since 2009-10, CYC has managed nearly \$14M in AmeriCorps awards and filled 877 member positions (>89% of awarded MSY), retained 85% of members, and had >97% compliance with enrollments and exits. Over many years of partnership with CMSD, we have had to adapt to rounds of leadership changes, shifting priorities, falling school enrollment, and funding uncertainty. For example, when CMSD was in severe debt, we had to demonstrate our value to the district in order to retain our partnerships and service partner match. Throughout the years, we have had to take creative approaches to meet the needs of the district while supporting our corps with their desire for flexibility and alternative schedules. For example, we reinstituted the Civic Engagement team to provide the community outreach and support our schools and partners are looking for and are piloting the full-year part-time School Day Learning Coach position.

2. **MEMBER SUPERVISION: GUIDANCE & SUPPORT:** Our Impact Managers (IM) and Civic Engagement Manager (CEM) provide day-to-day supervision of our teams. IMs are in schools with their teams 4 days per week and in the City Year office one day a week. In case of a vacant IM position, a senior IM will manage two teams and rotate between schools. The CEM is based in the CYC office with their team. Managers coach members through their professional development by helping members set goals, evaluating their performance, and providing them feedback. They check-in with the team daily, hold formal weekly meetings with their team and have weekly one-on-ones with each individual member. In addition, managers check-in with each member's partner teacher at least twice a month. These meetings and check-ins are used to provide individualized coaching, help

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members process their experience, discuss member service, address any school, service, or personal issues the members may have, and monitor for prohibited activities. Managers verify member hours, approve timesheets, and direct members to resources as needed. In addition, Managers and corps are supported through regular on-site visits by the Impact team leadership (director level staff).

TRAINING & PREPARATION: We start the year with two weeks of local training for our Impact Managers and up to two weeks of training through CYHQ's summer learning services. These trainings focuses on goals of the year, program requirements, equity approaches, and coaching and leading teams. In addition, we hold an annual staff retreat and have weekly professional development opportunities that they can opt in to. When available and relevant, our IMs participate in school-led training, such as restorative justice practices. Select mandatory trainings, such as workplace respect, timesheets, whistleblower policy, student safety, data privacy, and prohibited activities are completed through on-line asynchronous trainings developed by CYHQ. Training content is updated annually and includes AmeriCorps policies, updates to our service model and goals, the Clover youth development model, collaborative goal setting, supervision and teambuilding tools, and City Year policies and IT systems. Managers meet one-on-one with their supervisor weekly and all staff meetings are held once a week. Staff have scorecards to understand their goals and performance against the scorecards and individual professional development plans are built into our mid- and end-of year evaluations. Staff receive feedback on their performance from their peers through 360 feedback protocols. IM are connected to their City Year IM peers nationally through an IM focused newsletter from CYHQ and City Year's network-wide communities of practice through which they can learn from their peers, for example, topic-based calls, councils, and learning teams.

3: COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY: SHARED EXPERIENCE: City Year works to ensure that our staff and leadership are reflective of the experiences and challenges shared by our students. In 2023-24, 55% of our staff are people of color and 44% attended college in Cleveland (Cleveland State University and John Carroll). Our Community Partnerships Manager graduated from Cleveland Heights High School and our impact team is led by a former elementary school principal. Among our 2023-24 corps, 55% identify as people of color and 21% identify as men of color. In addition, nearly half of our corps are either recent high school graduates or have only completed a year or two of college. Our near-peer structure, i.e. members who are still young adults, helps our corps relate to the experiences of the students we serve.

SHARED DEFINITIONS: City Year has made a commitment to be an anti-racist organization that recognizes the impact of systemic racism by creating a national office of equity, a national equity

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council with staff and corps representation, and national affinity and learning groups. Our approach to equity work is posted on our website and includes equity checks as part of project planning, and job role and compensation reviews, and partner reviews. Our staff participate in mandatory annual trainings around respect in the workplace and non-discrimination. Organizational values are shared through meeting structures, collateral materials, handbooks, and branding. **SUPPORTIVE & SAFE ENVIRONMENT:** To create an inclusive and supportive community, members serve on teams; wear uniforms; utilize standardized meeting protocols that promote inclusion; and, participate in diversity and inclusion trainings and activities, such as understanding gender identity, inclusive language, the water we swim, and our individual journeys of anti-racism. City Year provides national cross-site affinity groups that CYC staff and members can join and the national office shares stories that celebrate members and diversity (e.g. an equity newsletter). Our systems are set up to except preferred names and pronouns. Feedback from the corps is solicited through our corps council, surveys, and check-ins with the Executive Director and Managing Director. The Culture Amp survey provides feedback on staff and corps engagement and helps us direct resources and supports. We use on-going feedback from staff, corps, and our community partners to inform us on how to incorporate equity-based approaches that are sensitive to local need into our program design, trainings, and practices.

Cost Effectiveness and Budget Adequacy

. **MEMBER RECRUITMENT:** Over the past 15 years, 2009-10 to 2023-24 to date, CYC has recruited, on average, 58 members per year. We recruit both locally and nationally through our CYHQ recruitment team. Our Community Partnership Manager (CPM) leads local outreach and recruitment partnerships, and our Civic Engagement team holds events that raise awareness of our AmeriCorps program in the community. These activities specifically target recruitment from our community. On the national level, CYHQ invests over \$7.5M in corps acquisition annually. This includes personnel costs and fringe benefits for recruitment staff across the county, e.g. recruiters, admissions, and service advisors (90% of costs), staff travel to job fairs, portfolio schools, and recruitment events (\$122K), technology and operational costs (\$283K), and national advertising (\$315K). The CYHQ investment equates to roughly \$3,125 per member. Section 1.1 of the budget includes \$1,500/member for national recruitment efforts. To support access and equity initiatives, we provide relocation support (\$500 per member) and transitional housing support (e.g. a hotel room for six days) to help members when their leases do not start before they need to start service (excluded from budget).

2. **MEMBER RETENTION:** CYC provides additional benefits in addition to standard AmeriCorps benefits to help support and retain members through service. Only a portion of the benefits are

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included in the budget. Budgeted benefits: a competitive living allowance (in 2023-24, we are providing \$25K to \$31K for full-time members depending on their role and \$17K for 1200-hour members. The budget rate accounts for attrition.), health, dental, and vision insurance and an employee assistance program (budgeted at \$600/member), uniform (budgeted at \$300/member), and retention incentives (budgeted at \$750/member). The policy that aligns with the FY24 AmeriCorps Application instructions is in development. The budgeted amount is based on our existing staff policy for incentives and bonuses. Benefits not included in the budget: mental health supports (Talkspace, Ten Percent Happier, Crisis Text Line, \$125/member), public transit passes (\$95/month/member), an emergency fund (up to \$5,000 over two years per member), a national alumni program with college and university partnerships that include fee waivers and tuition support (about \$92/member), and periodic sports and cultural tickets from our sponsors. Members are recognized through Opening Day and Graduation events and celebrations throughout the year. Our national alumni program is in addition to our local LACY leadership development and career planning program.

3. DATA COLLECTION: We utilize City Year's platforms for student level data collection and member management (cyschoolhouse and Workday). The Executive Director and Managing Director of Impact work with CYHQ's District Engagement and IT leadership to secure district and data sharing agreements with CMSD, specifically for assessment and performance data. Each year, City Year invests over \$3M for organization-wide data collection, analytics, and reporting. This includes staff across multiple departments (Data Experience, IT Data Management, Student Data Reporting, Program Delivery, Government Relations, and District Engagement), cyschoolhouse licenses (\$216/license), Workday licenses (\$150/member), third-party consultants for our AmeriCorps evaluation plan (\$2,700 per operating site) and surveys (\$30/corps member). Our organizational cost equates to \$1,000 to \$1,250 per member annually. The \$150/member under budget Section 1.H. reflects a portion of these costs.

4. BUDGET ALIGNMENT TO PROGRAM DESIGN: We are submitting a cost-reimbursement grant at a cost-per-MSY of \$23,619.51 and a 50% match. The AmeriCorps investment represents roughly one third of CYC's operating budget.

Evaluation Summary or Plan

N/A

Amendment Justification

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N/A

Clarification Summary

N/A

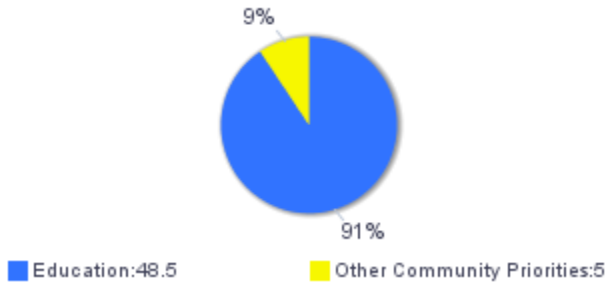
Continuation Changes

N/A

Grant Characteristics

Performance Measures

MSYs by Focus Area



MSYs by Objective

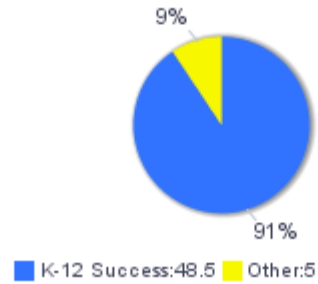


Table1: MSYs by Focus Areas

Focus Area	% MSYs
Education	91%
Other Community Priorities	9%

Table2: MSYs by Objectives

Objectives	%MSYs
K- 12 Success	91%
Other	9%

% of MSY NPM VS Applicant VS Not in ANY

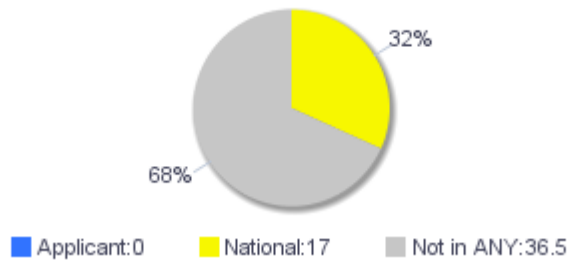


Table3: %MSYs by NPM vs.Applicant vs. Not in ANY

% MSYs	NPM	Applicant	Not in ANY
	32%	0%	68%

Table4: No of MSY and Members by Objective

Objectives	No of MSYs	No of Members
K- 12 Success	48.50	50
Other	5.00	5
Total	53.50	55

Primary Focus Area: Education
 Primary Intervention: Mentoring
 Secondary Focus Area: Other Community Priorities
 Secondary Intervention: Other

Performance Measure: Academic Services in ELA

Focus Area:	Education	Objective:	K- 12 Success	No of MSY's:	17.00	No of Members:	31
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Problem Statement:

Academic performance in English and math are leading indicators of a student's dropout risk, and students who are academically behind by middle school are less likely to succeed in high school (Balfanz, Herzon, & Mac Iver, 2007; Kieffer & Marinell, 2012; Holcomb- McCoy, 2007; Levin et al, 2012). Further, the Northwest Evaluation Association (NWEA) reported that nationwide students on their Spring 2023 tests showed shorter than average growth when compared to pre- pandemic students and that students from Black, Hispanic, and low- income populations often recorded greater losses than white and Asian students. The NWEA further concluded that students would need 4+ months of targeted instruction in reading and math, in addition to regular instruction, to catch up to the typical pre- pandemic student. City Year Cleveland partners with schools that serve students furthest away from success to provide academic and mentoring supports that help students build positive social- emotional behaviors, improve academic skills, and engage in school. In 2022- 23, over 93% of students in our 3 identified K- 8 partner schools within the Cleveland Metropolitan School District (CMSD) represent minority students, 23% are students with disabilities (SWD), and 100% are economically disadvantaged (one additional school is TBD). Consistent with the NWEA findings, in 2022- 23, just 44% of 3rd grade students at Albert Bushnell Hart, 26% at Harvey Rice, and 13% at Mound elementary schools scored proficient on the reading portion of the state's ELA test. For these schools, this has contributed to lower overall scores in the state's Early Literacy Component (58% Albert Bushnell Hart, 48% Harvey Rice, 31% Mound), which examines the effectiveness of reading and literacy supports provided to K- 3rd grade students (2022- 23 Ohio School Report Cards). City Year Cleveland aims to bridge the gap between what our students need and what most urban schools serving low- income populations are resourced to provide.

Selected Interventions:

Mentoring

Other Classroom Support

Describe Interventions:

DESIGN: City Year Cleveland members are embedded in 1st to 8th grade ELA and reading classrooms where they serve as Student Success Coaches and provide focused academic mentoring and whole class support. In classrooms, members support the whole class in following instructional routines and provide small- group focused support using CMSD literacy protocols. Mentoring includes improving durable literacy skills and supports development of good study habits, such as note taking, collaboration, task prioritization, and homework completion. Member activities improve student on- task behavior and limit peer distraction while addressing student motivation and academic engagement, such as in- class assignment completion and participation. Members model good academic behaviors and reinforce the concepts of a collaborative classroom climate. Outside of class, members provide whole- school activities to build a culture of literacy, e.g. family literacy nights, spelling bees, writing clubs and enrichments, and district events.

DOSAGE: All students in the classroom are substantially engaged through full- time placement of members in the classroom for the academic year. Classes are 90 mins 5x/week. Focused literacy mentoring occurs in 15- 45 min sessions 3x/week. Each student included under ED1A is expected to receive 45- 60 mins of

Performance Measure: Academic Services in ELA

Problem Statement:

Selected Interventions:

Mentoring
Other Classroom Support

individualized support per week. Members may also provide literacy supports to students outside of class time, e.g. before or after school. Once enrolled in our program, students are expected to receive literacy services for the duration of the school year unless they withdraw from school or are assigned to another classroom.

CMSD PROTOCOLS: Protocols follow standard curricula used in Cleveland schools under Ohio State Standards. Members also use City Year’ s research- based literacy protocols in fluency, vocabulary, and reading comprehension. Methodologies include: Into ELA and ReadyGen.

ED1A Output:

ED1A: Number of individuals served

Target: 228 Individuals

Measured By: Tracking System

Described Instrument: TITLE: CYSCHOOLHOUSE. cyschoolhouse is a secure cloud- based platform that provides an intervention management and tracking system to record student- level data.

WHAT IS MEASURED: Student profile data includes name/identifying number, school, grade level, member assignment, which targeted interventions students receive, and participation. The Gradebook module of cyschoolhouse tracks individual student grades and an Assessment module tracks attendance data, other school- based data, and assessments.

HOW ADMINISTERED: cyschoolhouse is managed by City Year Headquarters. City Year Cleveland staff enter student profile and school data with records provided by schools/district. Intervention data is entered by members using computer, tablet, or mobile phone application.

RELIABILITY/VALIDITY: Only one record per student is created to ensure non- duplication, further City Year Headquarters cleans data to make sure that records are valid and not duplicated. Cleveland staff review data for accuracy. Both Headquarters and Cleveland staff analyze data. cyschoolhouse is FERPA compliant and was designed by Acumen Solutions for City Year in 2012 and vetted by a consortium of DC Charter schools.

TARGET: Approximately 31 members will be assigned to ELA classrooms where they support all students in the classroom (22 per member) and they have a subset 6 to 12 Focus List students for additional intensive literacy support above standard strategies, e.g. outside of class. Targets are based on the subset of students assigned to members in English classrooms and reflect variations in school enrollment size for schools under consideration, class schedule, and member capacity. Service Leaders do not carry assigned ELA Focus List students

Performance Measure: Academic Services in ELA

Problem Statement:

Selected Interventions:

Mentoring
Other Classroom Support

Described Instrument: but engage all Focus List students in the school.

ED5A Outcome:

ED5A: Number of students with improved academic performance

Target: 125 Students

Measured By: Report Card Grade, Standardized Test

Described Instrument: TITLES: Outcome instruments are selected in partnership between City Year Cleveland, Cleveland Metropolitan School District and individual schools.
Instruments: Northwest Evaluation Association' s (NWEA) Measures of Academic Progress (MAP) or English course grades.
WHAT IS MEASURED: MAP measures student level progress in English. Assessments measure skills and knowledge in the domains of literacy as applicable to the grade level: phonemic awareness, phonics, fluency, vocabulary, comprehension, and writing. Grades measure content mastery, homework completion, and participation. Improvement is defined as meeting or exceeding expected growth from students' starting point and grade level based on vendor norms, achieving a student growth percentile of 40%+, or improving course grade or course grade point average.
HOW ADMINISTERED: MAP is administered on- line at least 2x/year by teachers. Grades are issued by teachers 4x/year. The first assessment or marking period grade or, when available, prior year end of year results, will serve as baseline/pre data and the last assessment or grade for the student for the year as post data.
RELIABILITY/VALIDITY: The MAP is a web- based adaptive diagnostic tool used to measure student proficiency and learning levels in specific content areas within reading, language arts and math. MAP is a recognized screening tool by the National Center for Response to Intervention (NCRTI), was nationally normed in 1994, 1999, 2002 and 2011, and reviewed by the Institute of Education Services (IES) in 2007. Students will only be reported once, either assessment or grade.
TARGET: The number of students improved is ambitious for student starting point, student and school conditions, impact of COVID- 19, and data availability.

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Program Information

AmeriCorps Funding Priorities

*Check any priority area(s) that apply to the proposed program. Please refer to the NOFO for the information on the threshold for meeting priority consideration

Underrepresented communities, underserved people, Evidence- based Interventions, Programs providing additional benefits

Grant Characteristics

*Check any characteristics that are a significant part of the proposed program

Geographic Focus Urban

Demographics

Other Revenue Funds	100000
Number of volunteers generated by AmeriCorps members	200
Percent of disadvantaged youth enrolled	0

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Required Documents

<u>Document Name</u>	<u>Status</u>
Federally Approved Indirect Cost Agreement	Not Applicable
Labor Union Concurrence	Not Applicable
Other Documents	Not Applicable
Evaluation	Sent
OFMS Survey Submitted on line	Sent
Evidence Report	Sent

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
The community problem that the program activities (interventions) are designed to address.	Resources that are necessary to deliver the program activities (interventions), including the number of locations/sites and number/type of AmeriCorps members.	The core activities that define the intervention or program model that members will implement or deliver, including duration, dosage and target population.	Direct products from program activities.	Changes in knowledge, skills, attitudes and opinions. These outcomes, if applicable to the program design, will almost always be measurable during the grant year.	Changes in behavior or action. Depending on program design, these outcomes may or may not be measurable during the grant year.	Changes in condition or status in life. Depending on program design, these outcomes may or may not be measurable during the grant year. Some programs, such as environmental or capacity-building programs, may measure changes in condition over a period as short as one year.
CITY YEAR'S HOLISTIC EDUCATION PROGRAM: Research shows that BIPOC (people of color) and low-income students are disproportionately impacted by systemic failings that have contributed to inequitable access to educational opportunities. As a result of this inequity, students are placed in learning environments where they cannot thrive without additional support. For example,	<p>RESOURCES:</p> <ul style="list-style-type: none"> - 55 AmeriCorps Members (50 Full-time and 5 Three-quarter-time, 53.5 MSY) - 15 City Year Staff - \$1,263,644 AmeriCorps funding and \$1,263,644 in match funds <p>LOCATIONS:</p> <ul style="list-style-type: none"> - City Year Cleveland site office - 3 public schools in Cleveland Metropolitan School District (CMSD) - 2 schools to be determined, CMSD or another public district or charter school (one added in 2024-25 and second 	<p>TIMEFRAME:</p> <p>Our program runs Monday to Friday, July to June. Members serve 10-11 months. Full-time members serve 9-10 hours per day. TQT members serve 6-8 hours per day.</p> <p>ACTIVITIES:</p> <ol style="list-style-type: none"> 1) Academic mentoring and classroom instruction 2) Near-peer developmental relationships that use youth-focused practices 3) School partnership supports that create positive learning 	<p>PROGRAM PRIMARY OUTPUTS:</p> <ol style="list-style-type: none"> 1) Number of students who receive 1:1 and small group mentoring in ELA, math, attendance, and social emotional development 2) Number of students who receive whole school supports 3) Number of members who complete City Year's Learning & Development program 	<p>DURABLE SKILLS:</p> <p>Members and students develop durable and integrated social-emotional and academic or career-oriented skills.</p>	<p>IDENTITY FORMATION:</p> <p>Members and students possess a self-narrative about who they are as learners and leaders, and the meaning they've gained from their experiences.</p> <p>AGENCY: Members and students believe in their ability to succeed, advocate for themselves, and make a difference in their communities.</p>	<p>HIGHER EDUCATION AND CAREER READINESS:</p> <p>Students receiving member services will reach 10th grade on-track to on-time high school graduation. Members reaching City Year graduation will develop foundational skills that are desired in the workplace and enter their next stage in life as equity-based leaders.</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
children living in poverty graduate high school at a significantly lower rates than their middle- and upper-income peers (Everyone Graduates Center, 2020).	added in 2025-26) PROGRAMS: Detailed logic model for each program included below 1) Student Success Coach Program 2) Whole School Program 3) Member Experience and Development Program	environments: a) classroom support, b) climate and enrichment activities, and c) afterschool programming 4) Student progress monitoring and data analytics to provide the right interventions at the right time TARGET POPULATIONS: High need students in K-12 public schools where a majority of students are BIPOC, low-income, and score below standard on state reading and math tests				
STUDENT SUCCESS COACH PROGRAM: The disruptions caused by COVID-19 have disproportionately negatively impacted students of color and low-income students in terms of academic outcomes, social-emotional development, and engagement with school (McKinsey, 2020. NWEA, 2021,	Member Positions: - 35 FT Student Success Coaches - 5 FT Second Year Student Success Coaches - 5 FT Service Leaders - 5 TQT School Day Learning Coaches 5 Impact Managers (City Year staff team supervisors) 5 metropolitan	All Focus List students receive support services for the full school year (August to June): 1) ELA/Math Support: academic mentoring 1x-3x/week, 15-45 min/session; classroom support (5x/week, 90 mins/class); before and/or afterschool homework	500 Focus List students of which: 228 receive English Language Arts focused support and mentoring (ELA ED1A) 222 receive Math focused support and mentoring 500 students receive social-emotional mentoring	500 Focus List students receive mentoring services, of which: 125 students will improve knowledge and skills in English based on assessments or course grades (ELA ED5A) Students will improve knowledge and skills in Math	Students will improve behaviors that demonstrate commitment to learning and academic engagement Students improve behaviors in self-management, interpersonal behavior and growth mindset	80% of students who receive targeted services through middle school will not require targeted services in high school Increased rates of on-time high school graduation Increased rates of college enrollment

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
<p>Renaissance, 2021, NAEP, 2022, NWEA, 2023.) Students who receive support in developing social-emotional skills are likely to improve their school engagement and academic success. (EGC 2020 and 2021)</p>	<p>Cleveland public schools</p> <p>Research-based Literacy and Math Protocols (Into Reading, Into Math)</p> <p>Homework assistance and academic enrichment strategies</p> <p>Clover Youth Development Framework</p> <p>Student Coaching Strategies, Check-In/Check-Out (CICO)</p> <p>Selection protocol for identifying Focus List students ("at-risk" students)</p>	<p>assistance (2x-4x/week)</p> <p>2) Social-Emotional Skills: SEL focused mentoring, positive relationship building, classroom behavior support (daily)</p> <p>3) Attendance: phone calls home, CICO coaching (10 mins, 2x/week), attendance recognition, and support programs</p> <p>4) Student Progress Monitoring; team reviews of student data and meetings with teachers (monthly)</p> <p>TARGET POPULATION: Students performing below grade level on standardized tests, exhibiting lack of engagement, or teacher recommendation</p>	<p>24 receive attendance monitoring and support</p>	<p>based on assessments or course grades</p> <p>Students will improve attendance based on school attendance records</p>		
<p>WHOLE SCHOOL PROGRAM: Developmental research shows that meaningful relationships and</p>	<p>Member Positions:</p> <ul style="list-style-type: none"> - 35 FT Student Success Coaches - 5 FT Second Year Student Success Coaches 	<p>In partnership with the City Year team, each school selects the activities most in need for their school:</p>	<p>800 students in English and math classrooms receive academic support (16-20 students per classroom, 45-50</p>	<p>Improved teacher ability to differentiate instruction through whole class instructional</p>	<p>Improved schoolwide attendance</p> <p>Increased student participation and</p>	<p>Reduced need for whole school and targeted interventions in high school</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
supportive school climates build feelings of connection and belonging for students, which will increase school engagement and helps students thrive (Blum & Libbey, 2004. Kidron & Osher, 2010).	<ul style="list-style-type: none"> - 5 FT Service Leaders - 5 TQT School Day Learning Coaches - 5 FT Civic Engagement Members 8 City Year Impact (program) staff 5 public schools 45-50 partner teachers 200 volunteers Clover Youth Development Framework Positive Behavioral Interventions and Supports (PBIS) systems and approaches True 2 You and BRAVE school programs to support on-time graduation Toolkits for classroom management, afterschool, school engagement, and climate activities, and for volunteer service projects 	<p>Culture & Climate Activities: morning greeting, breakfast and lunch behavioral support, transition time and field trip support, recess games, student recognition events, and, schoolwide events and assemblies (Examples: Literacy/Math Nights, Spelling Bees, Pi Day, Talent Shows, Student Showcases, School Open House, Attendance recognition events and competitions etc.)</p> <p>Classroom Activities: homeroom support, classroom and activity set-up and clean-up, answer questions and redirect students, technical support for students to use classroom equipment, and behavior support in ELA and math classes (daily)</p> <p>After School</p>	<p>classrooms)</p> <p>1,000 students receive positive culture and climate activities during non-instructional time (50%-60% of students enrolled in school)</p> <p>Students participate in after school and enrichment activities</p> <p>Family and community members participate in school events, parent nights, and report card conferencing</p> <p>School beautification projects and events completed by volunteers</p>	<p>strategies and member supports</p> <p>Increased implementation of schoolwide predictable routines and consistent behavioral expectations</p> <p>Improved schoolwide application of youth development tools, strategies and approaches</p> <p>Increased family and community engagement</p>	<p>engagement in school</p> <p>Higher course grades and improved standardized test scores in reading and math grade-wide</p> <p>Improved school climate (school safety, student-teacher relationships, support from adults at school, student-student relationships)</p> <p>Less student behavior problems</p>	<p>Increased rates of on-time grade promotion</p> <p>Increased rates of on-time high school graduation</p> <p>Improvement against state-wide school performance indicators</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
	Afterschool partnerships with the Boys & Girls Club, Open Door Academy, and Out of School Time	<p>Activities: homework assistance, snack, enrichment, and clubs, e.g. games, arts, sports, etc. (2x-4x/week)</p> <p>Events and physical service projects that benefit school campuses (periodic)</p> <p>TARGET SCHOOLS: Title 1 public schools that enroll students from underserved communities (low-income and minority)</p>				
<p>MEMBER EXPERIENCE AND DEVELOPMENT PROGRAM: In partnership with Intentional Futures, in 2021, City Year developed a Target Program Profile to identify the six drivers that lead to a successful member experience. These drivers include: authentic relationships, data-informed programming, diverse group of members, intentional school integration and</p>	<p>55 City Year AmeriCorps Members</p> <p>15 City Year staff supporting: learning & development, operations and human resources, recruitment and community partnerships, data collection and analytics, school relations, and supervision</p> <p>Member Target Program Profile for member recruitment (knowledge, skills,</p>	<p>All Members participate in a 10-month developmental program that includes:</p> <ul style="list-style-type: none"> - 3 weeks Basic Training Academy in July-August - 2-day training summit mid-year - twice monthly Learning & Development days (16 hours total/month) - daily team check-ins - weekly check-ins with their supervisor - monthly reflection 	<p>Number of members enrolled</p> <p>Number of members retained</p> <p>Number of trainings provided</p> <p>Hours of training provided</p> <p>Number of members who participate in affinity groups</p> <p>Number of members who serve on corps committees, City Year Headquarters Dean's Council, and Serve Ohio</p>	<p>Service Skills: members build youth development and education skills that help students succeed, e.g. literacy and math protocols, classroom management, student safety, data management, etc.</p> <p>Professional Skills: members build professional skills, e.g. teamwork, project management, financial literacy, integrity, respect, networking, and interviewing skills,</p>	<p>Identity: members learn to make sense of something about themselves and/or others</p> <p>Criticality: members deepen their thinking about power, equity, and the disruption of oppression</p>	<p>Equity Based Community Leaders: members graduate the City Year program with skills to work across lines of difference and be leaders in developing equitable systems for human development</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
holistic support, on-going learning and development, and supportive structures. In addition, City Year surveys of members and prospective applicants informs our member experience program, needs around training and development, and what types of benefits members need to be successful in their term	<p>and attitudes that lead to a successful experience)</p> <p>Learning & Development Playbook and Toolkits</p> <p>On-line platform for asynchronous learning and in-person instruction</p> <p>Observation and Coaching Protocols</p> <p>GROW mentoring structure for young adults</p> <p>Serve Ohio member programs and conferences</p> <p>Leadership After City Year (LACY) program, alumni program, and Give-A-Year partnerships</p> <p>Standard AmeriCorps Benefits: Living allowance (FT \$25K-\$31K depending on position, TQT \$17K), health, dental, and vision insurance, loan forbearance, Education Award, Interest Accrual</p>	<p>and recognition activities</p> <ul style="list-style-type: none"> - leadership opportunities on their teams or for events - public speaking opportunities - creation of a professional development plan - job shadowing opportunities - mentoring opportunities with program Advisory Board <p>Returning AmeriCorps Program:</p> <ul style="list-style-type: none"> - provide peer coaching and feedback to first year members - provide peer mentoring - facilitate peer training - lead teambuilding activities - lead daily first and final team circles - facilitate team meetings - attend school meetings <p>Target Population: City Year intentionally recruits members</p>	<p>LeaderCorps</p> <p>Number of corps who return for a second or third term</p> <p>Number of corps member and teacher surveys completed</p> <p>Number of professional development plans completed, including service and career goal-setting</p> <p>Number of performance evaluations completed</p>	<p>etc.</p> <p>Intellect: members learn about the communities they serve and how systems have created inequities in education that impact our student beneficiaries</p>		

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
	<p>Repayment</p> <p>Additional Member Benefits, e.g. mental health resources (Talkspace, Crisis Text Line, etc.), relocation allowance, retention incentives, personal days, public transit passes, certification in CPR and First Aid, periodic sports and event tickets, etc.</p> <p>Partnerships with external programs: Santander Bank (Operation Hope) financial literacy course (\$1,000 value) and MedWish, Ridall Urban Farms, Cleveland Food Bank and others are engaged for additional service opportunities</p>	<p>age 17 to 26 that are reflective of our communities across racial, ethnic, language, income, and education backgrounds</p>				

Budget Narrative: City Year Cleveland for CITY YEAR, INC.

Section I. Program Operating Costs

A. Personnel Expenses

Position/Title -Qty -Annual Salary -% Time	CNCS Share	Grantee Share	Total Amount
Impact Director - Supervises Impact Managers, oversees school house relations, program quality, and deliverables: - 1 person(s) at 64000 each x 100 % usage	32,000	32,000	64,000
Impact Manager(s) - lead the Corps through direct service activities and provide day-to-day supervision of the Corps: - 5 person(s) at 55000 each x 100 % usage	137,500	137,500	275,000
Managing Director of Impact - Supervises Impact staff team, manages relations with district and school leadership, and oversees all program implementation: - 1 person(s) at 75000 each x 100 % usage	37,500	37,500	75,000
Learning and Development Director - Leads member training, leadership development, Leadership After City Year, and coaching programs: - 1 person(s) at 59000 each x 100 % usage	29,500	29,500	59,000
Chief of Staff - oversees site operations, staff and member human resources and training, and site strategy: - 1 person(s) at 72000 each x 50 % usage	18,000	18,000	36,000
Community Partnership Manager - leads local-based CM recruitment efforts: - 1 person(s) at 61000 each x 100 % usage	30,500	30,500	61,000
Civic Engagement Program Manager - oversees volunteer activities and supervises Civic Engagement Corps Members: - 1 person(s) at 55000 each x 50 % usage	13,750	13,750	27,500
Category Totals	298,750	298,750	597,500

B. Personnel Fringe Benefits

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Includes FICA, SUI, Group Health, Vision and Life, & Worker's Comp: Estimated to be 20% of salaries	59,750	59,750	119,500
Category Totals	59,750	59,750	119,500

C. Travel

Staff Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Travel to CNCS-Sponsored Meetings: Airfare: \$550 + Lodging (2 night @ \$200/night): \$400+ meals per diem (\$40 X 2/days) \$80 + \$50 ground transportation. Total= \$1,080	1,080	0	1,080
Travel to 3 Directors Meetings/Trainings: Each trip - \$183 (280 round trip miles @ .655/mile, rounded) X + \$300 lodging (\$150/night X 2 nights) + \$80 meal per diem (\$40/day X 2 days) = 563 X 3	1,689	0	1,689
Ohio Conference on Volunteering and Service: 1 staff: \$150 lodging + \$183 ground travel (280 round trip miles @ .655/mile, rounded) = \$333	333	0	333
Category Totals	3,102	0	3,102

Member Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Travel for 1 CM to Ohio Conference on Service and Volunteerism: 1 CM: \$150 lodging + \$183 ground travel (\$.655/mile X 280) = \$333	333	0	333
LeaderCorps - travel estimate for 2 CMs to attend LeaderCorps. Ground Transportation and overnight accommodation: 2 CM: \$150 lodging + \$183 ground travel (\$.655/mile X 280) = \$333 X 2	666	0	666
AmeriCorps 30th Anniversary Training Event: \$1,000 bus rental for all CMs	1,000	0	1,000
Travel for 3 CM to ServeOhio two-day civic reflection: 3 CMs: \$150 lodging + \$183 ground travel (\$.65/mile X 280) = \$333 X 3	999	0	999
Category Totals	2,998	0	2,998

D. Equipment

Item/Purpose -Qty -Unit Cost	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

E. Supplies

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Program Supplies (for arts & crafts, painting supplies, tools as needed for service projects, and supplies for events such as Graduation, Opening Day and MLK Day.): budgeted at \$150/Corps Member. No single supply is over \$1,000. \$150 X 55	8,250	0	8,250
Corps Member Uniforms: Consist of 3 dress shirts, 1 vest, 1 heavy jacket, 1 bomber jacket, 1 backpack, and 1 Zip fleece. All jackets include the AmeriCorps logo prominently displayed. Budgeted at \$300/CMs X 55 CMs	8,250	8,250	16,500
Category Totals	16,500	8,250	24,750

F. Contractual and Consultant Services

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

G. Training

Staff Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Ohio Conference on Service and Volunteerism registration for 1 staff member: \$100 registration X 1- Daily Rate of 100	100	0	100
National Service Regional Training Conference registration for 1 staff member: \$300 X 1- Daily Rate of 300	300	0	300
Category Totals	400	0	400

Member Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Basic and Midyear Training: Costs include any outside trainers, space rental, etc. Budgeted at \$25/CM per training. \$25 X 2 trainings X 55 CMs- Daily Rate of 25	2,750	0	2,750
Ohio Conference on Service and Volunteerism registration: \$100 registration X 55- Daily Rate of 100	5,500	0	5,500
Category Totals	8,250	0	8,250

H. Evaluation

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Includes allocated cost of City Year's Internal Evaluation Department's support. Annual survey development, distribution, aggregation and analysis, and design and maintenance.: This internal evaluation support is not a duplication of the budgeted site employees or corps members data gathering expenses. Not related to performance measures & does not exceed \$750 rate. \$150/CM X 55- Daily Rate of 150	0	8,250	8,250
Category Totals	0	8,250	8,250

I. Other Program Operating Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Space Rental & Utilitie: Office rental space, \$10,000/mo x 12 months x 66% programmatic allocation (10FTE on grant out of 15 total FTE rounded down) = \$79,200	16,322	62,878	79,200
Criminal Background checks - Costs for all CMs and new staff: All current staff were required to have a NSOPR, State Criminal, and FBI check upon hiring. 57 X \$75 (55CMs + estimated 2 new staff)	4,275	0	4,275
Recruitment - Allocation of Nat. staff, advertising, travel to college fairs, etc. 8-12 staff per region supports Nat. Recruit, 20 regional trips a year per staff and HQ trainings.: Total Nat Recruit Dept is 7,500,000/2,400 CMs=\$3,125. \$1,500/Corps Member X 55 Corps Members. Charged reduced amount to grant.	0	82,500	82,500
IT Maintenance: \$1,600/month X 66% program allocation = 1,056 X 12	12,672	0	12,672
Telecommunications: Estimated at \$1,000/month X 66% program allocations X 12 months	7,920	0	7,920
Corps Member Retention Incentives: Financial incentives to support retention will be provided to members during their term. Exact amount subject to change. The policy is in development as of Oct. 2023 and the budgeted amount is based on our existing staff policy of 3%. \$750/CM X 55	20,625	20,625	41,250
OnCorps Report Costs: \$18/CM X 55 CMs	990	0	990
Category Totals	62,804	166,003	228,807
Section Totals	452,554	541,003	993,557
PERCENTAGE	45.55%	54.45%	

Section II. Member Costs

A. Living Allowance

Item -# Mbrs w/ Allow -Allowance Rate -# Mbrs w/o Allow	CNCS Share	Grantee Share	Total Amount
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Full Time (1700 hrs): 50 Member(s) at a rate of 21000 each Members W/O allowance 0	630,000	420,000	1,050,000
Three Quarter Time (1200 hours): 5 Member(s) at a rate of 14700 each Members W/O allowance 0	44,100	29,400	73,500
1-Year Half Time (900 hours): Member(s) at a rate of each Members W/O allowance	0	0	0
2-Year Half Time (1st Year): Member(s) at a rate of each Members W/O allowance	0	0	0
2-Year Half Time (2nd Year): Member(s) at a rate of each Members W/O allowance	0	0	0
Reduced Half Time (675 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Quarter Time (450 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Minimum Time (300 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Abbreviated Time (100 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Category Totals	674,100	449,400	1,123,500

B. Member Support Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA for Members: 7.65% of living allowance	51,569	34,379	85,948
Worker's Compensation: Budgeted at \$75/year X 55 CMs	2,475	1,650	4,125
Health Care: Health insurance is offered to all members. Includes EAP, Vision, and Dental. Budgeted at \$60/month X 10 months for 55 Corps Members	19,800	13,200	33,000
Category Totals	73,844	49,229	123,073
Section Totals	747,944	498,629	1,246,573
PERCENTAGE	60.00%	40.00%	

Section III. Administrative/Indirect Costs

A. Corporation Fixed Percentage

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Corporation Fixed Amount: Total of CNCS Share of Sections I and II* (.0526 *.6) for CNCS; 10% of Total Program Costs (Sec. I and II of Column E) for grantee share. (rounded down)	37,888	224,012	261,900
Commission Fixed Amount: (.0526*.40) of Section I and Section II	25,258	0	25,258
Category Totals	63,146	224,012	287,158

B. Federally Approved Indirect Cost Rate

Calculation -Cost Type -Rate -Rate Claimed -Cost Basis	CNCS Share	Grantee Share	Total Amount
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Category Totals	0	0	0
Section Totals	63,146	224,012	287,158
PERCENTAGE	21.99%	78.01%	

Budget Totals	1,263,644	1,263,644	2,527,288
PERCENTAGE	50.00%	50.00%	
Required Match		0.00%	
Total MSYs	53.50		
Cost/MSY	23,619.51		

Source of Funds

Section	Match Description	Amount	Classification	Source
Source of Funds	Cleveland Metropolitan School District (proposed)	420,000	Cash	State/Local
	The Cleveland Foundation (proposed)	125,000	Cash	Private
	Lozick Foundation (proposed)	75,000	Cash	Private
	Lennon Charitable Trust (proposed)	25,000	Cash	Private
	KeyBank (secured)	25,000	Cash	Private
	Third Federal (proposed)	85,000	Cash	Private
	Saint Luke's Foundation (proposed)	35,000	Cash	Private
	The George Gund Foundation (secured)	60,000	Cash	Private
	Stocker Foundation (proposed)	15,625	Cash	Private
	Martha Holden Jennings Foundation	25,000	Cash	Private
	Reinberger Foundation (secured)	30,000	Cash	Private
	MGM Resorts (proposed)	30,000	Cash	Private
	Higley Fund (proposed)	20,000	Cash	Private
	US Bank (proposed)	20,000	Cash	Private
	Gala and Fundraising Events/individuals (proposed)	193,019	Cash	Private
	Bruening Foundation (proposed)	20,000	Cash	Private
	Thomas White Foundation (proposed)	15,000	Cash	Private
	Abington Foundation (proposed)	25,000	Cash	Private
	Deaconess Foundation (proposed)	15,000	Cash	Private
	Dominion (proposed)	5,000	Cash	Private
Total Source of Funds		1,263,644		

DRAFT

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE

Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)

1. TYPE OF SUBMISSION:

Application ☒ Non-Construction

2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):

3. DATE RECEIVED BY STATE:

18-OCT-23

STATE APPLICATION IDENTIFIER:

2b. APPLICATION ID:

24AC261253

4. DATE RECEIVED BY FEDERAL AGENCY:

FEDERAL IDENTIFIER:

5. APPLICATION INFORMATION

LEGAL NAME: CITY YEAR, INC.

UEI NUMBER: MDNRJ1M1KFL7

ADDRESS (give street address, city, state, zip code and county):

287 Columbus AVE

Boston MA 02116 - 5334

County: Suffolk

NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):

NAME: Erin E. Bennett

TELEPHONE NUMBER: (617) 927-2318

FAX NUMBER: (617) 927-2520

INTERNET E-MAIL ADDRESS: ebennett@cityyear.org

6. EMPLOYER IDENTIFICATION NUMBER (EIN):

222882549

7. TYPE OF APPLICANT:

7a. Non-Profit

7b. Service/Civic Organization
Community-Based Organization
National Non-Profit (Multi-State)

8. TYPE OF APPLICATION (Check appropriate box).

☐

NEW

☒

NEW/PREVIOUS GRANTEE

☐

CONTINUATION

☐

AMENDMENT

If Amendment, enter appropriate letter(s) in box(es):

A. AUGMENTATION

B. BUDGET REVISION

C. NO COST EXTENSION D. OTHER (specify below):

9. NAME OF FEDERAL AGENCY:

Corporation for National and Community Service

10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006

10b. TITLE: AmeriCorps State

11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:

City Year Columbus

12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):

Columbus, Franklin County, Ohio

11.b. CNCS PROGRAM INITIATIVE (IF ANY):

13. PROPOSED PROJECT: START DATE: 07/01/24 END DATE: 06/30/25

14. CONGRESSIONAL DISTRICT OF: a.Applicant **MA 07** b.Program **OH 03**

15. ESTIMATED FUNDING: Year #: **1**

a. FEDERAL

\$ 1,075,000.00

b. APPLICANT

\$ 1,075,000.00

c. STATE

\$ 0.00

d. LOCAL

\$ 0.00

e. OTHER

\$ 0.00

f. PROGRAM INCOME

\$ 0.00

g. TOTAL

\$ 2,150,000.00

16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?

☐ YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:

DATE:

☒ NO. PROGRAM IS NOT COVERED BY E.O. 12372

17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?

☐ YES if "Yes," attach an explanation. ☒ NO

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:

Dheeraj Kunchala

b. TITLE:

c. TELEPHONE NUMBER:

(617) 927-2500 2507

d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:

e. DATE SIGNED:

10/13/23

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Executive Summary

City Year Columbus will have 43 full-time AmeriCorps members who will provide academic support and mentoring to students in 6 public schools in Columbus, Ohio. At the end of the first program year, the AmeriCorps members will be responsible for providing academic instruction and social-emotional mentoring to 272 students of which 123 will improve their social-emotional skills. In addition, the AmeriCorps members will leverage 140 volunteers, who will be engaged in events and physical service projects that benefit our school communities and our member development programs. The AmeriCorps investment will be matched with \$1,075,000, \$990,000 in public funding and \$85,000 in private funding.

Rationale and Approach/Program Design

1. COMMUNITY AND LOGIC MODEL: In July 2023, the Northwest Evaluation Association (NWEA) reported that nationwide students on their Spring 2023 tests showed shorter than average growth when compared to pre-pandemic students and that students from Black, Hispanic, and low-income populations often recorded greater losses than white and Asian students. Nationally, this indicates that learning gaps may be widening rather than closing across demographics. The NWEA further concluded that students would need 4+ months of targeted instruction in reading and math, in addition to regular instruction, to catch up to the typical pre-pandemic student. As an education-focused nonprofit organization, City Year Columbus (CYC) partners with Columbus City Schools (CCS) to identify and select CCS schools that serve students who are demonstrating that they are struggling to succeed academically and are in need of additional supports to develop the attitudes and behaviors that will help them succeed. In 2022-23, 88% of the 2,873 students in our six school partners represented minority students, 15% were English Language Learners (ELL), and 100% were classified as economically disadvantaged (Ohio Department of Education (ODOE) 2022-23 School Report Cards). Within our schools, between 70%-97% of students at each school (average 83%) were below proficiency on the reading portion of the statewide assessments and between 84% and 100% (average 94%) were below proficiency in math, more than double the statewide average for each grade level (ODOE Report Portal). It is well accepted that you need to be present to learn. In 2022-23, between 66% and 88% of students in each of our schools were chronically absent, having missed 18 days or more. Statewide, only 27% of students were chronically absent (2022-23 School Report Cards). Nationally, students from minority, low-income, and underserved communities have faced systemic barriers to their education not experienced by their more affluent peers, for example, our

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students come from communities that are likely to have less access to transportation to get to school, more likely to have to care for siblings or family members due to working parent/s who cannot work from home, more likely to have health issues that keep them from school, and more likely to speak another language at home limiting parental support with schoolwork. Across CYC's schools, the average census tract Social Vulnerability Index number is 0.7319, range 0.4417-0.9708 (Center for Disease Control, SVI Map 2020). High SVI numbers (scale 0-1) indicate areas of concentrated poverty and limited access to community resources, such as health centers, public transit, libraries, and childcare centers, which all create barriers at home that impact educational attainment. Within Columbus, ten percent of the city's residents are foreign born and one in six children has at least one immigrant parent. Students within CCS schools speak 95 different languages making it difficult for the schools to provide personalized support. Among our students, Spanish, Somali, Nepali, Arabic, and French are the most common. CYC AmeriCorps members are deployed in teams to schools to support students furthest away from success. As Student Success Coaches, members help students develop healthy relationships and succeed academically, while contributing to a positive school culture, climate, and community with the goal of narrowing the equity gap.

2. EVIDENCE BASE: City Year's holistic Whole School Whole Child (WSWC) program has strong evidence and is included in four studies on the AmeriCorps Evidence Exchange (Policy Studies Associates, 2014; Abt Associates, 2016, MDRC, 2016, Chapin Hall, 2017). The findings of the two studies submitted with this application align with the outcomes in our logic model and the tiered structure of our program design that includes both holistic and targeted mentoring around academics, attendance, and social-emotional development. STUDY #1: "Analysis of the Impacts of City Year's Whole School Whole Child Model on Partner Schools' Performance", Policy Studies Association (PSA), 2015. STUDY DESIGN: This Quasi-Experimental Design (QED) study assessed publicly accessible testing data in English and math over three years, 2012 to 2014. The analyses focused on approximately 600 schools in 22 cities and included 150 schools that partnered with City Year and 460 comparison schools that did not. This study was placed in the strong evidence tier by AmeriCorps in prior grant cycles. KEY FINDINGS: This study included multiple statistically significant positive findings (e.g. $p \leq 0.001$ to $p = 0.04$) for students, including: 1) schools that partnered with City Year were two times more likely to improve ELA proficiency rates than schools that did not; 2) partner schools were two to three times more likely to improve math proficiency than non-partner schools; and 3) partner schools gained the equivalent of approximately one month of additional learning in ELA and math as compared to non-partner schools. These findings validate that WSWC has a

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statistically significant positive impact on whole school improvement in English and math. STUDY #2: "Connecting Social-Emotional Development and Academic Indicators Across Multiple Years", Everyone Graduates Center (EGC), Johns Hopkins University, 2021. STUDY DESIGN: The EGC study is a mixed methods study, which uses multi-level regression models of the City Year program in 28 cities, including Columbus. The 2017-18 data set included 326 schools and 38,131 students and the 2018-19 data set included 350 schools and 139,455 students (both sets were for students grades 3-10). This study replicates and builds upon the 2020 EGC study that just analyzed the 2017-18 data set. Data included student-level data on literacy and math assessments, course grades, attendance rates, social-emotional skills observed or self-reported, student demographics, and hours of intervention received. KEY FINDINGS: The re-testing of the 2020 EGC study resulted in similar findings with a larger data set (139K vs. 38K students), which demonstrates the reliability of the study and validates the original findings. As with the first study, analysis found that there was a statistically significant relationship between students' social-emotional skills and their attendance and academic outcomes. For example, the impact of moving up one tier on the DESSA (social emotional rubric) range in effect size from 0.12 to 0.18 for attendance and from 0.22 and 0.38 for course grades, which is considered to be a large and substantial shift in the context of comprehensive school reform and student achievement (Broman, et. al. 2003, Dynarski, 2017). Further, students who spent more time with City Year AmeriCorps members had stronger social-emotional and academic outcomes. This study shows that students social-emotional levels are as strong a predictor of academics as family background and that addressing social-emotional skills is a viable path to raising academic outcomes. SAME INTERVENTION: The beneficiary populations in both evaluations are similar to our current school partner populations in terms of state standardized test performance data, student enrollment, grade ranges served, and student demographic data including race and low-income status. The member population continues to be young adults (under 26 years old) and diverse across racial, ethnic, and education backgrounds. The overall structure, design, and dosage of WSWC is the same. OTHER EVIDENCE: In 2023, Policy Studies Associates (PSA) will publish a report that replicates the 2015 study (the draft is being submitted as our Evaluation Report). The report covered school years 2017-18 to 2021-22. Due to the pandemic, the combination of remote learning and states waiving testing heavily impacted the study and our results, i.e. all schools saw a decline in performance and an increase in chronic absenteeism over the study years. However, the report does show some positive trends. For example, City Year partner schools saw chronic absenteeism grow at a slightly lower rate than comparison schools, graduation rates increased slightly compared to matched schools, which

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saw a decline, and schools where 10% or more of their students were on ELA and math focus lists lost slightly less ground on ELA and math performance than the comparison schools.

3. NOTICE PRIORITY: Our program aligns with the funding priorities around serving historically underrepresented and underserved communities, e.g. BIPOC and concentrated poverty communities, (see Section: Community and Logic Model), evidence-based programs (see Section: Evidence Base), and additional member benefits (see Section: Member Retention).

4. MEMBER EXPERIENCE: LEADERSHIP AND CAREER DEVELOPMENT: Over their term of service, members are encouraged to develop leadership and durable job skills through coordinator roles on their teams, participating in committees (Serve Ohio's Service Speaks, Communications, and Corps Council), public speaking at CYC events, taking a leadership role in meetings, leading reflection exercises, collaborating with their team to problem solve, and learning project management through school events. Through our returning AmeriCorps programs (Service Leaders and Second Years), members have increased responsibilities around service delivery, team leadership, peer mentoring, and representing the team at school meetings. Two members serve on Serve Ohio's LeaderCorps. All members are expected to participate in our Leadership After City Year (LACY) program and we use the GROW (Goals, Reality, Options, Way Forward) mentoring strategy for young adults to help members set their personal goals for their term and professional development. Over the year, we will engage 40 community volunteers through our LACY activities, such as the Deloitte Mentoring Program, 18-Minute Networking, panel discussions, workshops (e.g. resume, interview skills). Members will learn about other organizations through periodic service opportunities with a non-profit of career or personal interest to the member (these opportunities are vetted for allowability).

ORIENTATION TO THE COMMUNITY: City Year's learning approach explores how professional development supports performance and personal growth through the cultivation of identity, skills, intellect, and criticality. Using an adult learner framework, we leverage the 70-20-10 model to think about, plan for, and reflect on development (70% experiential learning, 20% social learning, and 10% formal learning). CYC members participate in 15 days of pre-service training before they begin working with students and have 33 Learning and Development days throughout the year (1-5 days/month). Basic training provides foundational skills around service delivery, youth development, relationship building, team building, and operations, including AmeriCorps requirements. Members are introduced to the baseline historical context and demographics of Columbus and our students through pre-service training and they explore and discover the ways in which personal experience, privilege, and biases can impact service through activities such as asset mapping, life maps, and

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community speakers. Through this approach we aim to develop members as equity leaders who are culturally sensitive to the experiences and needs of the community served.

Organizational Capability

1. ORGANIZATIONAL BACKGROUND AND STAFFING: STAFF STRUCTURE: City Year Columbus is an operating site within the national 501(c)3 non-profit organization City Year, Inc. Founded in 1988, City Year is managed by a National Board of Trustees and each operating site, such as CYC, is led by an Executive Director. For 2024-25, CYC's 14 FTE staffing model will provide sound program oversight that supports a positive AmeriCorps experience for the corps (9.5 FTE are in the budget). The Executive Director provides site leadership and ensures that the site meets all quarterly goals for impact, partnerships, fundraising, hiring, and board relations. Under the leadership of the Executive Director, CYC's staffing structure is formed around departments for 1) impact, 2) operations, 3) community partnerships, and, 4) development. Within the Impact team, the Managing Director of Impact (MDI) supervises the two Impact Directors and is responsible for overseeing school and district partnerships, service design and delivery, data collection and reporting, member learning and development, member experience, member administration and human resources, and day-to-day supervision of the corps members. One Impact Director supervises 2 Impact Managers and leads the 10-month learning agenda for the corps and data analytics and evaluation. The other Impact Director supervises 3 Impact Managers and leads service content and the member experience. The Impact Managers supervise 1 or 2 school relationships and supervise, coach, and lead members through service (See Member Supervision). The Chief of Staff supports the Executive Director with site strategy and special initiatives, leads staff human resources and site operations, supports and monitors the site finances, tracks and monitors site deliverables, and supports communications and board development. The Community Partnerships Manager leads community outreach efforts to raise awareness of our AmeriCorps program and generate recruitment leads and applicants. The three staff of the development department oversee corporate, foundation, and individual giving, fundraising operations, and events such as our 30th Anniversary Campaign and Drive Student Success fundraising event (these positions are excluded from the budget). City Year Headquarters (CYHQ) supports CYC by providing centralized services for criminal history checks, member enrollments/exits, finance and payroll operations, information technology, and national member recruitment. WORKFORCE DEVELOPMENT: As part of the City Year national network, CYC members have access to City Year teacher fellowship programs at other City Year operating sites. These programs provide members who are interested in a teaching career complete their graduate level schoolwork and gain their teacher

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certification within one program year at a lower cost than a traditional teaching program (open to members who have completed at least one prior City Year term). Locally, we support members with their career development by establishing Career Affinity Groups that are mentored by a professional/s in the same or similar industry. Mentors also provide opportunities for their mentees to job shadow and visit their workspaces to gain a better understanding of what the career entails. In addition, we coordinate service opportunities at local non-profits so that members are exposed to the broader non-profit network and issues facing Columbus communities. Partner programs include Charity Newies, Mid-Ohio Food Collective, Boys, and Girls Clubs, and Huckelberry House (foster care). **MISSION & EXPERIENCE:** City Year seeks to advance educational equity by supporting students furthest from opportunity and developing diverse leaders through national service who can work across lines of difference. Since 2009-10, CYC has managed nearly \$12M in AmeriCorps awards and filled 703 member positions (88% of awarded MSY), retained 90% of members, and had 99% compliance for both enrollment and exit deadlines. Prior to this grant cycle, over twelve years, 2009-10 to 2020-21, CYC filled 100% of our slots and enrolled an average 48 members per year. Over the past 30 years, CYC has modified, refined, and adjusted our program design to meet the needs of our communities. Most recently, in alignment with district priorities, we increased our emphasis on social-emotional development and piloted the HSA student survey. By doing this, we were able to help fill a gap the schools had in collecting student voice and support the schools in meeting state and district social-emotional learning requirements. Over this upcoming grant cycle, we hope to learn from City Year sites piloting part-time programs (1,200-hour and 900-hour programs) and incorporate learnings into our design.

2. MEMBER SUPERVISION: GUIDANCE & SUPPORT: Our Impact Managers (IM) provide day-to-day supervision of our teams. IMs are in schools with their teams every day and in the City Year office half-day on Tuesday. The IM who supervises two teams rotates days between schools and has the two teams come together to lead afterschool programming at the same school. Managers coach members through their professional development by helping members set goals, evaluating their performance, and providing them feedback. They meet with the team daily and have bi-weekly one-on-ones with each member they supervise. In addition, managers have bi-weekly check-ins with each member's partner teacher. These meetings and check-ins are used to provide individualized coaching, help members process their experience, discuss member service, address any school, service, or personal issues the members may have, and monitor for prohibited activities. Managers verify member hours, approve timesheets, and direct members to resources as needed. As part of our

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Observation and Coaching protocols, IMs conduct formal observations 2-3 times a quarter per corps member and the Managing Director and Impact Directors conduct monthly corps observations at each school. TRAINING & PREPARATION: Our staff learning agenda includes two weeks of training at the start of year, participation in the CYHQ led Summer Learning Series, attending member basic training, a mid-year and end of year retreat, and twice monthly professional development opportunities. For IMs who start mid-year, we utilize a four-week scaffolded approach to staff on-boarding and learning based around workshops, observation, co-leading, and then leading with observation for feedback and support. Select mandatory trainings, such as workplace respect, timesheets, whistleblower policy, student safety, data privacy, and prohibited activities are completed through on-line asynchronous trainings developed by CYHQ. In addition, IMs participate in school led professional development around interventions and school practices. Training content is updated annually and includes AmeriCorps policies, updates to our service model and goals, the Clover youth development model, crucial conversations and coaching skills, skip level meetings, supervision and teambuilding tools, and City Year policies and IT systems. Managers are supported throughout the year through bi-weekly one-on-ones with their supervisor (Impact Director), weekly staff meetings, 2 to 3 formal meetings with their principal/s a year with either the Managing Director or their Impact Director, an IM focused newsletter from CYHQ, and City Year's network-wide communities of practice through which they can learn from their peers, for example, topic-based calls, councils, and learning teams.

3: COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY: SHARED EXPERIENCE: Our local advisory board represents the voice of our community and our hiring and recruitment practices are designed to promote diversity. To gain community input and support, CYC maintains a 15-person advisory board, which includes a City Year alumna, representation from Ohio State University and the Cleveland Foundation, and area business champions. Our board advises on strategic vision, management, and educational priorities of our program. Our Executive Director started his career as a City Year Columbus AmeriCorps member and has also served at the Columbus Compact Corporation, the United Way of Central Ohio, Columbus Urban League, and Battelle for Kids. In 2023-24, 60% of our Impact Managers represent people of color and 68% of our corps members identify as people of color. SHARED DEFINITIONS: City Year has made a commitment to be an anti-racist organization that recognizes the impact of systemic racism by creating a national office of equity, a national equity council with staff and corps representation, and national affinity and learning groups. Our approach to equity work is posted on our website and includes equity checks as

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part of project planning, job role and compensation reviews, and partner reviews, and mandatory trainings around respect in the workplace and non-discrimination. City Year's Talent Acquisition team provides tools on how to remove biases when hiring, e.g. a legal guide for a fair and compliant hiring process and how to write job posting that are inclusive. SUPPORTIVE & SAFE ENVIRONMENT: To create an inclusive and supportive community, members serve on teams; wear uniforms; utilize standardized meeting protocols that promote inclusion; and, participate in diversity and inclusion trainings and activities. We hold Diversity Belonging Inclusion and Equity (DBIE) workshops led by our community partners Kaleidoscope Youth Center (LGBTQIA+), OCALI (disability inclusion), Community Refugee and Immigration Services (simulation), Ohio Hispanic Coalition, Asian American Community Services, etc. After the workshops, we have caucus conversations centered around different life experiences (Pride, Neurodiversity, Womyn of Color, and Men in Service). In addition, City Year provides national cross-site affinity groups that CYC staff and members can join and the Equity Office shares stories that celebrate members and diversity (e.g. an equity newsletter). Our systems are set up to except preferred names and pronouns. Feedback from the corps is solicited through our corps council, corps committees, twice annual roundtables with the Executive Director and Managing Director, Virtual Office Hours, monthly Learning and Development Day surveys, and Culture Amp. The Culture Amp survey provides feedback on staff and corps engagement and helps us direct resources and supports. Feedback from staff and corps informs us on how to incorporate equity-based approaches that are sensitive to local need into our program design, trainings, and practices.

Cost Effectiveness and Budget Adequacy

1. MEMBER RECRUITMENT: City Year recruits members on both the national and local level. CYC's Community Partnership Manager (CPM) leads local recruitment efforts, in particular at high schools, Southern Ohio colleges and universities, and community organizations. On the national level, CYHQ invests over \$7.5M in corps acquisition annually. This includes personnel costs and fringe benefits for recruitment staff across the county (90% of costs), staff travel to job fairs, portfolio schools, and recruitment events (\$122K), technology and operational costs (\$283K), and national advertising (\$315K). The CYHQ investment equates to roughly \$3,125 per member. Recruitment staff include recruiters, admissions, and service advisors who guide members through completing their applications and preparing for their term of service. Under Section 1.I Other Program Operating Costs, we are including a portion of these costs (\$1500/member) To support access and equity initiatives, we provide relocation support (\$500 per member) and transitional housing support (e.g. a hotel room for six days) to help members when their leases do not start before they need to start

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service (excluded from budget).

2. MEMBER RETENTION: Our benefits package is designed to promote retention and provide the basic necessities for the members to be successful in service. Members benefits included in the budget: a competitive living allowance (in 2023-24, we are providing \$25K to \$31K depending on member role; the budgeted rate accounts for attrition), health, dental, and vision insurance and an employee assistance program (budgeted at \$600/member), public transit passes (budgeted at \$720/member), uniform (\$300/member), and retention incentives (budgeted at \$750/member). As of October 2023, we are developing a retention incentive policy that aligns with the FY24 AmeriCorps Application Instructions. The budgeted amount reflects the existing staff bonus policy as a starting point. In addition to the benefits listed identified in the budget, we also provide mental health supports (Talkspace, Ten Percent Happier, Crisis Text Line, \$125/member), an emergency fund (up to \$5,000 over two years per member), periodic tickets to sports events, and a national alumni program with college and university partnerships that include fee waivers and tuition support (about \$92/member). Members are recognized through Opening Day and Graduation events and celebrations throughout the year. Our Impact team leads our LACY program, which provides support with career planning and post-service opportunities, and we partner with Mt. Carmel Hospital's Crime and Trauma Assistance Program to provide monthly team-based counselling sessions.

3. DATA COLLECTION: The Managing Director and one Impact Director oversee our local data collection plan with support from CYHQ. The Executive Director and Managing Director work with CYHQ's District Engagement and IT leadership to secure service partner and data sharing agreements with Columbus City Schools. Each year, City Year invests over \$3M for organization-wide data collection, analytics, and reporting. This includes staff across multiple departments (Data Experience, IT Data Management, Student Data Reporting, Program Delivery, Government Relations, and District Engagement), cyschoolhouse licenses (\$216/license), Workday licenses (\$150/member), third-party consultants for our AmeriCorps evaluation plan (\$2,700 per operating site) and surveys (\$30/corps member). Our organizational cost equates to \$1,000 to \$1,250 per member annually. Under Section 1.H Evaluation, we allocate a portion of these costs, \$150/member, to the grant budget.

4. BUDGET ALIGNMENT TO PROGRAM DESIGN: We are submitting a cost-reimbursement application at a cost-per-MSY of \$25,000 and a 50% match. The AmeriCorps investment represents roughly one third of CYC's operating budget.

Evaluation Summary or Plan

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N/A

Amendment Justification

N/A

Clarification Summary

N/A

Continuation Changes

N/A

Grant Characteristics

Performance Measures

MSYs by Focus Area



Table1: MSYs by Focus Areas

Focus Area	% MSYs
Education	100%

MSYs by Objective



Table2: MSYs by Objectives

Objectives	%MSYs
K- 12 Success	100%

% of MSY NPM VS Applicant VS Not in ANY

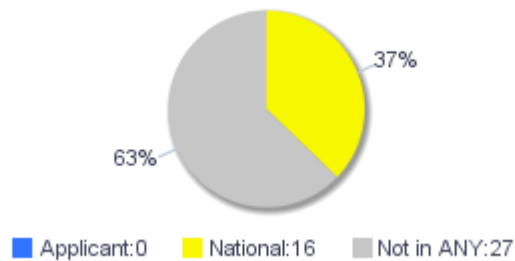


Table3: %MSYs by NPM vs.Applicant vs. Not in ANY

% MSYs	NPM	Applicant	Not in ANY
	37%	0%	63%

Table4: No of MSY and Members by Objective

Objectives	No of MSYs	No of Members
K- 12 Success	43.00	43
Total	43.00	43

Primary Focus Area: Education

Primary Intervention: Mentoring

Secondary Focus Area:

Secondary Intervention:

Performance Measure: Social Emotional Development

Focus Area:	Education	Objective:	K- 12 Success	No of MSY's:	16.00	No of Members:	43
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Problem Statement:

While the Every Student Succeeds Act places emphasis on the social- emotional development of students, schools, particularly those serving low- income communities, frequently lack the human capital needed to provide students with consistent, on- going, and individualized support to develop a strong set of skills. The consequence of underserving students' social emotional development presents challenges that impact the broader school community and all students' ability to learn. For example, research shows that the most common trait separating students with chronic behavior problems from other students is lack of social emotional skills (Bullis, et al, 2001). Reducing behavior problems would also reduce in class disruptions and promote a more positive learning environment. This human capital support is particularly important in City Year' s target communities where a lack of connection to supportive adults and overuse of exclusionary disciplinary practices is often experienced disproportionately by African- American and Latino students, economically disadvantaged students, and trauma- affected children (Kennedy- Lewis, 2013; Osher, et al, 2004; Skiba et al., 2014). When schools have the capacity to provide safe and supportive school climates, social/emotional developmental structures, and caring, capable and committed adults, students demonstrate higher academic achievement (Osher, et al, 2015). City Year' s WSWC model, which is based on a positive youth development framework, integrates the idea that all students possess strengths that enable them to handle difficult situations such as academic failure, stressful life events, and peer pressure to engage in risky behaviors and that the development of social and emotional skills will help them learn to persist as well as promote school engagement, academic effort and growth mindset (Benson, et al, 2011; Lerner, et al, 2015). [Source: American Institutes For Research, 2016].

Selected Interventions:

Mentoring

Describe Interventions:

DESIGN: All of City Year' s WSWC program components are designed to help students develop a growth mindset, learning and attachment to school. Members work with targeted students, school climate and whole class support and after- school programming is grounded in the PEAR Institute' s Clover framework for youth development. The Clover model has 4 essential elements, or leaves, that people of all ages need in order to thrive and learn: Active Engagement (physical), Assertiveness (agency and self- efficacy), Belonging (relationships and community), and Reflection (ability to make meaning). Through Clover, members are trained in age appropriate techniques and strategies to help students build their social- emotional skills. As social- emotional skills are interdependent, i.e. they must be developed in concert with each other rather than individually, members weave Clover strategies into conversations, activities, and lesson plans so that students both learn and practice skills. For example, executive function skills that support student scholastic success, such as paying attention, organizing, regulating emotions, understanding multiple points of view, and understanding one' s own voice are integrated into academic mentoring sessions. The strategy of learning, practicing, reflection, and repetition lead to lasting change within the student as it provides the structure for them to develop a strong set of interwoven skills. Each member is assigned up to 8 students to mentor around social- emotional development throughout the year. To monitor student progress, members use the social-

Performance Measure: Social Emotional Development

Problem Statement:

Selected Interventions:

emotional observational rubric and/or student surveys.

DOSAGE: Members are assigned Focus List students at the beginning of the school year and support these students for the duration of the year. Students are substantially engaged through daily interaction with members.

ED1A Output:

ED1A: Number of individuals served

Target: 272 Individuals

Measured By: Tracking System

Described Instrument: TITLE: 1) CYSCHOOLHOUSE, 2) SCHOOLZILLA. Both systems are secure cloud- based platforms that record student- level data. Schoolzilla is the school student data management system used for progress monitoring and cyschoolhouse is City Year' s intervention tracking system used for reporting. Student data information from Schoolzilla is transferred into the cyschoolhouse system where we enroll students to indicators, tag students to members, track services provided, and perform data analytics.

WHAT IS MEASURED: Both systems collect student profile data, name/identifying number, school, grade level, course grades, assessment scores, attendance data, and other school- based data. In addition, cyschoolhouse tracks which member a student is assigned to as well as which interventions they receive and their participation or session time.

HOW ADMINISTERED: cyschoolhouse is managed by City Year Headquarters. City Year Columbus staff enter student profile and school data with records provided by schools/districts. Intervention data is entered by members using computer, tablet, or mobile phone application. Schoolzilla is administered in partnership with Columbus City Schools. Schoolzilla data is merged into cyschoolhouse.

RELIABILITY/VALIDITY: Only one record per student is created to ensure non- duplication. City Year Headquarters cleans data to ensure that records are unique and valid, then provides results to City Year Columbus for final verification. cyschoolhouse and Schoolzilla are both FERPA compliant and meet school data management requirements. cyschoolhouse was designed by Acumen Solutions for City Year in 2012 and vetted by a consortium of DC Charter schools. Schoolzilla is a product of Renaissance learning and is used by over 140 districts nationwide.

TARGET: Only students selected for focused mentoring support, i.e. Focus List students, are counted under this measure. Members are assigned up to 8 Focus List students.

Performance Measure: Social Emotional Development

Problem Statement:

Selected Interventions:

ED27C Outcome:

ED27C: Number of students with improved academic engagement or social- emotional skills

Target: 123 Students

Measured By: Survey

Described Instrument: TITLE: Holistic Student Assessment – Retrospective Self- Change (HSA- RSC) survey. The HSA- RSC was developed by PEAR (Partnerships in Education and Afterschool Resiliency), a joint project of Harvard University and McLean Hospital. WHAT IS MEASURED: The HSA- RSC is aligned with the Clover developmental framework and measures student social- emotional change across 14 scales with 4 assessment areas (Resiliencies, Relationships, Learning and School Engagement, and Strengths and Difficulties). It is a retrospective survey in that, on the same survey, students identify where they were at the beginning of the year and compare it to where they are now using the 1- 5 likert scale (1 = Much Less than Before, 3 = About the Same, 5 = Much More than Before). Improvement is defined as making meaningful positive change on 2 of 5 learning engagement scales (Learning Interest, Critical Thinking, Perseverance, Academic Motivation, School Bonding). HOW ADMINISTERED: Designed for grades 4 to 12, the HSA- RSC is an online survey on the HSA- RSC portal administered to students by members. PEAR provides accommodations for grade 3. The survey is expected to take 30- 45 min per student to administer. The HSA- RSC is administered 1x at the end of year. PEAR provides data management and business analytics tools, e.g. reports. CY will provide student rosters (ID numbers) drawn from cyschoolhouse to PEAR for survey account set up. RELIABILITY/VALIDITY: The HSA- RSC has been nationally normed. CY Inc. has run a pilot in Columbus, OH. The results showed statistically significant positive change ($p' s < 0.05$) compared to the national norm in students at all 7 school partners (n=418 students). TARGET: Of the 272 students included in ED1A, 224 are expected to complete the HSA- RSC and of these, we expect 123 to improve. The outcome target factors exclusion of 3rd grade students per survey design, schoolhouse challenges with access to technology and internet, and ability to secure parental consent forms.

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Program Information

AmeriCorps Funding Priorities

*Check any priority area(s) that apply to the proposed program. Please refer to the NOFO for the information on the threshold for meeting priority consideration

Underrepresented communities, underserved people, Evidence- based Interventions, Programs providing additional benefits

Grant Characteristics

*Check any characteristics that are a significant part of the proposed program

Geographic Focus Urban

Demographics

Other Revenue Funds	0
Number of volunteers generated by AmeriCorps members	0
Percent of disadvantaged youth enrolled	0

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Required Documents

<u>Document Name</u>	<u>Status</u>
Federally Approved Indirect Cost Agreement	Not Applicable
Labor Union Concurrence	Not Applicable
Other Documents	Not Applicable
Evaluation	Sent
OFMS Survey Submitted on line	Sent
Evidence Report	Sent

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
The community problem that the program activities (interventions) are designed to address.	Resources that are necessary to deliver the program activities (interventions), including the number of locations/sites and number/type of AmeriCorps members.	The core activities that define the intervention or program model that members will implement or deliver, including duration, dosage and target population.	Direct products from program activities.	Changes in knowledge, skills, attitudes and opinions. These outcomes, if applicable to the program design, will almost always be measurable during the grant year.	Changes in behavior or action. Depending on program design, these outcomes may or may not be measurable during the grant year.	Changes in condition or status in life. Depending on program design, these outcomes may or may not be measurable during the grant year. Some programs, such as environmental or capacity-building programs, may measure changes in condition over a period as short as one year.
CITY YEAR'S HOLISTIC EDUCATION PROGRAM: Research shows that BIPOC (people of color) and low-income students are disproportionately impacted by systemic failings that have contributed to inequitable access to educational opportunities. As a result of this inequity, students are placed in learning environments where they cannot thrive without additional support. For example,	<p>RESOURCES:</p> <ul style="list-style-type: none"> - 43 Full-time AmeriCorps Members - 14 City Year Staff - \$1,075,000 AmeriCorps funding and \$1,075,000 in matched funds <p>LOCATIONS:</p> <ul style="list-style-type: none"> - City Year Columbus site office - 6 public schools in Columbus City Schools <p>PROGRAMS:</p> <p>Detailed logic model for each program included below</p> <ol style="list-style-type: none"> 1) Student Success Coach Program 2) Whole School Program 	<p>TIMEFRAME:</p> <p>Our program runs Monday to Friday, July to June. Members serve 10-11 months, 9-10 hours per day.</p> <p>ACTIVITIES:</p> <ol style="list-style-type: none"> 1) Academic mentoring and classroom instruction 2) Near-peer developmental relationships that use youth-focused practices 3) School partnership supports that create positive learning environments: a) classroom support, b) climate and 	<p>PROGRAM PRIMARY OUTPUTS:</p> <ol style="list-style-type: none"> 1) Number of students who receive 1:1 and small group mentoring in ELA, math, attendance, and social emotional development 2) Number of students who receive whole school supports 3) Number of members who complete City Year's Learning & Development program 	<p>DURABLE SKILLS:</p> <p>Members and students develop durable and integrated social-emotional and academic or career-oriented skills.</p>	<p>IDENTITY FORMATION:</p> <p>Members and students possess a self-narrative about who they are as learners and leaders, and the meaning they've gained from their experiences.</p> <p>AGENCY: Members and students believe in their ability to succeed, advocate for themselves, and make a difference in their communities.</p>	<p>HIGHER EDUCATION AND CAREER READINESS:</p> <p>Students receiving member services will reach 10th grade on-track to on-time high school graduation. Members reaching City Year graduation will develop foundational skills that are desired in the workplace and enter their next stage in life as equity-based leaders.</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
children living in poverty graduate high school at a significantly lower rates than their middle- and upper-income peers (Everyone Graduates Center, 2020).	3) Member Experience and Development Program	<p>enrichment activities, and c) afterschool programming</p> <p>4) Student progress monitoring and data analytics to provide the right interventions at the right time</p> <p>TARGET POPULATIONS: High need students in K-12 public schools where a majority of students are BIPOC, low-income, and score below standard on state reading and math tests</p>				
STUDENT SUCCESS COACH PROGRAM: The disruptions caused by COVID-19 have disproportionately negatively impacted students of color and low-income students in terms of academic outcomes, social-emotional development, and engagement with school (McKinsey, 2020. NWEA, 2021, Renaissance, 2021, NAEP, 2022, NWEA, 2023.)	<p>Member Positions:</p> <ul style="list-style-type: none"> - 34 FT Student Success Coaches - 3 FT Second Year Student Success Coaches - 6 FT Service Leaders <p>5 Impact Managers (City Year staff team supervisors)</p> <p>6 Columbus public schools</p> <p>Research-based Literacy and Math Protocols</p>	<p>All Focus List students receive support services for the full school year (August to June):</p> <p>1) ELA/Math Support: academic mentoring 1x/week, 30 min/session; classroom support (5x/week, 40 or 120 mins/class); before and/or afterschool homework assistance (2x/week)</p> <p>2) Social-Emotional</p>	<p>272 Focus List students of which:</p> <p>272 students receive social-emotional mentoring (SEL ED1A)</p> <p>240 receive English Language Arts focused support and mentoring</p> <p>168 receive Math focused support and mentoring</p>	<p>272 Focus List students receive mentoring services, of which:</p> <p>123 students will improve their social-emotional skills based on the HSA-Retrospective survey (SEL ED27C)</p> <p>111 students will improve knowledge and skills in English</p> <p>67 students will improve knowledge and skills in Math</p>	<p>Students will improve behaviors that demonstrate commitment to learning and academic engagement</p> <p>Students improve behaviors in self-management, interpersonal behavior and growth mindset</p>	<p>80% of students who receive targeted services through middle school will not require targeted services in high school</p> <p>Increased rates of on-time high school graduation</p> <p>Increased rates of college enrollment</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
Students who receive support in developing social-emotional skills are likely to improve their school engagement and academic success. (EGC 2020 and 2021)	<p>Homework assistance and academic enrichment strategies</p> <p>Clover Youth Development Framework</p> <p>Student Coaching Strategies</p> <p>Selection protocol for identifying Focus List students ("at-risk" students)</p>	<p>Skills: SEL mentoring, positive relationship building, phone calls home, classroom behavior support (daily)</p> <p>3) Attendance: phone calls home, attendance coaching and recognition, and support programs (weekly)</p> <p>4) Student Progress Monitoring: team reviews of student data and meetings with teachers (monthly)</p> <p>TARGET POPULATION: Students performing below grade level on standardized tests, exhibiting lack of engagement, or teacher recommendation</p>		Students will improve attendance based on school attendance records		
WHOLE SCHOOL PROGRAM: Developmental research shows that meaningful relationships and supportive school climates build feelings of connection and	<p>Member Positions:</p> <ul style="list-style-type: none"> - 34 FT Student Success Coaches - 3 FT Second Year Student Success Coaches - 6 FT Service Leaders <p>8 City Year Impact</p>	<p>In partnership with the City Year team, each school selects the activities most in need for their school:</p> <p>Culture & Climate Activities: morning greeting, breakfast</p>	<p>800 students in English and math classrooms receive academic support (20-25 students per classroom, 37-43 classrooms)</p> <p>1,500 students receive positive</p>	<p>Improved teacher ability to differentiate instruction through whole class instructional strategies and member supports</p> <p>Increased</p>	<p>Improved schoolwide attendance</p> <p>Increased student participation and engagement in school</p> <p>Higher course</p>	<p>Reduced need for whole school and targeted interventions in high school</p> <p>Increased rates of on-time grade promotion</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
<p>belonging for students, which will increase school engagement and helps students thrive (Blum & Libbey, 2004. Kidron & Osher, 2010).</p>	<p>(program) staff</p> <p>6 public schools</p> <p>37-43 partner teachers and school staff</p> <p>100 volunteers</p> <p>Clover Youth Development Framework</p> <p>Positive Behavioral Interventions and Supports (PBIS) systems and approaches</p> <p>Toolkits for classroom management, afterschool, school engagement, and climate activities, and for volunteer service projects</p> <p>Afterschool partnerships with Columbus City Schools and Boys and Girls Club</p>	<p>activities, transition time and bus loading/unloading support, recess games and behavioral support, student recognition events, and, schoolwide events and assemblies (Examples: Literacy/Math Nights, Pi Day, Honor Roll, Field Trips, Student Olympics, School Festivals, Talent Shows/Student Showcases, School Open House, Report Card Nights, AttenDANCE, etc.)</p> <p>Classroom Activities: homeroom support, classroom and activity setup and cleanup, test preparation support, and whole class behavior support in ELA and math classes (daily)</p> <p>After School Activities: homework assistance (2x/week)</p> <p>Physical service</p>	<p>culture and climate activities during non-instructional time (50%-60% of students enrolled in school)</p> <p>Students participate in after school and enrichment activities</p> <p>Family and community members participate in school events, parent nights, and report card conferencing</p> <p>School beautification projects completed by volunteers</p>	<p>implementation of schoolwide predictable routines and consistent behavioral expectations</p> <p>Improved schoolwide application of youth development tools, strategies and approaches</p> <p>Increased family and community engagement</p>	<p>grades and improved standardized test scores in reading and math grade-wide</p> <p>Improved school climate (school safety, student-teacher relationships, support from adults at school, student-student relationships)</p> <p>Less student behavior problems</p>	<p>Increased rates of on-time high school graduation</p> <p>Improvement against state-wide school performance indicators</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
		<p>projects that benefit school campuses (periodic)</p> <p>TARGET SCHOOLS: Title 1 public schools that enroll students from underserved communities (low-income and minority)</p>				
<p>MEMBER EXPERIENCE AND DEVELOPMENT PROGRAM: In partnership with Intentional Futures, in 2021, City Year developed a Target Program Profile to identify the six drivers that lead to a successful member experience. These drivers include: authentic relationships, data-informed programming, diverse group of members, intentional school integration and holistic support, on-going learning and development, and supportive structures. In addition, City Year surveys of members and prospective applicants informs</p>	<p>43 City Year AmeriCorps Members</p> <p>14 City Year staff supporting: recruitment, learning & development, operations and human resources, data collection and analytics, school relations, supervision, and fundraising</p> <p>40 volunteers who support our trainings, speaker series, networking events, and alumni programs</p> <p>Member Target Program Profile for member recruitment (knowledge, skills, and attitudes that lead to a successful</p>	<p>All Members participate in a 10-month developmental program that includes:</p> <ul style="list-style-type: none"> - 3 weeks of training in July/August - 33 Learning & Development Days Sept-May (1-5 days per month) - Bi-weekly one-on-ones with their supervisor - Monthly reflection and recognition activities - Leadership opportunities on their teams or for projects or events - Public speaking opportunities - Creation of a professional development plan - Career Affinity Groups - Mentoring from local professionals 	<p>Number of members enrolled</p> <p>Number of members retained</p> <p>Number of trainings provided</p> <p>Hours of training provided</p> <p>Number of members who participate in affinity groups</p> <p>Number of members who serve on corps committees, City Year Headquarters, Dean's Council, and Serve Ohio Leadercorps</p> <p>Number of corps who return for a second or third term</p> <p>Number of corps member and teacher surveys</p>	<p>Service Skills: members build youth development and education skills that help students succeed, e.g. literacy and math protocols, classroom management, student safety, data management, etc.</p> <p>Professional Skills: members build professional skills, e.g. teamwork, project management, financial literacy, integrity, respect, networking, and interviewing skills, etc.</p> <p>Intellect: members learn about the communities they serve and how systems have created inequities in education that</p>	<p>Identity: members learn to make sense of something about themselves and/or others</p> <p>Criticality: members deepen their thinking about power, equity, and the disruption of oppression</p>	<p>Equity Based Community Leaders: members graduate the City Year program with skills to work across lines of difference and be leaders in developing equitable systems for human development</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
our member experience program, needs around training and development, and what types of benefits members need to be successful in their term	<p>experience)</p> <p>Learning & Development Playbook and Toolkits</p> <p>On-line platform for asynchronous learning and in-person instruction</p> <p>Observation and Coaching Structure</p> <p>GROW mentoring structure for young adults</p> <p>Committees and Councils (Corps Council, Dean's Council, Service Speaks, etc.)</p> <p>Leadership After City Year (LACY) program, alumni program, and Give-A-Year partnerships</p> <p>Standard AmeriCorps Benefits: Living allowance (\$25K-\$31K depending on position), health, dental, and vision insurance, loan forbearance, Education Award, Interest Accrual</p>	<p>Returning AmeriCorps Program:</p> <ul style="list-style-type: none"> - 2 additional weeks of training - provide peer mentoring through check-ins with teammates or topic "office hours" for intervention planning - facilitate peer training - lead teambuilding activities - lead first and final team circles - facilitate team meetings - attend school meetings <p>Target Population: City Year intentionally recruits members age 17 to 26 that are reflective of our communities across racial, ethnic, language, income, and education backgrounds</p>	<p>completed</p> <p>Number of professional development plans completed, including service and career goal-setting</p> <p>Number of performance evaluations completed</p>	impact our student beneficiaries		

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
	<p>Repayment</p> <p>Additional Member Benefits, e.g. mental health resources (Talkspace, etc.) and monthly team counselling through Mt. Carmel Hospital, relocation allowance, retention incentives, personal days, periodic sports and event tickets</p> <p>External partners: Kaleidoscope Youth Center Workshops (LGBTQIA+), OCALI, Community Refugee and Immigration Services, Ohio Hispanic Coalition, Asian America Community Services</p>					

Budget Narrative: City Year Columbus for CITY YEAR, INC.

Section I. Program Operating Costs

A. Personnel Expenses

Position/Title -Qty -Annual Salary -% Time	CNCS Share	Grantee Share	Total Amount
Impact Director-Supervises Impact Managers, oversees school house relations, program quality, and deliverables: - 2 person(s) at 60000 each x 100 % usage	60,000	60,000	120,000
Impact Manager(s)-lead the Corps through direct service activities and provide day-to-day supervision of the Corps: - 5 person(s) at 51000 each x 100 % usage	127,500	127,500	255,000
Managing Director of Impact - Supervises Impact staff team, manages relations with district and school leadership, and oversees all program implementation: - 1 person(s) at 77000 each x 100 % usage	38,500	38,500	77,000
Chief of Staff - oversees site operations, staff and member human resources and training, and site strategy: - 1 person(s) at 64000 each x 50 % usage	16,000	16,000	32,000
Community Partnerships Manager - leads local-based CM recruitment efforts: - 1 person(s) at 51000 each x 100 % usage	25,500	25,500	51,000
Category Totals	267,500	267,500	535,000

B. Personnel Fringe Benefits

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA, SUI, Group Health and Life, & Worker's Comp: Estimated to be 20% of salaries	53,500	53,500	107,000
Category Totals	53,500	53,500	107,000

C. Travel

Staff Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Travel to CNCS-Sponsored Meetings: Airfare: \$550 + Lodging (2 night @ \$200/night): \$400+ meals per diem (\$40 X 2/days) \$80 + \$50 ground transportation. Total= \$1,080	1,080	0	1,080
Sponsored Director's meetings and staff development, and Ohio Conference of Service and Volunteerism: No travel costs budgeted as staff will be local to training events in Columbus	0	0	0
Category Totals	1,080	0	1,080

Member Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Transit passes for Corps Members: Bus/COTA Passes for Corps Members. \$80/member/month for 9 months at 43 members. Passes will cover Corps Member travel to Statewide Member events.	15,480	15,480	30,960
LeaderCorps, Service Speaks, Ohio Conference on Volunteerism, and AmeriCorps 30th Anniversary Training: No travel costs budgeted as corps will	0	0	0

be local to training events in Columbus. Transit passes will cover and necessary travel costs.			
Category Totals	15,480	15,480	30,960

D. Equipment

Item/Purpose -Qty -Unit Cost	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

E. Supplies

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Program Supplies: For arts & crafts, painting supplies, tools as needed for service projects, and supplies for events such as Graduation, Opening Day and MLK Day. Program supplies are budgeted at \$150/Corps Member. No single supply is over \$1,000.	6,450	0	6,450
Corps Member Uniforms: Uniforms consist of 3 dress shirts, 1 vest, 1 heavy jacket, 1 bomber jacket, 1 backpack , and 1 Zip fleece. All jackets include the AmeriCorps logo prominently displayed. \$300/CM X 43 CMs	6,450	6,450	12,900
Category Totals	12,900	6,450	19,350

F. Contractual and Consultant Services

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

G. Training

Staff Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Ohio Conference on Volunteering and Service: 1 staff member: \$100 Registration Fee- Daily Rate of 100	100	0	100
National Service Regional Training Conference: \$300 X 1 training- Daily Rate of 300	300	0	300
Category Totals	400	0	400

Member Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Ohio Conference on Volunteering and Service: \$43 CMs X \$100/CM registration- Daily Rate of 100	4,300	0	4,300
Basic and Midyear Corps Member Training: \$25/CM per training X 2 trainings X 43 CMs. Includes cost of trainers, any even rental space, etc.- Daily Rate of 25	2,150	0	2,150
Category Totals	6,450	0	6,450

H. Evaluation

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
City Year's National Evaluation Allocation. Includes annual survey development, distribution, aggregation and analysis, and design and maintenance of data collection tools and data: This internal evaluation support is not a duplication of the budgeted site employees or corps members data gathering expenses. Not related to performance measures & does not exceed \$750 rate. \$150/CM X 43 CMs- Daily Rate of 150	0	6,450	6,450
Category Totals	0	6,450	6,450

I. Other Program Operating Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Space Rental & Utilities: Office rental space, \$10,067/mo x 12 months x 67% (9.5TE on grant/14FTE total rounded down) program allocation	26,957	53,982	80,939
Telecommunications: \$535.67/month X 12 months (based on 9.5FTEs on grant)	6,428	0	6,428
IT Equipment Lease: \$1,200/month X 67% (9.5TE on grant/14FTE total rounded down) X 12 months	9,648	0	9,648
Criminal Background checks - Costs for all CMs + 2 new staff. All current staff were required to have a NSOPR, State Criminal, and FBI check upon hiring.: 43CMs + estimated 2 new staff = 45 total checks X 75/check	3,375	0	3,375
Recruitment - Allocation of Nat. staff, advertising, travel to college fairs, etc. 8-12 staff per region supports Nat. Recruit, 20 regional trips a year per staff and HQ trainings.: Total Nat Recruit Dept is 7,500,000/2,400 CMs=\$3,125. \$1,500/Corps Member X 43 Corps Members. Charged reduced amount to grant.	0	64,500	64,500
Corps Member Retention Incentives: Financial incentives to support retention will be provided to members during their term. Exact amount subject to change. The policy is in development as of Oct. 2023 and the budgeted amount is based on our existing staff policy of 3%. \$750 X 43 CMs	16,125	16,125	32,250
OnCorps usage fees: \$18/CM X 43 CMs	774	0	774
Category Totals	63,307	134,607	197,914
Section Totals	420,617	483,987	904,604
PERCENTAGE	46.50%	53.50%	

Section II. Member Costs

A. Living Allowance

Item -# Mbrs w/ Allow -Allowance Rate -# Mbrs w/o Allow	CNCS Share	Grantee Share	Total Amount
Full Time (1700 hrs): 43 Member(s) at a rate of 21000 each Members W/O allowance 0	541,800	361,200	903,000
Three Quarter Time (1200 hours): Member(s) at a rate of each Members W/O allowance	0	0	0
1-Year Half Time (900 hours): Member(s) at a rate of each Members W/O allowance	0	0	0
2-Year Half Time (1st Year): Member(s) at a rate of each Members W/O allowance	0	0	0
2-Year Half Time (2nd Year): Member(s) at a rate of each	0	0	0

Members W/O allowance			
Reduced Half Time (675 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Quarter Time (450 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Minimum Time (300 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Abbreviated Time (100 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Category Totals	541,800	361,200	903,000

B. Member Support Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA for Members: stipends X 7.65%	41,448	27,632	69,080
Worker's Compensation: \$75/CM per year X 43 CMs	1,935	1,290	3,225
Health Care: Budgeted at \$60/month X 10 months X 43 Corps Members includes health, dental, vision, and EAP. Health insurance is offered to all members.	15,480	10,320	25,800
Category Totals	58,863	39,242	98,105
Section Totals	600,663	400,442	1,001,105
PERCENTAGE	60.00%	40.00%	

Section III. Administrative/Indirect Costs

A. Corporation Fixed Percentage

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Corporation Fixed Amount: Total of CNCS Share of Sections I and II* (.0526 *.6)for CNCS; (G) 10% of Total Program Costs (Sec. I and II of Column E) for grantee share	32,232	190,571	222,803
Commission Fixed Amount: (.0526*.40) of Section I and Section II on the CNCS share	21,488	0	21,488
Category Totals	53,720	190,571	244,291

B. Federally Approved Indirect Cost Rate

Calculation -Cost Type -Rate -Rate Claimed -Cost Basis	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0
Section Totals	53,720	190,571	244,291
PERCENTAGE	21.99%	78.01%	

Budget Totals	1,075,000	1,075,000	2,150,000
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PERCENTAGE	50.00%	50.00%	
Required Match		0.00%	
Total MSYs	43.00		
Cost/MSY	25,000.00		

Source of Funds

Section	Match Description	Amount	Classification	Source
Source of Funds	Columbus City Schools (secured)	990,000	Cash	State/Local
	United Way of Central Ohio (secured)	70,000	Cash	Private
	Nationwide (proposed)	15,000	Cash	Private
Total Source of Funds		1,075,000		

DRAFT

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE

Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)

1. TYPE OF SUBMISSION:

Application ☒ Non-Construction

2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):

3. DATE RECEIVED BY STATE:

18-OCT-23

STATE APPLICATION IDENTIFIER:

2b. APPLICATION ID:

24AC261232

4. DATE RECEIVED BY FEDERAL AGENCY:

FEDERAL IDENTIFIER:

5. APPLICATION INFORMATION

LEGAL NAME: Mercy Health Cincinnati LLC

UEI NUMBER: CJSSM8R68WH5

ADDRESS (give street address, city, state, zip code and county):

1701 Mercy Health Pl
Cincinnati OH 45237 - 6147
County: Hamilton

NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):

NAME: Tikierra Thompson

TELEPHONE NUMBER: (513) 869-5117

FAX NUMBER:

INTERNET E-MAIL ADDRESS: Tthompson5@mercy.com

6. EMPLOYER IDENTIFICATION NUMBER (EIN):

311063783

7. TYPE OF APPLICANT:

7a. Non-Profit

7b.

8. TYPE OF APPLICATION (Check appropriate box).

☐ NEW ☒ NEW/PREVIOUS GRANTEE

☐ CONTINUATION ☐ AMENDMENT

If Amendment, enter appropriate letter(s) in box(es):

A. AUGMENTATION

B. BUDGET REVISION

C. NO COST EXTENSION D. OTHER (specify below):

9. NAME OF FEDERAL AGENCY:

Corporation for National and Community Service

10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006

10b. TITLE: AmeriCorps State

11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:

Mercy Health Corps

12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):

The target services area of this program include Clermont, Hamilton, Clark, Brown, Lucas and Huron counties which have been greatly affected by the current

11.b. CNCS PROGRAM INITIATIVE (IF ANY):

13. PROPOSED PROJECT: START DATE: 09/01/24 END DATE: 08/31/25

14. CONGRESSIONAL DISTRICT OF: a.Applicant b.Program

15. ESTIMATED FUNDING: Year #:

a. FEDERAL \$ 436,921.00

b. APPLICANT \$ 226,274.00

c. STATE \$ 0.00

d. LOCAL \$ 0.00

e. OTHER \$ 0.00

f. PROGRAM INCOME \$ 0.00

g. TOTAL \$ 663,195.00

16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?

☐ YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:

DATE:

☒ NO. PROGRAM IS NOT COVERED BY E.O. 12372

17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?

☐ YES if "Yes," attach an explanation. ☒ NO

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:

Alice Parisi

b. TITLE:

c. TELEPHONE NUMBER:

(513) 952-4010

d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:

e. DATE SIGNED:

10/18/23

Narratives

Executive Summary

Mercy Health Cincinnati LLC will have 20 MSY (12 FT & 16 HT members) who will provide services related to the reduction and prevention of substance and opioid abuse in urban and rural Mercy Health clinical sites in Ohio. The AmeriCorps members will be responsible for providing education and information on substance abuse; linkages to healthcare and social services, including treatment; and access to resources to patients and care givers in select emergency departments and clinical care settings. Additionally, the members will expand their service to screenings for social needs and using the existing evidenced based program model to identify issues and barriers and provide brief interventions including education and awareness building for low to moderate need, while more intensive support, including referrals to treatment and community-based organizations are incorporated for more urgent, complex and/or severe needs.

In addition, the AmeriCorps members will be engaged in a National Day of Service community project and other service and outreach events. Our Program Manager will participate in the Ohio Conference on Service and Volunteerism in Columbus, OH and the National Service Regional Training Conference in Washington D.C. Two members will attend the 2023 Ohio Conference on Service and Volunteerism. All of our members will engage in lunch and learns, professional development, projects and other service and outreach events in our community. This program will focus on the CNCS focus area of Healthy Futures - number of individuals with improved access to medical care. The CNCS investment of \$663,195 will be matched with \$0 in public funding and \$226,274 in private funding.

Rationale and Approach/Program Design

1. Theory of Change and Logic Model Community Problem: Ohio has ranked first nationwide in opioid deaths since 2014. The target service areas of the Mercy Serves program include Clermont, Hamilton, Butler, Clark, Brown, Huron, and Lucas counties, which have been greatly affected by the current opioid crisis. The age-adjusted rate of unintentional drug overdose deaths in these counties range between 31.8 and 54.9 deaths per 100,000 population. Four counties in the Mercy Serves target service area are ranked among the top ten Ohio counties with the highest drug overdose deaths (Clermont, Butler, Clark, Brown). (Ohio Department of Health. 2018 Ohio Drug Overdose Data: General Findings) Research has found that social and economic factors, including socioeconomic status, homelessness, incarceration, discrimination, stigma, and social support, are determinants of

Narratives

risk behavior and the health of illicit substance users. These social determinants of health (SDH) affect the availability of resources, access to social welfare systems, quality of care, marginalization, and compliance with medication for these individuals. Services for the prevention and treatment of substance misuse and substance use disorders (SUD) have traditionally been delivered separately from other mental health and general health care services. Screening for key SDH predictors during the patient visit has been championed as critical step to supporting the holistic management of SUD patients. Proposed intervention: Mercy Health's goal is to address the opiate epidemic with education, early screening and prevention, as well as efforts targeted at those who are addicted or at risk of becoming addicted. In response to the growing need, Mercy Serves AmeriCorps Members will integrate a robust standard of care for adult emergency department (ED) patients by screening to determine SUD risk, educating patients on addiction and their risk level, and providing referrals or information about healthcare and social service resources, including treatment, to mitigate patients' risk. The member service term will be 9/10/2023-8/10/2024. Members will be placed at the following Mercy Health emergency departments (EDs): Anderson (2), Clermont (2), West (3), Fairfield (3), Queen City (2) The Jewish Hospital (2). Full-time members will serve 35-40 hours per week on weekdays and weekends in the ED. Half-time members will serve 15-20 hours per week. Half-time member slots allow for a wider pool of candidates, in that it allows for full-time or part-time students to join Mercy Serves for an 11-month service experience and balance their schedules effectively. All members will serve a schedule that addresses the varying needs at each site they are placed.

Mercy Health has implemented the evidenced-based Screening, Brief Intervention, and Referral Treatment (SBIRT) practice as standard care for ED patients at our facilities. According to the Substance Abuse and Mental Health Services Administration (SAMHSA), SBIRT is a comprehensive, integrated, public health approach to the delivery of early intervention and treatment services for persons with substance use disorders, as well as those who are at risk of developing these disorders. Mercy Serves members can provide additional support to the frontline ED clinicians and other clinical support staff that are providing SBIRT screenings to all ED patients. The SBIRT model has proven successful and the enhanced linkage to care has enabled many of Mercy Health's ED patients to access desperately needed treatment, healthcare services, and other support services. AmeriCorps members are able to make the most substantial and measurable change in the lives of others--especially individuals and families of those who are struggling with addiction--by enhancing the linkages to care and providing patient-centered support for ED patients. Linkage to care is extremely important, as

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only 10-34% of individuals with SUDs receive any addiction services, and even fewer receive treatment from specialty addiction treatment programs (SAMHSA 2013; Kessler et al. 2005). A study conducted in seven EDs in Tennessee found that only 3% of patients needing addiction treatment were receiving services (Rockett et al. 2003). Many people with SUDs lack adequate linkage with medical care providers, despite research demonstrating that integrated addiction and medical care improves outcomes (Weisner et al. 2001). AmeriCorps members will also maintain patient records with plans, notes, appropriate forms, or related information. Members will be responsible for collecting data to update patient's electronic medical record (EMR), and then follow-up with patients at determined intervals and collect data to measure performance outcomes. Patient information will be collected in the electronic health record EPIC. Treatment providers will not support in patient tracking and data collection due to confidentiality requirements. Mercy Serves AmeriCorps members enhance the current services in the ED. SBIRT Techs and clinical staff are unable to provide the screenings and services to every patient. The ultimate goal is that every patient presenting to the ED will be screened, and all staff are being trained to provide SBIRT screen. AmeriCorps Members are augmenting--not duplicating or displacing--the services provided in the EDs as the volume of ED patients outweighs the current capacity of the program. They also strengthen the support to patients beyond the ED by providing follow-up phone calls at different intervals to provide appointment reminders and encouragement toward recovery. By the end of the service term, Mercy Serves members will have 3,600 total patient encounters, which may include screening, education, brief intervention, and/or referral to healthcare, social, or treatment services. 30% of patients (1,080) will report an increase of knowledge or awareness about substance use and addiction and resources that are available to mitigate risk. We amended this target number to reflect more realistic outcomes, per experience from past programmatic years. Members will support 500 patients to identify an actionable step to address their substance use and/or risk of use following a brief intervention. Program data observed over time that suggests targets are reasonable. The expected outcome of this program is to improve patients': 1. Knowledge by providing education and information about addiction and substance abuse, specifically targeting the reduction and/or prevention of prescription drug and opioid abuse. That information includes: a. Safe use levels for alcohol b. Safe use and disposal of medications c. Identifying risky behaviors d. Substance use disorder treatment options e. Social service referrals f. Addressing stigma associated with addiction & substance use disorders g. Recognizing signs of an overdose h. Accessing resources for friends/family 2. Access to care by providing linkages to healthcare and social services, linkage to treatment, and general access of resources for patients and care givers in the ED.

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2. Evidence Base The proposed evidence base for this program would fall into the "Preliminary Evidence with Outcome Study" category. An outcome study of Mercy Health's grant-funded, evidence-based SBIRT effort has been conducted by Wright State University (WSU) research staff. The findings include data from 6,553 Mercy Health ED patients during the period of December 2015-January 2017. The performance measures for the grant-funded effort include: number of individuals screened, % screening positive for each issue (e.g., alcohol, drugs, and/or depression), % needing a brief intervention, % needing referral to treatment, and the agency accepting the referral. The outcome measure of that grant-funded effort, collected by the WSU researchers, consists of a pre-post measure of the level of alcohol and/or drug use (e.g., a pre-post comparison with no comparison group). In addition to the SBIRT screenings in Mercy Health's EMR, Government Performance Results Act (GPRA) data is collected on all individuals screened by the grant-funded SBIRT Techs during the initial ED visit. The GPRA database contains patient demographic data, as well as SBIRT screening scores, and serves as the source for outcome data further described below. The method of the outcome study involves a random sample of the individuals who scored in the brief intervention (BI) and referral to treatment (RT) range. Data from our program indicates that 11%, or 720, individuals scored in the BI range, while 4%, or 248, individuals scored in the RT range. Approximately 15% of these individuals are randomly chosen by the GPRA system for follow up at six month intervals, and the completion rate for follow up interviews is roughly 60%. The follow up interviews were conducted by the WSU research staff, and involved obtaining measures of alcohol or drug use days per month. Paired samples t-tests ($n=73$) were then conducted to assess the change in use for individuals with an intake and 6 month follow up interview. Mercy Health patients demonstrated statistically significant reductions in alcohol ($p=.02$) and illegal drug use ($p=.02$). Patients' alcohol use at intake was 7 days per month, and reduced to 4 days per month at follow up. Patients' illegal drug use was 8 days per month at intake, and was reduced to 4 days per month at follow up.

From 2021-2022, 1,876 patients were provided information about substance use or referrals to treatment by a Mercy Serves Member. 18% (333 patients) reported changing their knowledge, thoughts, or behaviors toward addiction and substance use. 95 patients were admitted to a local treatment program. 965 received referrals for other social determinants of health such as housing, food, and insurance coverage.

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The Mercy Serves AmeriCorps Program was also highlighted in the CNCS-Supported Recovery Coach Programs study summary report and was highlighted as the only program to place AmeriCorps members in the emergency department setting. Many of the programmatic recommendations outlined in the study are incorporated in the Mercy Serves program due to the nature of the members' activities and the environment they serve in. These components include scheduling flexibility, connecting as a cohort, opportunities to focus on mental health and personal resiliency, and cohesion with Mercy Health's overall strategy to address patient opioid use and substance use. Other study recommendations were not applicable to the Mercy Serves program because the program does not require AmeriCorps members to be in active recovery.

3. Notice Priority Mercy Health is applying for funding priority Healthy Futures - Reducing and/or Preventing Prescription Drug and Opioid Abuse.

4. Member Experience Mercy Serves AmeriCorps members will be considered frontline public health workers and will gain skills and experience that can be utilized in future endeavors and will be valued by future employers as a result of their training and service at Mercy Health. The members will serve under professional protocol within the medical field by interacting with patients and their care givers and working with clinicians, social workers and other staff within the ED and hospital. They will gain knowledge of the opioid epidemic and SUDs, establish a network of healthcare and social service resources that are available for patients, provide educational materials to patients, and participate in professional trainings pertinent to their role in the ED, including CPR, SBIRT screening, motivational interviewing, and trauma informed care. Furthermore, Mercy Health, as a faith-based mission driven organization, is highly committed to volunteer services, community outreach, and diversity & inclusion efforts. As such, professional development and additional volunteer services will be available to the member on a regular basis. Members will participate in the system's Bias & Anti-Racism workshop, routinely participate in Justice Training, and be engaged in the acceleration of Mercy Health's mission, values, and vision through Community Health initiatives. AmeriCorps members will also receive training on AmeriCorps, National Service, and prohibited activities for their role. They will have access to opportunities for reflection and connection to the broader National Service network through AmeriCorps trainings and workshops in addition to mandatory monthly in-person or telepresence meetings conducted by Mercy Health staff. The program will recruit AmeriCorps

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members from the geographic communities in which the hospital and program will operate by sharing position posting with on-site hospital staff and leadership. Recruitment information will also be shared with local colleges & universities and community coalitions that prioritize public health and health equity.

Organizational Capability

1. Organizational Background and Staffing Mercy Health has the experience, staffing, and management structure to plan and implement the Mercy Serves AmeriCorps program. Fiscal accountability is monitored in multiple ways through the project director, Finance Department and the Mercy Health Foundation's Grants Department. Those include monthly fiscal review and reconciliation, compliance monitoring, internal and external audits both within Mercy Health as a system and within each individual facility. Audits are planned and specific as well as random selection to assure a cross section of areas to be evaluated. The check and balance system between the ED, Finance, and Foundation assure fiscal and regulatory requirements are met. Tikierra Thompson is the Mercy Serves Program Manager. She has extensive experience in creating and providing professional development opportunities and coaching; relationship-building and placement of students in cross-sector non-profit and for-profit environments alike; and planning, managing, and reporting on programs. Ms. Thompson will supervise the AmeriCorps members, provide oversight for, and facilitate completion of, back-office activities (i.e., finances, accounting) as well as training for members. She will work along with Alice Parisi, System Director of Grants, and Laura Proto, Gift Officer/Organizational Giving and Grants to manage this federal grant. Ms. Parisi has extensive experience in compliance and managing all aspects of grant budgets, programmatic accomplishments, contracts, grant funded employees, practices for timekeeping, flow of finances, and reporting. Each site will have a designated site supervisor for the daily operation and role responsibilities of the Mercy Serves members. This site supervisor will be an ED case manager/social worker or ED Manager, depending on the hospital site. Each ED has been included in the planning of the program, especially how the member will be incorporated in the culture and work flow of the ED while understanding the service requirements. The ED staff sees this integration as a natural extension of Mercy Health's Mission and current efforts at combating the opiate epidemic. Mercy values the communities we serve, live and work and our mission calls us to take responsibility for the health of the people around us.

2. Compliance and Accountability The organization will comply with AmeriCorps rules and

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regulations including those related to prohibited and unallowable activities at the grantee and service site locations. Mercy Health prevents compliance issues through separation of duties between Finance, Foundation and program management. Legal, Human Resources, Corporate Compliance and other departments are consulted as needed. We also periodically review our grant policy and update our procedures so that we are implementing best practices. Upon award of this grant, a meeting will be held with all service sites, Finance, Foundation, BHI, and grant staff to further define roles and responsibilities. Each member and staff on the grant will complete the required NSCHC requirements. These requirements will be completed by Mercy Health's Talent & Acquisition team with oversight by the Program Manager to ensure compliance.

3. Culture that Values Learning The applicant's board, management, and staff collect and use information, including performance data, for learning and decision making. Mercy Health has four Core Culture Behaviors that align to its mission of extending the compassionate ministry of Jesus: 1) Committed to the Ministry, 2) Empowered, 3) Unified, 4) Agile. As an organization that is focused on being agile, we embrace change and feedback, seeing it as an opportunity to grow. We expand knowledge and pursue better ways to do things. We work as a team and use the diverse skills and talents of others to achieve our goals. The health system utilizes Agile Performance as its approach to continually improve performance of its associates. Mercy also has a Culture & Learning department that provides ongoing technical assistance to Mercy associates, including the Mercy Serves AmeriCorps members. The program manager will support the Mercy Serves members to develop a member development plan at the beginning of the service term, which will be a tool during routine performance evaluations to gauge member progress and development.

4. Member Supervision Mercy Health will approach supervision with a dyad model which pairs an administrative leader and a clinical leader who will partner and cooperate. The AmeriCorps Program Manager is an administrative leader who is part of the Community Health Department. As a corporate department in Mercy Health, it is more centralized in operations, thus having unified/standardized operations throughout all of Ohio. The Program Manager will be able to provide member leadership, manage the AmeriCorps grant and members, lead regular meetings, monitor workload and responsibilities, provide oversight for the member's service experience, and manage data and performance outcomes. Program Manager will facilitate team meetings with all Mercy Serves members at least bi-weekly, and meetings will include professional development trainings, sharing of

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successes and challenges, and tracking progress to overall goals. The Program Manager will also provide on-site visits to the members quarterly and as needed. These efforts will be supported by the respective site supervisor. The member will report directly to the site supervisor in the ED to carry out their daily service responsibilities. The program manager will conduct site visits to each site at least 2 times a year. Site supervisors will be adequately trained and prepared to follow AmeriCorps and program regulations, priorities, expectations, and prohibited activities, which will be reinforced during an initial site visit at the beginning of the service term conducted by the Program Manager. Training will be provided by the Program Manager and AmeriCorps resources. The site supervisor will integrate the Member into the ED. AmeriCorps members will receive sufficient guidance and support from the program manager and their supervisor to provide effective service. The Program Manager will draft a quarterly update to circulate to site supervisors, hospital leadership, and other program stakeholders to provide updates on program progress to goals, member experience, and any additional programmatic updates.

Cost Effectiveness and Budget Adequacy

See budget. The budget is sufficient to carry out the program effectively.

Evaluation Summary or Plan

NA

Amendment Justification

NA

Clarification Summary

NA

Continuation Changes

2024 CONTINUATION CHANGES

Project Period Start: 9/01/2024 End Date: 8/31/2025

Member Start Date: 9/8/2024 End Date: 8/16/2025

Change in Operating Sites

Mercy Health will place Members at 10 clinical care sites that see high percentages of patients with

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unmet social needs, including but not limited to the Emergency Department, Labor & Delivery and Primary Care.

Significant Changes to Program Scope or Design

Mercy Health is proposing an expansion of the Corps to 20 MSY comprised of 12 Full-Time Slots and 16 Half-Time Slots. These changes are reflective of emerging opportunities related to screenings for social needs and the well-established position of the program to serve this need through the existing program model. This not only broadens the number of patients eligible for support from Mercy Serves Members but also the number of clinical care delivery sites that can be incorporated into program design.

Rationale

Research has found that social determinants of health, including discrimination, racism, stigma, social support, housing, transportation, food, and access to care, are responsible for as much as 50% of health outcomes. In the most recent regional Community Health Needs Assessment (CHNA), 34% of residents surveyed reported some form of economic strain such as food insecurity and housing instability. Unfortunately, this is not surprising given four out of the six counties in Mercy Health Cincinnati's service area score medium to high on the Social Vulnerability Index (CDC/ATSDR SVI, 2020). The health impacts of unmet social needs cannot be understated as they are often the driving force behind health disparities. Adults living in poverty are at a higher risk of adverse health effects from obesity, smoking, substance use, and chronic stress and experience higher rates of disability and mortality. Our Mercy Serves program has seen this harsh reality play out time and time again in their efforts to serve patients with substance use disorders. A huge portion of the current work is helping resolve barriers related to unmet social needs so individuals can establish a path toward recovery and self-sufficiency.

Each year, Mercy Health Cincinnati serves over 230,000 patients in primary care sites throughout the Region. While social needs are often identified organically throughout the course of clinical care, Mercy Health began routinely screening for social needs in primary care settings in 2023. Year to date, we have already identified 7,771 patients who expressed difficulty paying for the very basics like food, housing, medical care and housing. In 2024, Mercy Health Cincinnati will expand this screening to include all acute care hospitals -- with over 260,000 Emergency Department visits annually, our care teams will undoubtedly face an enormity of unmet social need shifting focus of

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care to include social solutions and partnerships that can support our patients as they navigate these barriers. Over the past 6 years, Mercy Serves Members have established a reputation as care extenders and patient partners, offering critical support to patients with substance use disorders. This work necessarily includes the identification of unmet social needs and connections to community-based resources. The expansion of our Mercy Serves program to support patients across clinical conditions is a natural evolution and unique opportunity to grow the number of individuals served and the program impact.

In alignment with past program models, Members will utilize an evidence-based screening methodology, Screening -- Brief Intervention -- Referral to Treatment (SBIRT). This model has been most frequently deployed to support substance disorders (SUD) and other behavioral health needs but has also been successfully applied to other clinical conditions and screening instruments. The model aims to proactively identify issues and barriers and provide tiered intervention based on the severity of the need -- brief interventions include education and awareness building for low to moderate need, while more intensive support, including referrals to treatment and community-based organizations are incorporated for more urgent, complex and/or severe needs.

Changes to Performance Measures

Output measures will be adjusted to reflect the volume and capacity of the growing Corps. Additionally, measures will no longer be limited to treatments connections and will include connections to community-based resources aimed at addressing various social needs including food, housing, transportation and income. Outcome measures will be expanded to include self-sufficiency, evidenced by barrier resolution and patient confidence in their ability to manage their own condition.

Significant Changes to Monitoring Structures or Staffing

The proposed growth in Member slots justifies additional administrative support for the program and allows for more specialization in team member roles and responsibilities. As the size and sophistication of the Corps continues to grow, the staffing and support structure has been appropriately evolved to ensure continued success. Mercy Health is proposing the introduction of a Program Coordinator to support recruitment and hiring, inclusive of managing background checks, member service agreement, and healthcare enrollment; training and onboarding, inclusive of preparing the orientation schedule, managing logistics, materials and group communications, OnCorps and eGrants

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support, including administering timesheets; service-day planning, including National Day of Service and AmeriCorps week; communication support, including regular newsletters, Member check-ins, site supervisors check-ins and other stakeholder communications. The Program Director would continue to serve as the strategic lead and primary point of contact for key stakeholders internally and externally including ServeOhio, Site Supervisors, Finance, Grants and Community Health leadership. They would lead Member Development including the creation of training curriculum and individual Member development plans as well as program evaluation and impact reporting. Mercy Health will also identify and rely on the Team Lead as established in the prior grant cycle -- this key 2nd year Member provides thought leadership and mentorship and serve as liaison between the Corps and program staff. Additionally, Mercy Health is proposing 5 additional second year slots to encourage experience and culture building within the Corps as well as ensure there is enough practical experience and historical knowledge to support a cohort of this size.

Budget revisions (detail provided in section VI):

Full-time and part-time member slots have been increased and are budgeted in the following manner, all part of CNCS Share

Full-time (1700 hrs)	9x\$18,700=\$168,302
Full-time (1700 hrs) (2nd Year)	2x\$21,505=\$43,010
Half-time (900 hrs)	10x\$9,350=\$93,500
Half-time (900 hrs) (2nd year)	6x\$10,753=\$64,518
Team Lead full-time (1700 hrs) (2nd year)	1x\$37,400=\$37,400
28 members = 406,730	

The budget includes the addition of 1 FTE Project Coordinator to support the needs of a larger Corps.

Grant Characteristics

Performance Measures

MSYs by Focus Area

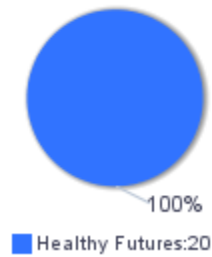


Table1: MSYs by Focus Areas

Focus Area	% MSYs
Healthy Futures	100%

MSYs by Objective

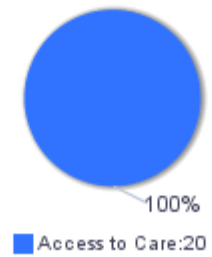


Table2: MSYs by Objectives

Objectives	%MSYs
Access to Care	100%

% of MSY NPM VS Applicant VS Not in ANY

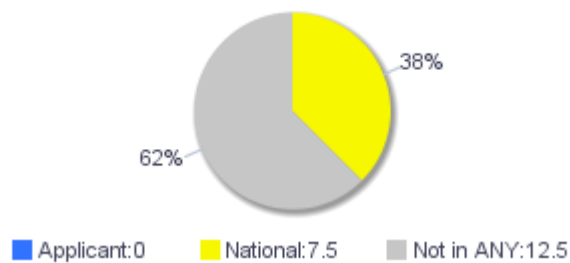


Table3: %MSYs by NPM vs.Applicant vs. Not in ANY

% MSYs	NPM	Applicant	Not in ANY
	38%	0%	63%

Table4: No of MSY and Members by Objective

Objectives	No of MSYs	No of Members
Access to Care	20.00	14
Total	20.00	14

Primary Focus Area: Healthy Futures
 Primary Intervention: Opioid/Drug Intervention
 Secondary Focus Area:
 Secondary Intervention:

Performance Measure: Opioid/Substance Use Disorder Resources and Education

Focus Area:	Healthy Futures	Objective:	Access to Care	No of MSY's:	7.50	No of Members:	14
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Problem Statement:

According to state health facts from the Henry J. Kaiser Family Foundation, there were 3,980 all drug overdose deaths in Ohio in 2018. Opioid overdose deaths were 3,237 which accounted for 81% of all drug overdose deaths. Ohio has ranked first nationwide in opioid deaths since 2014. For individuals with an opioid use disorder (or other substance abuse disorder), care is often complicated, fragmented and poorly coordinated with transitions occurring across multiple levels of care.

Selected Interventions:

- Education/Training
- Opioid/Drug Intervention
- Referrals

Describe Interventions:

Members will visit with adult patients presenting in select EDs to provide education and information about addiction and substance abuse, specifically targeting the reduction and/or prevention of prescription drug and opioid abuse. That information includes:

- a. Safe use levels for alcohol
- b. Safe use and disposal of medications
- c. Identifying risky behaviors
- d. Substance use disorder treatment options
- e. Social service referrals
- f. Addressing stigma associated with addiction & substance use disorders
- g. Recognizing signs of an overdose
- h. Accessing resources for friends/family

The AmeriCorps members will provide SBIRT screenings as necessary to augment the work of the ED staff and technicians. For applicable patients, members will support patients to identify an actionable step to address their substance use and provide referral to treatment for interested patients. Members will maintain patient records and be responsible for data collection to assist with patient follow-up and reporting. Patient information will be collected in the electronic health record, EPIC.

H4A Output:

H4A: Number of individuals served

Target:	3600	Individuals
Measured By:	Tracking System	
Described Instrument:	Data collected in electronic health record and specific program tracking sheets.	

H17 Outcome:

H17: Number of individuals with increased health knowledge

Target:	1080	Individuals
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Performance Measure: Opioid/Substance Use Disorder Resources and Education

Problem Statement:

Selected Interventions:

Education/training
Opioid/Drug Intervention
Referrals

Target: 1080 Individuals

Measured By: Other

Described Instrument: All patients receiving education, an intervention, or a referral to treatment will be asked the following question to judge the impact of their conversation on their knowledge and attitudes toward substance use and addiction. A positive response indicates an increase in health knowledge.
"Has anything we discussed increased your awareness or knowledge about substance use and/or addiction?"

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Program Information

AmeriCorps Funding Priorities

*Check any priority area(s) that apply to the proposed program. Please refer to the NOFO for the information on the threshold for meeting priority consideration

Underrepresented
communities, underserved
people

Grant Characteristics

*Check any characteristics that are a significant part of the proposed program.

None of the above grant
characteristics

Demographics

Other Revenue Funds	0
Number of volunteers generated by AmeriCorps members	14
Percent of disadvantaged youth enrolled	0

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Required Documents

<u>Document Name</u>	<u>Status</u>
Evaluation	Not Applicable
Federally Approved Indirect Cost Agreement	Not Applicable
Labor Union Concurrence	Not Applicable
Other Documents	Sent

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
The community problem that the program activities (interventions) are designed to address.	Resources that are necessary to deliver the program activities (interventions), including the number of locations/sites and number/type of AmeriCorps members.	The core activities that define the intervention or program model that members will implement or deliver, including duration, dosage, and target population.	Direct products from program activities.	Changes in knowledge, skills, attitudes, and opinions. These outcomes, if applicable to the program design, will almost always be measurable during the grant year.	Changes in behavior or action. Depending on program design, these outcomes may or may not be measurable during the grant year.	Changes in condition or status in life. Depending on program design, these outcomes may or may not be measurable during the grant year. Some programs, such as environmental or capacity-building programs, may measure changes in condition over a period as short as one year.

Budget Narrative: Mercy Health Corps for Mercy Health Cincinnati LLC

Section I. Program Operating Costs

A. Personnel Expenses

Position/Title -Qty -Annual Salary -% Time	CNCS Share	Grantee Share	Total Amount
Program Manager: - 1 person(s) at 63000 each x 75 % usage	0	47,250	47,250
Program Coordinator: - 1 person(s) at 49000 each x 100 % usage	0	49,000	49,000
Category Totals	0	96,250	96,250

B. Personnel Fringe Benefits

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Fringe Benefits: 21.7% including medical insurance, FICA, Workers Comp, unemployment, other benefits	0	10,253	10,253
Category Totals	0	10,253	10,253

C. Travel

Staff Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Travel to CNCS-Sponsored Meetings:	0	0	0
Ohio Conference on Service and Volunteerism. Columbus, OH.: Mileage: 205 miles x 65.5¢ + Parking: \$15/day + Meals: 1 x \$55 per diem.	0	203	203
2025 National Service Regional Training Conference. Washington D.C.: Airfare: \$400 + Lodging: 2 nights x \$350 + Meals: 3 days x \$79 per diem + Ground Transportation: \$50.	0	1,387	1,387
Project monitoring & hospital site visits: 800 miles x 65.5¢	0	524	524
Service Speaks - Civic Reflection Training, Columbus OH: Mileage: 205 miles x 65.5¢ + Lodging: \$225 + Parking: \$15/day + Meals/snacks: 2 days x \$74	0	537	537
Program Director Meetings. Columbus, OH.: 4 days 1 night total. Mileage: 205 miles x 3 x 65.5¢ + Lodging: \$225 x1 + Parking: \$15/day x 4 + Meals/snacks: 4 days x \$55	0	908	908
Category Totals	0	3,559	3,559

Member Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Service Speaks - Civic Reflection Training. Columbus, OH, 2 day/1 night: 5 members. Mileage: 205 miles x 65.5¢ + Lodging: \$225 + Parking: \$15/day + Meals/snacks: 2 days x \$74	0	2,686	2,686
2024 Ohio Conference on Service and Volunteerism. Columbus, OH: 2 members. Mileage: 205 miles * 65.5¢ + Parking: \$15/day + Meals/snacks: \$74 per diem.	0	413	413

LeaderCorps Initiative: 1 member up to \$500	0	500	500
Member travel for biweekly member meetings and other service-related meetings, activities, and retreats: 28 members x average 500 miles per member x 65.5¢	0	9,170	9,170
AmeriCorps 30th Anniversary Training. Columbus, OH. Fall 2024: 28 members. Mileage: 205 miles * 65.5¢ + Parking: \$15/day + Meals/snacks: \$55 per diem.	0	5,777	5,777
Category Totals	0	18,546	18,546

D. Equipment

Item/Purpose -Qty -Unit Cost	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

E. Supplies

Item -Calculation	CNCS Share	Grantee Share	Total Amount
AmeriCorps logo wear: \$65 per jacket + \$48 per polo + \$45 per t-shirt x 28 members	4,424	0	4,424
AmeriCorps Week - Celebration Cakes, provided to each clinical site: 10 cakes x \$65	650	0	650
Additional Lap top computers for members for service program use only: 14 laptops x \$765	0	10,710	10,710
Category Totals	5,074	10,710	15,784

F. Contractual and Consultant Services

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

G. Training

Staff Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
2024 Ohio Conference on Service and Volunteerism. Columbus, OH.: registration fee: \$100/person- Daily Rate of 100	0	100	100
National Service Regional Training Conference. Washington D.C.: registration fee: \$300- Daily Rate of 300	0	300	300
Category Totals	0	400	400

Member Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Ohio Conference on Service and Volunteerism. Columbus, OH. 2024: 2 members x \$100- Daily Rate of 200	200	0	200

Community Health Worker certification training - Health Care Access Now: Tuition and application fee = \$3,600 x 3 members- Daily Rate of 10800	10,800	0	10,800
Program orientation and EOY closing 2- hour Lunch & Learns (other attendees included in staff training): 2 Lunch and Learn Programs: \$10 x 28 members- Daily Rate of 560	560	0	560
Life After AmeriCorps, alumni engagement: Dinner \$1500 and speaker \$1500- Daily Rate of 3000	3,000	0	3,000
Category Totals	14,560	0	14,560

H. Evaluation

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

I. Other Program Operating Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Background Check: NSCHC, FBI and BCI background checks will be absorbed into Mercy Health's overall operating budget. NSOPW TruScreen \$7.50 x 28	210	0	210
OnCorps subscription: \$18 x 28 members	504	0	504
Member Recognition items; items will not be a gift, gift card, cash, cash equivalents and/or food in an entertainment/event setting: \$30 x 2 members	840	0	840
Category Totals	1,554	0	1,554
Section Totals	21,188	139,718	160,906
PERCENTAGE	13.17%	86.83%	

Section II. Member Costs

A. Living Allowance

Item -# Mbrs w/ Allow -Allowance Rate -# Mbrs w/o Allow	CNCS Share	Grantee Share	Total Amount
Full Time (1700 hrs): 12 Member(s) at a rate of 20726 each Members W/O allowance 0	248,712	0	248,712
Three Quarter Time (1200 hours): Member(s) at a rate of each Members W/O allowance	0	0	0
1-Year Half Time (900 hours): 10 Member(s) at a rate of 9350 each Members W/O allowance 0	93,500	0	93,500
2-Year Half Time (1st Year): 6 Member(s) at a rate of 10753 each Members W/O allowance 0	64,518	0	64,518
2-Year Half Time (2nd Year): 0 Member(s) at a rate of 0 each Members W/O allowance 0	0	0	0
Reduced Half Time (675 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Quarter Time (450 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0

Minimum Time (300 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Abbreviated Time (100 hrs): 0 Member(s) at a rate of 0 each Members W/O allowance 0	0	0	0
Category Totals	406,730	0	406,730

B. Member Support Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA for Members: total member costs x 7.65%	0	31,116	31,116
Worker's Compensation: N/A. Mercy Health is self-insured under Workers' Compensation and does not pay premiums. We pay assessments to the State of Ohio based on the amount of compensation that we pay overall.	0	0	0
Health Care: \$420 x 12 months x 11-12 full-time members only or members serving in a full-time capacity only	0	55,440	55,440
Category Totals	0	86,556	86,556
Section Totals	406,730	86,556	493,286
PERCENTAGE	82.45%	17.55%	

Section III. Administrative/Indirect Costs

A. Corporation Fixed Percentage

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Corporation Fixed Amount:	0	0	0
Commission Fixed Amount: CNCS Section I + CNCS Section II * (.0526) x .4	9,003	0	9,003
Category Totals	9,003	0	9,003

B. Federally Approved Indirect Cost Rate

Calculation -Cost Type -Rate -Rate Claimed -Cost Basis	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0
Section Totals	9,003	0	9,003
PERCENTAGE	100.00%	0.00%	

Budget Totals	436,921	226,274	663,195
PERCENTAGE	65.88%	34.12%	
Required Match		0.00%	
Total MSYs	20.00		
Cost/MSY	23,617.35		

Source of Funds

Section	Match Description	Amount	Classification	Source
Source of Funds	Bon Secours Mercy Health Foundation	226,273	Cash	Private
Total Source of Funds		226,273		

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PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE

Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)

1. TYPE OF SUBMISSION:

Application ☒ Non-Construction

2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS):

3. DATE RECEIVED BY STATE:

17-OCT-23

STATE APPLICATION IDENTIFIER:

N/A

2b. APPLICATION ID:

24AC260151

4. DATE RECEIVED BY FEDERAL AGENCY:

FEDERAL IDENTIFIER:

5. APPLICATION INFORMATION

LEGAL NAME: CATHOLIC SOCIAL SERVICES

UEI NUMBER: D444Y7EBHFL7

ADDRESS (give street address, city, state, zip code and county):

197 E Gay St
Columbus OH 43215 - 3229
County: Franklin

NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes):

NAME: Tony L. Parks

TELEPHONE NUMBER: (614) 857-1221 211

FAX NUMBER:

INTERNET E-MAIL ADDRESS: tparks@colscss.org

6. EMPLOYER IDENTIFICATION NUMBER (EIN):

314379437

7. TYPE OF APPLICANT:

7a. Non-Profit

7b. Faith-based organization

8. TYPE OF APPLICATION (Check appropriate box).

☒

NEW

☐

NEW/PREVIOUS GRANTEE

☐

CONTINUATION

☐

AMENDMENT

If Amendment, enter appropriate letter(s) in box(es):

A. AUGMENTATION

B. BUDGET REVISION

C. NO COST EXTENSION D. OTHER (specify below):

9. NAME OF FEDERAL AGENCY:

Corporation for National and Community Service

10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 94.006

10b. TITLE: AmeriCorps State

11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT:

Scioto County Senior Program

12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc):

Scioto County, OH

11.b. CNCS PROGRAM INITIATIVE (IF ANY):

13. PROPOSED PROJECT: START DATE: 07/01/24 END DATE: 06/30/25

14. CONGRESSIONAL DISTRICT OF: a.Applicant b.Program

15. ESTIMATED FUNDING: Year #:

a. FEDERAL

\$ 248,877.00

b. APPLICANT

\$ 78,599.00

c. STATE

\$ 0.00

d. LOCAL

\$ 0.00

e. OTHER

\$ 0.00

f. PROGRAM INCOME

\$ 0.00

g. TOTAL

\$ 327,476.00

16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?

☐ YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON:

DATE:

☒ NO. PROGRAM IS NOT COVERED BY E.O. 12372

17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?

☐ YES if "Yes," attach an explanation. ☒ NO

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:

Tony L. Parks

b. TITLE:

c. TELEPHONE NUMBER:

(614) 857-1221 211

d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:

e. DATE SIGNED:

10/17/23

Narratives

Executive Summary

The Catholic Social Services will have 20 AmeriCorps members who will provide companionship to isolated seniors in Scioto County, Ohio. At the end of the first program year, the AmeriCorps members will be responsible for helping clients live independently. In addition, the AmeriCorps members will leverage 0 volunteers who will be engaged in [not applicable].

The AmeriCorps investment will be matched with \$78,599, \$0 in public funding and \$78,599 in private funding.

Rationale and Approach/Program Design

PROGRAM DESIGN: Situated in the Appalachian region of southern Ohio, Scioto County is a rural area with concentrated poverty (a priority area for this funding opportunity). There are 15,563 Scioto County residents living below the federal poverty level, which is 22.5% of the population. Among residents aged 60 or older, 2,872 individuals live in poverty. The 17% poverty rate for the senior population in Scioto County is much higher than the 11% rate for the state of Ohio and the U.S. CDC's Social Vulnerability Index indicates that Scioto County has a high level of social vulnerability. For many in the county, even with an education, there are few opportunities for career development locally. Residents are forced to move to find meaningful employment or advancement, leaving aging parents and loved ones without local support to maintain independence. According to the Journal of the American Heart Association, a study of patients with heart failure in Minnesota found that in the group of 1,681 men and women, with the average age of 73, the 6% who reported a high level of perceived social isolation had a greater risk of hospitalization, ER visits, and early death than those who did not (Manemann et. al., 2018). The effects of the pandemic have highlighted this heightened concern (Kasar and Karaman, 2021).

Catholic Social Services requests an AmeriCorps grant to launch the Scioto for Seniors Program (SSP). This dual beneficiary program will provide vital services to the county's vulnerable seniors while helping the AmeriCorps members develop transferable workforce skills. When a member visits an isolated senior to provide independent living support, this can prolong the time a senior can remain in their home compared to needing a more restrictive environment and/or nursing home care. Additionally, the program will provide meaningful experience that could serve as a springboard for employment or advancement for participating members.

Narratives

The Scioto for Seniors Program's Theory of Change explains that with proper supportive services, such as an increase in social support, isolated, often frail, older adults can remain independent, safe, and happy in their own homes, delaying or eliminating the need for care in less than optimal, expensive long-term care facilities. The program will increase the availability of social support in two ways, either by expanding upon available but limited family resources such as family caregivers, or by creating a non-familial support system where other supports do not exist. The program creates or enhances the social support system by matching healthy, active adult members with socially isolated, often frail, elderly adults in a supportive one-to-one companionship relationship. Members are provided with a meaningful opportunity to contribute to their community and gain transferable skills, which can lead to paid employment for the members in the future, thus launching the member into a positive career path. The skills that AmeriCorps members would acquire through SSP would be particularly transferable to work as a home health aide, for which there is increasing need as our population ages. This field offers flexibility, with full-time and part-time opportunities, comparatively good pay, and qualitatively meaningful work.

Catholic Social Services' SSP will collaborate with five organizations which will serve as member site stations, sharing a common goal to support seniors while developing the local workforce. These site stations will assist in program coordination and monitoring. The SSP will have 20 members aged 18 and up, serving 40 clients working towards the outcome of the Aging in Place National Performance Measures. Participants, both clients and members, will report a satisfaction rate of 90% or higher with their program participation and outcomes.

In a community engagement event in preparation for the program, potential community partners eagerly commented that this proposed program, based on the theory of change outlined above, would extend the capacity of current providers by offering much-needed additional support to seniors in this region who are currently waiting for services, as well as providing much-needed job readiness services. Letters of support from potential community partners are provided in this application.

EVIDENCE-BASE: A quasi-experimental research study commissioned by AmeriCorps and conducted by independent research firm ICF found that the return on investment of Senior Companion programs similar to our proposed Scioto for Seniors Program was \$5.08 per funder dollar

Narratives

(Modicamore, et al., 2020). The authors found that "the magnitude of the results [were] driven by savings on health care, savings on assisted living costs, and the value of in-kind services." Both companions and clients experienced improved health outcomes as a result of participating in the program. Clients also reported that they could stay in their homes longer rather than moving into an assisted living facility.

In addition, a longitudinal study of AmeriCorps Foster Grandparent and Senior Companion programs found that volunteers who stayed in the program for at least two years "reported significant improvement in how they perceived their health compared to other similar non-volunteers in the general population" (Georges et al., 2018)

Catholic Social Services has operated a Senior Companion program in the urban/suburban communities of central Ohio for 46 years. Our Senior Companion program has established itself as a critical component of the network of community programs helping seniors maintain their independence. Both clients and senior companions have indicated that the program makes a meaningful impact for them. The percentage of client respondents on our annual client satisfaction survey that agreed or strongly agreed with each statement in 2022 is listed below:

- * I am satisfied with the services I received from Catholic Social Services: 97%
- * The services make a difference: 97%
- * I would recommend Catholic Social Services: 100%
- * My quality of life has improved: 90%
- * I feel more hopeful since receiving services: 98%
- * The services help me live independently: 85%

Likewise, volunteer companions in our program reported very positive results:

- * I am satisfied with the services I received from Catholic Social Services: 100%
- * The services make a difference: 100%
- * I would recommend Catholic Social Services: 100%
- * My quality of life has improved: 99%
- * I feel more hopeful since receiving services: 99%
- * The services help me live independently: 99%

Narratives

Citations: Modicamore, D., Naugler, A., Casey, B., Miller, B., Munaretto, C., & Pershing, J. (2020). Return on Investment Study: AmeriCorps Seniors Foster Grandparent Program and Senior Companion Program. ICF.

Georges, A., Fung, W., Smith, J., Liang, J., Sum, C., & Gabbard, S. (2018). Longitudinal Study of Foster Grandparent and Senior Companion Programs: Service Delivery Implications and Health Benefits to the Volunteers. North Bethesda, MD: JBS International, Inc.

NOTICE PRIORITY: The Scioto for Seniors Program meets the following AmeriCorps funding priorities: underrepresented communities/underserved people (Scioto County is a rural community with high levels of poverty); faith-based organization; and workforce pathways for AmeriCorps members.

MEMBER EXPERIENCE: Members will be provided with a meaningful opportunity to contribute to their community and gain transferable skills, which can lead to paid employment for the members in the future, thus launching the member into a positive career path. Each member will attend a paid monthly in-service training on job readiness. The topics will include but are not limited to resume writing, interview skills, diversity, inclusion, conflict resolution training, culture training, and leadership and management.

Recognition of the members will be critical to retention and the quality of the program. Throughout the year, the program staff will strive to show appreciation to the members through notes of encouragement and acknowledgment of their special occasions such as birthdays and anniversaries. The program will host an annual luncheon in the spring as a special appreciation event. At this yearly event, exceptional members will be presented with the "Service Award" for their exemplary work in the program.

The program will provide several leadership opportunities for members to enable personal growth while assisting the program beyond their visits to clients. They will be able to join an advisory council or assist in the training of new members by serving as mentors. Creating a high-quality experience will be an ongoing process; the staff will routinely obtain feedback from the members regarding how the program can better assist them in meeting their goals for participation and other longer-term

Narratives

work-related goals where appropriate.

Organizational Capability

ORGANIZATIONAL BACKGROUND AND STAFFING: CSS is led by our new President and CEO S. Kelley Henderson, who most recently served as Executive Director of Catholic Charities of West Tennessee, where he led the agency to tremendous growth. The grants implementation process is overseen by Chief Program Officer Amy VanDyke, MSW, LSW, PhD. Dr. VanDyke has extensive experience in nonprofit social service agency management, including a track record of developing, strengthening, and growing programs to be responsive to the needs of clients. The finance department is overseen by Chief Operating Officer Nick Borchers, MBA, who has more than seventeen years of experience in project management, overseeing projects in the corporate, faith-based, and public sectors.

Tony Parks, who has been Director of the Senior Companion Program at CSS since 2016, will be the Program Director for the Scioto for Seniors program. Tony has over four years of experience as an advocate for the vulnerable elderly. He has worked six years with adults and seniors with various developmental disabilities and has been a strong voice in the community advocating for seniors. Tony holds a master's degree in education. He reports to Chief Program Officer Dr. Amy VanDyke. The Program Manager and Program Administrative Assistant will be new staff members hired if CSS is awarded this funding. The Program Manager will report to the Program Director, and the Administrative Assistant will report to the Program Manager.

For more than 77 years, Catholic Social Services has been helping poor and vulnerable seniors and families in central and southern Ohio -- regardless of their background -- to reach their full potential. Motivated by faith, we help working-poor families stabilize and attain good jobs, providing for their economic security and strengthening the workforce. We help low-income seniors through a suite of seven programs that help them live independently, age with grace, and honor their dignity.

CSS is a research partner with the Wilson Sheehan Lab for Economic Opportunities at the University of Notre Dame because we are committed to evidence-based practice. We are a member agency of Catholic Charities USA and the Human Service Chamber of Franklin County. CSS helps more than 13,000 people annually in our 23-county region. We have responded to the rapidly growing senior population, doubling the number of seniors served in eight years through innovation, more effective

Narratives

technology solutions, volunteer engagement, and partnerships. CSS has successfully received and administered a wide variety of public and private grants, including our current AmeriCorps grants for our Franklin County Foster Grandparent and Senior Companion programs. One hundred and seventy-two (172) senior volunteers participated in our Foster Grandparent and Senior Companion programs in 2022. We served 591 students in the Foster Grandparent program and 511 senior clients in our Senior Companion program in 2022. We have also served the Scioto County community for decades through the St. Francis Center, a one-stop community center providing families access to a wide variety of services including hot meals, clothing and household items, food, and emergency assistance.

CSS has been continuously accredited by the Council on Accreditation (COA) since 1982 (last renewed in 2022). The rigorous COA accreditation shows our commitment to best-practice social services. As such, our entire agency functions in line with best-practice standards, including in the areas of governance, risk management, accounting, personnel management, purchasing, and program implementation. We have written, board-approved policies that ensure best-practice financial management, including tracking allowable costs and in-kind contributions; internal control over cash receipts with appropriate segregation of duties; established monitoring of expenditures through authorized requisitions; and development of a board-approved annual budget, with monthly comparisons by program directors, management, and the board. CSS also has a whistleblower policy so that staff or Board members can report any suspected fraudulent, dishonest, improper, or inappropriate behavior without fear of retaliation.

MEMBER SUPERVISION: Recognizing the members' contributions as a vital component of the program's success, staff members will meet with the site supervisors several times during the year and provide an annual evaluation to recognize the accomplishments they achieved and to offer assistance in making their site a more meaningful member placement. Site station supervisors will be kept informed about programmatic changes through correspondence and scheduled meetings throughout the year. Site stations will often be utilized to provide an in-service presentation on topics such as diversity. We have utilized these practices in our Senior Companion Program in Franklin County and have garnered very favorable responses, rounding out the efforts to ensure well-informed companions.

Narratives

Members will attend monthly in-service meetings to develop transferable workforce skills, including job readiness, resume writing, interviewing, how to transfer skills, how to seek employment, how to care for the elderly, looking for signs of decline, cognitive functioning of the elderly, and how to safely transport clients. Our Program Manager will recruit and schedule guest speakers for our monthly in-service meetings. One of our community partners in this venture is the Area Agency on Aging Division 7. We plan to work with them to develop training and additional specifics of what training would benefit our members. We will also collaborate with home health agencies to see what skills are needed and offer trainings on those as well.

It is an expectation of CSS for staff to maintain a high level of competence; therefore, CSS staff will attend training during the year regarding volunteer management. The project staff will also complete five yearly exercises online through Relias (our agency training database) on issues affecting the senior population. Also, the Program Director and Program Manager will participate in all training required by ServeOhio.

COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY: As a faith-based organization, CSS has a governing document, which we call our Catholic Identity Plan, which allows us to intentionally, holistically, and structurally integrate our Catholic values to drive why, how, and what we do. The Catholic Identity Plan encompasses our DEI Inclusion Plan:

* CSS serves people in need regardless of religion, race, gender/orientation, ethnicity, place of origin, or physical disability. We do not judge people for who they are or what they may have done. Staff and volunteers are trained and supported to provide these services in a professional, compassionate, appropriate, culturally competent, and humble manner.

* CSS strives to have a board, management, and staff that are representative of the diversity of marginalized people that we serve and create an inclusive environment that promotes cultural humility and solidarity, more authentic service provision, and better, more equitable, outcomes.

Cost Effectiveness and Budget Adequacy

MEMBER RECRUITMENT: The 1.0 FTE Program Manager will be responsible for member recruitment. The Program Manager will attend 12-15 outreach events for new members annually. Shawnee State University, a public university with an enrollment of 3,300 students, is located in

Narratives

Portsmouth in Scioto County. Our Program Manager will conduct outreach to Shawnee State students to recruit AmeriCorps members for our program. Our Program Manager will also conduct outreach to the broader community in Scioto County, including local church communities, Job and Family Services, and other community agencies, as we hope to recruit a diverse pool of members for this program.

MEMBER RETENTION: The Program Manager, working in collaboration with the Program Director, will lead monthly in-service training for members focused on job readiness, including topics such as resume writing, interview skills, diversity, inclusion, conflict resolution training, culture training, and leadership and management. We will provide meals for members at all of the in-service trainings. Additionally, we will reimburse members for their travel at the federal reimbursement rate of \$0.655 per mile. We will also offer a year-end recognition event for members to celebrate their accomplishments.

DATA COLLECTION: Both the Program Manager and Administrative Assistant will play critical roles in data collection, continuous improvement, and evaluation. The Program Director will provide oversight of these functions.

CSS uses an agency-wide Performance and Quality Improvement (PQI) evaluation tool in line with the Council on Accreditation. To evaluate the effectiveness of all our programs, including our Senior Programs, we have identified and defined three Criteria for Excellence (impact, quality, and stewardship) used to assess each program's performance. Quarterly, programs illustrate their progress through a review of their PQI scorecards.

Evaluation Summary or Plan

N/A

Amendment Justification

N/A

Clarification Summary

N/A

Continuation Changes

Narratives

N/A

Grant Characteristics

Performance Measures

MSYs by Focus Area

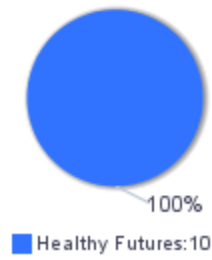


Table1: MSYs by Focus Areas

Focus Area	% MSYs
Healthy Futures	100%

MSYs by Objective



Table2: MSYs by Objectives

Objectives	%MSYs
Aging in Place	100%

% of MSY NPM VS Applicant VS Not in ANY

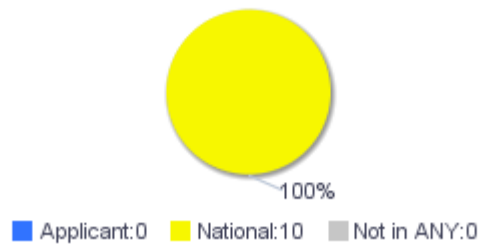


Table3: %MSYs by NPM vs.Applicant vs. Not in ANY

% MSYs	NPM	Applicant	Not in ANY
	100%	0%	0%

Table4: No of MSY and Members by Objective

Objectives	No of MSYs	No of Members
Aging in Place	10.00	20
Total	10.00	20

Primary Focus Area: Healthy Futures

Primary Intervention: Companionship

Secondary Focus Area:

Secondary Intervention:

Performance Measure: Scioto for Seniors Program

Focus Area:	Healthy Futures	Objective:	Aging in Place	No of MSY's:	10.00	No of Members:	20
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Problem Statement:

Situated in the Appalachian region of southern Ohio, Scioto County is a rural area with concentrated poverty. Among residents aged 60 or older, 2,872 individuals are living in poverty. The 17% poverty rate for the senior population in Scioto County is much higher than the 11% rate for the state of Ohio and the U.S. The CDC's Social Vulnerability Index indicates that Scioto County has a High level of social vulnerability.

The Scioto for Seniors Program is a dual beneficiary program for under- resourced seniors lacking access to adequate family social support systems resulting in social isolation, reduced quality of life, and health concerns. Through this program, seniors will feel less lonely and less isolated, have an enhanced quality of life, reduced health concerns, and maintain independence in their preferred setting.

The program allows members the opportunities for a nontaxable paid volunteer experience to enhance community engagement and to develop transferable skills which could assist them in gaining meaningful employment. By providing culturally competent companion services to isolated seniors in the community, members will improve their disposable income and sense of purpose.

Selected Interventions:

Companionship

Describe Interventions:

Each client will be paired with an AmeriCorps member according to their stated preferences. Members will visit with paired clients in their homes for 5- 10 hours per week. The SSP will be a year- round program. Members will be permitted to provide transportation for clients with whom they are paired to participate in at least one out- of- home activity per week.

H4A Output:

H4A: Number of individuals served

Target:	40	Individuals
Measured By:	Tracking System	
Described Instrument:	Catholic Social Services utilizes a Salesforce- based client database called Exponent Case Management to track clients served, as well as program outcomes and program demographics.	

H9A Outcome:

H9A: Number of individuals who report having increased social support or improved capacity for inde

Target:	36	Individuals
Measured By:	Survey	
Described Instrument:	Catholic Social Services will survey all open clients and members to determine if	

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Performance Measure: Scioto for Seniors Program

Problem Statement:

Selected Interventions:

Comparison:

Described Instrument: we achieved our outcomes for the year as well as their satisfaction with the services provided through the Scioto for Seniors Program. The responses will be analyzed through Survey Monkey which calculates the responses relating to our program outcomes.

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Program Information

AmeriCorps Funding Priorities

*Check any priority area(s) that apply to the proposed program. Please refer to the NOFO for the information on the threshold for meeting priority consideration

Underrepresented communities, underserved people, Faith- based organizations, Workforce pathways for AmeriCorps members

Grant Characteristics

*Check any characteristics that are a significant part of the proposed program

Faith- based organization, Geographic Focus Rural

Demographics

Other Revenue Funds	78599
Number of volunteers generated by AmeriCorps members	0
Percent of disadvantaged youth enrolled	0

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Required Documents

<u>Document Name</u>	<u>Status</u>
Federally Approved Indirect Cost Agreement	Not Applicable
Labor Union Concurrence	Not Applicable
Evaluation	Sent
Other Documents	Sent

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
The community problem that the program activities (interventions) are designed to address.	Resources that are necessary to deliver the program activities (interventions), including the number of locations/sites and number/type of AmeriCorps members.	The core activities that define the intervention or program model that members will implement or deliver, including duration, dosage and target population.	Direct products from program activities.	Changes in knowledge, skills, attitudes and opinions. These outcomes, if applicable to the program design, will almost always be measurable during the grant year.	Changes in behavior or action. Depending on program design, these outcomes may or may not be measurable during the grant year.	Changes in condition or status in life. Depending on program design, these outcomes may or may not be measurable during the grant year. Some programs, such as environmental or capacity-building programs, may measure changes in condition over a period as short as one year.
Situated in the Appalachian region of southern Ohio, Scioto County is a rural area with concentrated poverty. Among residents aged 60 or older, 2,872 individuals are living in poverty. The 17% poverty rate for the senior population in Scioto County is much higher than the 11% rate for the state of Ohio and the U.S. The CDC's Social Vulnerability Index indicates that Scioto County has a High level of social vulnerability.	<p>Our proposed staffing for this program consists of 0.20 FTE Program Director, 0.80 FTE Program Manager, and 0.50 FTE Administrative Assistant.</p> <p>We are proposing to manage a team of 20 AmeriCorps half-time members.</p> <p>We will collaborate with five external partners to offer five member site stations in Scioto County, with each station providing a site station supervisor.</p> <p>AmeriCorps</p>	<p>CSS will recruit AmeriCorps members who meet the following eligibility requirements:</p> <ol style="list-style-type: none"> 1. Be 18 years old or older and be physically and cognitively capable of serving. 2. Have a reliable means of transportation to assist clients with appointments, benefits, errands, and community activities. 3. Complete free 40-hour orientation training; pass a 	<p>The program will serve 40 clients per year, with each client receiving 5-10 hours of weekly companion service. This output aligns with the AmeriCorps Strategic Plan Objective of Aging in Place, and output H4A: Number of individuals served.</p> <p>Clients will be matched with a member within three months of referral.</p> <p>The program will recruit new members every year to maintain</p>	<p>1) 90% of clients will report that the companion services help them live independently. This outcome aligns with national performance measure H9A: Number of individuals who report improved capacity for independent living.</p> <p>2) 90% of clients will report reduced feelings of isolation and loneliness as evidenced by responses on client satisfaction surveys.</p> <p>3) 90% of clients will report</p>	<p>1) Clients will have increased access to community resources and transportation by being matched with a member.</p> <p>2) 90% of members will report having increased community engagement and supportive relationships, as evidenced by satisfaction survey responses.</p>	<p>1) Members will have improved income stability and increased disposable income due to receiving a living allowance.</p> <p>2) Members will develop transferable job skills to benefit them when their service ends.</p>

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
<p>Catholic Social Services₂ proposed Scioto for Seniors Program is a dual beneficiary program for under-resourced seniors lacking access to adequate family social support systems resulting in social isolation, reduced quality of life, and health concerns. Through this program, seniors will feel less lonely and less isolated, have an enhanced quality of life, reduced health concerns, and maintain independence in their preferred setting.</p> <p>The program will provide members with service opportunities to enhance community engagement and to develop transferable workforce skills which could assist them in gaining meaningful employment. By providing culturally competent</p>	<p>members will travel independently to their site stations. AmeriCorps members will receive a living allowance of \$6,750 for their service.</p> <p>Catholic Social Services will provide administrative support through Human Resources, Information Technology, Development and Marketing, and Finance departments, based at our headquarters in Columbus, Ohio.</p> <p>Catholic Social Services will utilize our agency-wide client database system, Exponent Case Management (ECM), to track client data and program outcomes.</p> <p>The budget and budget narrative outline the financial inputs needed to operate the program.</p>	<p>background check that includes the National Sex Offender Public Website, BCI and FBI fingerprinting, and six additional web checks as established by the Ohio Attorney General's Office for persons working with vulnerable populations. This is our current protocol in our Foster Grandparent Senior Companion programs.</p> <p>The Program Manager will be responsible for conducting outreach to find new clients and members and managing referrals as they come in. The Program Manager will hold 15-20 outreach events for new clients annually. The Program Manager will also attend 12-15 outreach events for new members annually.</p> <p>Clients will be interviewed and screened for</p>	<p>the current capacity of 20 members.</p> <p>Members will document visits with clients weekly, totaling 10-20 hours per week.</p> <p>The members will collectively complete 10 MSYs per year.</p> <p>Members will report taking their clients to at least one out-of-the-home activity per week.</p> <p>Members will complete all required training annually to maintain eligibility in the program.</p> <p>Members will have a 90% return rate from the annual satisfaction surveys.</p> <p>CSS will achieve a 90% compliance on quarterly Clinical Record Reviews for this program.</p>	<p>satisfaction with the member companion services as evidenced by responses on client satisfaction surveys.</p> <p>4) 90% of members will report feeling an increased sense of purpose due to being a member, as evidenced by satisfaction survey responses.</p>		

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
<p>companion services to isolated seniors in the community, members will improve their disposable income and sense of purpose.</p>		<p>eligibility and appropriateness for the program. Each client will complete an intake form.</p> <p>Clients will be screened for benefits by the Program Manager. Client case management will be conducted by the Site Station Supervisors. All necessary intra-agency collaboration will be managed by the Program Manager and overseen by the Program Director.</p> <p>Members will receive 20 hours of training before they begin independent service. Each member will successfully complete 20 hours of shadowing with a fully trained volunteer, the program director, or the program manager. The trainings and orientation will serve the clients' needs, including how to provide companionship and</p>				

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
		<p>support to vulnerable seniors, boundary issues, and do's and don'ts of working with seniors. We will also have a manual for each member which we will review at orientation and at regular intervals with the volunteers.</p> <p>Members will receive an additional 24 hours of in-service training annually. These trainings will reinforce how to work with seniors appropriately and best practices. The trainings will also prepare members for entering the workforce following their service year, including job readiness topics such as resume writing, how to conduct a job search, and interview skills.</p> <p>Each client will be paired with an AmeriCorps member according to their stated preferences.</p>				

Logic Model

Problem	Inputs	Activities	Outputs	Short-Term Outcomes	Mid-Term Outcomes	Long-Term Outcomes
		<p>Members will visit with paired clients in their homes for 5-10 hours per week. The SSP will be a year-round program. Members will be permitted to provide transportation for clients with whom they are paired to participate in at least one out-of-home activity per week.</p> <p>Members will document each visit with clients on a monthly timesheet, which will be signed by the member and the Site Station Supervisor. The Program Manager will then review and approve each timesheet.</p>				

Budget Narrative: Scioto County Senior Program for CATHOLIC SOCIAL SERVICES

Section I. Program Operating Costs

A. Personnel Expenses

Position/Title -Qty -Annual Salary -% Time	CNCS Share	Grantee Share	Total Amount
Program Director - 1 person at \$77,399 at 20% of time allocated to this program.: - 1 person(s) at 77399 each x 20 % usage	0	15,480	15,480
Program Manager - 1 person at \$55,000 at 80% of time allocated to this program.: - 1 person(s) at 55000 each x 80 % usage	33,000	11,000	44,000
Program Administrative Assistant - 1 part-time person at \$18,720 each at 100% usage. Program Administrative Assistant does not participate in fundraising or grant writing.: - 1 person(s) at 18720 each x 100 % usage	16,848	1,872	18,720
Category Totals	49,848	28,352	78,200

B. Personnel Fringe Benefits

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA: FICA for 3 staff (\$78,200 x 0.0765)	0	5,982	5,982
Worker's Compensation: Worker's Compensation for 3 staff (\$78,200 x 0.011)	0	860	860
Health insurance: Health insurance: Health Insurance for Program Manager and Program Administrative Assistant (\$62,720 x 0.25)	0	15,680	15,680
Retirement: Retirement: Match for 403b for Program Director (\$15,480 x 0.03)	0	464	464
Long-Term Disability: Long Term Disability for 3 staff (\$78,200 x 0.00759)	0	594	594
Life insurance: Life Insurance for 3 staff (\$78,200 x 0.0073)	0	571	571
Category Totals	0	24,151	24,151

C. Travel

Staff Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Travel to CNCS-Sponsored Meetings: 2025 National Service Regional Training: 1 staff traveling to training for 3 days/2 nights - Meals/Lodging @ \$1000 & airfare = \$1,000	2,000	0	2,000
Local travel: Project staff to travel to volunteer sites, meetings and client homes: 3 staff traveling 417 miles/month/person x 12 months x \$0.655/mile = \$9,833	9,833	0	9,833
Program Directors Meetings: Local Travel: 1 staff traveling 20 miles to attend x 3 training x \$0.655/mile	39	0	39
Service Speaks training: Local Travel: 1 staff traveling 180 miles to attend x 1 training x \$0.655/mile	118	0	118
2024 Ohio Conference on Service and Volunteerism: Local Travel: 1 staff traveling 180 miles to attend conference	118	0	118
Category Totals	12,108	0	12,108

Member Travel

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Local Travel: Member Travel: 20 members x 139 miles/month/member @ \$0.655/mile x 12 months	21,851	0	21,851
LeaderCorps initiative: Local Travel: 2 members traveling 180 miles to attend conference, one overnight at \$125/member	486	0	486
Service Speaks training: Local Travel: 2 members traveling 180 miles to attend conference, one overnight at \$125/member	486	0	486
AmeriCorps 30th Anniversary Training event: Local Travel: 20 members traveling 180 miles to attend conference	2,358	0	2,358
2024 Ohio Conference on Service and Volunteerism: Local Travel: 1 member traveling 180 miles to attend conference	118	0	118
Category Totals	25,299	0	25,299

D. Equipment

Item/Purpose -Qty -Unit Cost	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

E. Supplies

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Supplies: Includes specific items purchased to support direct care staff and client specific materials to include program file folders, general office supplies, and software purchase and lease. \$100/month x 12 months	0	1,200	1,200
Uniforms: 20 AmeriCorps seniors sweaters @ \$25 = \$500 and 20 AmeriCorps tee-shirts @ \$20 = \$400	900	0	900
Laptops: 2 Laptops @ \$1,000 each for new staff members.	2,000	0	2,000
Category Totals	2,900	1,200	4,100

F. Contractual and Consultant Services

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

G. Training

Staff Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
2024 Ohio Conference on Service and Volunteerism: \$100 registration fee x 1 staff member attending the conference- Daily Rate of 100	100	0	100
2025 National Service Regional Training: \$300 registration fee x 1 staff member attending the conference- Daily Rate of 300	300	0	300

Category Totals	400	0	400
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Member Training

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
2024 Ohio Conference on Service and Volunteerism: \$100 registration fee x 1 AmeriCorps member attending the conference- Daily Rate of 100	100	0	100
AmeriCorps 30th Anniversary Training event: \$20 registration fee x 20 AmeriCorps members attending the training- Daily Rate of 20	400	0	400
Category Totals	500	0	500

H. Evaluation

Purpose -Calculation -Daily Rate	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0

I. Other Program Operating Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
Criminal background check: Criminal background check @ \$72 x 20 AmeriCorps members and 2 staff members. Includes NSPOW, state, and FBI checks.	1,584	0	1,584
OnCorps reporting dues: OnCorps reporting dues: \$18/member x 20 members	360	0	360
Insurance: Portion of liability insurance needed to operate program serving vulnerable seniors	990	0	990
Category Totals	2,934	0	2,934
Section Totals	93,989	53,703	147,692
PERCENTAGE	63.64%	36.36%	

Section II. Member Costs

A. Living Allowance

Item -# Mbrs w/ Allow -Allowance Rate -# Mbrs w/o Allow	CNCS Share	Grantee Share	Total Amount
Full Time (1700 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Three Quarter Time (1200 hours): Member(s) at a rate of each Members W/O allowance	0	0	0
1-Year Half Time (900 hours): 20 Member(s) at a rate of 6750 each Members W/O allowance 0	135,000	0	135,000
2-Year Half Time (1st Year): Member(s) at a rate of each Members W/O allowance	0	0	0
2-Year Half Time (2nd Year): Member(s) at a rate of each Members W/O allowance	0	0	0
Reduced Half Time (675 hrs): Member(s) at a rate of each	0	0	0

Members W/O allowance			
Quarter Time (450 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Minimum Time (300 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Abbreviated Time (100 hrs): Member(s) at a rate of each Members W/O allowance	0	0	0
Category Totals	135,000	0	135,000

B. Member Support Costs

Purpose -Calculation	CNCS Share	Grantee Share	Total Amount
FICA for Members: 7.65% of member living allowance	10,328	0	10,328
Worker's Compensation: Worker's Compensation for members: 1.1% of member living allowance	1,485	0	1,485
Health Care:	0	0	0
In-service meals: Meals at members' in-service trainings: 12 in-service trainings x \$5/meal/member x 20 members = \$1,200	1,200	0	1,200
Recognition event for members: Recognition event for members: Meals - 20 members @ \$20/meal = \$400, plus event rental space @ \$1,600.	2,000	0	2,000
Category Totals	15,013	0	15,013
Section Totals	150,013	0	150,013
PERCENTAGE	100.00%	0.00%	

Section III. Administrative/Indirect Costs

A. Corporation Fixed Percentage

Item -Calculation	CNCS Share	Grantee Share	Total Amount
Corporation Fixed Amount: De minimis rate of 10% to calculate indirect costs, excluding state commission allocation	0	23,507	23,507
Commission Fixed Amount: ServeOhio retains a 2% share of the 5% of federal funds available to programs for administrative costs.	4,875	1,389	6,264
Category Totals	4,875	24,896	29,771

B. Federally Approved Indirect Cost Rate

Calculation -Cost Type -Rate -Rate Claimed -Cost Basis	CNCS Share	Grantee Share	Total Amount
Category Totals	0	0	0
Section Totals	4,875	24,896	29,771
PERCENTAGE	16.37%	83.63%	

Budget Totals	248,877	78,599	327,476
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PERCENTAGE	76.00%	24.00%	
Required Match		0.00%	
Total MSYs	10.00		
Cost/MSY	24,887.70		

Source of Funds

Section	Match Description	Amount	Classification	Source
Source of Funds	If awarded an AmeriCorps grant, we will seek corporate and private foundation grants to provide matching funds for SSP program. We will utilize general revenue for CSS to support the program if needed.	78,599	Cash	Private
Total Source of Funds		78,599		