

This document highlights the changes made to the National Performance Indicators that were proposed during the Initial Feedback Period. These changes are now reflected in the CSBG Annual Report FRN#1 package.

Each change has been highlighted to indicate if the indicator proposed during the Network during the Initial Feedback Period was revised, deleted, or moved in the CSBG Annual Report FRN#1 package.



**Comparison Key: This document contains information presented in the Initial Comment Period**

- **Revised** - item has been changed in some way in the June 2016 OMB packet
- **Deleted** - item has been completely removed and does not appear in the June 2016 OMB packet
- **Moved** - item has been moved to another section or combined with another item in the June 2016 OMB packet
- **New** - New indicators or language in the June 2016 OMB packet.
- No highlight – unchanged

## **INDIVIDUAL AND FAMILY LEVEL NATIONAL PERFORMANCE INDICATORS INITIAL COMMENT PERIOD DOCUMENT, PROPOSED MARCH 3, 2016**

### **NATIONAL GOAL 1: Individuals and Families with low incomes are stable and achieve economic security.**

#### **EMPLOYMENT**

1. **Job Attainment: The number and percent of unemployed youth who obtain employment to gain skills or income.**
2. **Attainment: The number and percent of unemployed individuals who obtain employment (up to a living wage<sup>1</sup>).**
  - 1a. **Become self-employed<sup>2</sup> as a result of CAA services (up to a living wage).**
  - 1b. **Maintain existing employment for at least 90 days (up to a living wage).**
  - 1c. **Maintain existing employment for at least 180 days (up to a living wage).**
3. **Job Attainment: The number and percent of unemployed individuals who obtain employment with a living wage<sup>1</sup> or higher.**
  - 2a. **Become self-employed<sup>2</sup> as a result of CAA services (with a living wage or higher).**
  - 2b. **Maintain existing employment for at least 90 days (with a living wage or higher).**
  - 2c. **Maintain existing employment for at least 180 days (with a living wage or higher).**
4. **Job/Career Enhancement: The number and percent of employed participants in a career-advancement related program who entered or transitioned into a position that provided increased income and/or benefits:**
  - 3a. **Increased income from employment through wage or salary amount increase.**
  - 3b. **Increased income from employment through hours worked increase.**
  - 3c. **Increased benefits related to employment.**

#### **EDUCATION AND COGNITIVE DEVELOPMENT**

1. The number and percent of children (0 to 5) who demonstrate improved emergent literacy skills<sup>3</sup>.
2. The number and percent of children (0 to 5) who demonstrate skills for school readiness<sup>4</sup>.

3. The number and percent of children and youth who demonstrate improved positive approaches toward learning, including improved attention skills.
  - a. Early Childhood Education (ages 0-5)
  - b. 1<sup>st</sup> grade-8<sup>th</sup> grade
  - c. 9<sup>th</sup>-12<sup>th</sup> grade
4. The number and percent of children and youth who are achieving **at grade level** (academic, social, and school success skills).
  - a. Early Childhood Education (ages 0-5)
  - b. 1st grade-8th grade
  - c. 9th-12th grade
5. The number and percent of parents/caregivers who improve their home environments<sup>5</sup>.
6. The number and percent of adults who demonstrate improved basic education<sup>6</sup>.
7. **The number and percent of individuals<sup>7</sup> who:**
  - a. **Obtain a high school diploma and/or obtain an equivalency certificate or diploma.**
  - b. **Attain a recognized credential, certificate, or degree relating to achievement of educational or vocational skills.**
  - c. **Obtain an Associate's degree.**
  - d. **Obtain a Bachelor's degree**

## INCOME and ASSET BUILDING

1. The number and percent of individuals who achieve and maintain capacity to meet basic needs for 90 days<sup>8</sup>.
2. The number and percent of individuals who achieve and maintain capacity to meet basic needs for 180 days.
3. The number and percent of individuals who increased their financial assets.
  - a. The number and percent of individuals who open a savings account or IDA.
  - b. The number and percent of individuals who increase their savings.
  - c. The number and percent of individuals who use their savings to purchase an asset<sup>9</sup>.
  - d. The number and percent of individuals who purchase a home.
4. Number and percent of individuals who improve their credit scores.
5. The number and percent of individuals who increase their net worth.

## HOUSING

1. The number and percent of households experiencing homelessness<sup>10</sup> who obtain safe temporary shelter.
2. The number and percent of households who obtain safe and affordable housing.
  - a. The number and percent of households who maintain safe and affordable housing for 90 days.
  - b. The number and percent of households who maintain safe and affordable housing for 180 days.
3. The number and percent of households that avoided eviction.
4. The number and percent of households that avoided foreclosure.
5. The number and percent of households who improved health and safety of their homes.
6. The number and percent of households who improved energy efficiency of their homes.
7. The number and percent of households who reduced energy burden.

## HEALTH AND SOCIAL/BEHAVIORAL DEVELOPMENT

1. The number and percent of individuals who demonstrate increased nutrition skills (e.g. cooking, shopping, and growing food).
2. The number and percent of individuals who demonstrate improved health and well-being<sup>11</sup>:
  - a. Physical health.
    - i. Number and percent of the above who are children (ages 0-11)
    - ii. Number and percent of the above who are youth (ages 12-17)
    - iii. Number and percent of the above who are adults (ages 18-64)
    - iv. Number and percent of the above who are seniors (ages 65+)
  - b. Mental and behavioral health.
    - i. Number and percent of the above who are children (ages 0-11)

- ii. Number and percent of the above who are youth (ages 12-17)
  - iii. Number and percent of the above who are adults (ages 18-64)
  - iv. Number and percent of the above who are seniors (ages 65+)
3. The number and percent of families who improve skills related to the adult role of parents/caregivers.
  4. The number and percent of parents/caregivers who demonstrate increased sensitivity and responsiveness in their interactions with their children.
  5. The number and percent of individuals who maintain an independent living situation.
    - a. The number and percent of seniors (65+) who maintain an independent living situation.
      - i. Of the above, the number and percent who maintain independence for 90 days.
      - ii. Of the above, the number and percent who maintain independence for 180 days.
    - b. The number and percent of individuals with disabilities<sup>12</sup> who maintain an independent living situation.
      - i. Of the above, the number and percent who maintain independence for 90 days.
      - ii. Of the above, the number and percent who maintain independence for 180 days.
    - c. The number and percent of individuals with chronic illness<sup>13</sup> who maintain an independent living situation.
      - i. Of the above, the number and percent who maintain independence for 90 days.
      - ii. Of the above, the number and percent who maintain independence for 180 days.
  6. The number and percent of individuals with no recidivating event<sup>14</sup> for six months.
    - a. Youth
    - b. Adults

<sup>12</sup> The term disability means, with respect to an individual - (a) a physical or mental impairment that substantially limits one or more of the major life activities of such individual, (b) a record of such an impairment, and/or (c) being regarded as having such an impairment.

<sup>13</sup> According to a common definition, chronic illnesses are “conditions that last a year or more and require ongoing medical attention and/or limit activities of daily living”.

<sup>14</sup> This NPI refers to individuals who are released from jail or prison and are not re-arrested within the six month period after release.

## CIVIC ENGAGEMENT AND COMMUNITY INVOLVEMENT

*Agencies will identify the outcomes that support Goal 1 that are connected to community engagement.*

***Just like in the other family level indicators, the agency will be looking at its own participants***

*(customers) for evidence of community engagement at this level. At this level, participants are gaining some skills, knowledge, resources that will enable them to be more successful in achieving the goal.*

*Outcomes related to leadership development training, instructions in board roles and responsibilities, and increased social networks will all have outcomes related to the individual involved in these services.*

1. The number of Community Action program participants who increase skills, knowledge, and abilities to enable them to work with Community Action to improve conditions in the community.
  - a. Of the above, the number and percent of Community Action program participants who improve leadership skills.
    - i. Of the above, the number and percent of Community Action program participants who become engaged in a leadership role.
  - b. Of the above, the number of Community Action program participants who improve their social networks.
  - c. Of the above, the number of Community Action program participants who improve other skills (specify) to improve their ability to engage.

## INDIVIDUAL AND FAMILY STABILITY

*It is important to be able to measure and report on the number of individuals and families who achieved stability as a result of community action services and programs. There are three options proposed to the Network to solicit feedback on the indicator that will allow community action to showcase their impact on individuals and families as they move towards stability. This is a result of the underlying assumption of the network that families and individuals must be stable before they begin to move towards self-sufficiency.*

**OPTION 1:** The number and percent of individuals who achieve one or more outcomes as identified by the National Performance Indicators in various domains.

*DEFINITION.* Stability is defined as the unduplicated number of people who achieve one or more outcomes, as identified by the NPIs, across all domains.

*MEASUREMENT.* This would require agencies to keep an unduplicated count of people who achieved one or more outcomes reported in the NPIs. This would not be aggregated by adding the numbers from the NPIs together, as that would result in a double counting people who achieved more than one outcome.

**OPTION 2: SUSTAINED IMPACT MEASURE:** The number and percent of individuals engaged with the Community Action Agency who achieved and maintained the ability to meet basic needs for six months.

a. The number and percent of individuals engaged with the Community Action Agency who achieved and maintained the ability to meet basic needs for six months, during the initial contact year.

b. The number and percent of individuals engaged with the Community Action Agency who achieved and maintained the ability to meet basic needs for six months, in subsequent contact years two through five.

**DEFINITIONS.** “Engaged with” means having multiple program-related contacts with the CAA (say, a minimum of 5 or 10 per year.) “Individuals” would include both program participants, and all members of the household of program participants. (This allows for a more accurate assessment of total impact.) To provide a way to investigate the effects of service intensity, outcomes can be cross-tabulated with numbers of service contacts (e.g., 5-20 contacts/ year, 21-50, 51-100 and so on.) Tools used to assess “ability to meet basic needs” can be existing, well- validated food, housing and energy insecurity scales.

**OPTION 3:** The number and percent of individuals engaged with the Community Action Agency who report improved financial well-being.

**MEASUREMENT.** This would require agencies to keep an unduplicated count of people who report improved financial well-being based on responses to the [CFPB Financial Well-Being Scale](#). The [CFPB Financial Well-Being Scale questionnaire](#) includes the following questions:

This statement describes me:

1. I can handle a major unexpected expense
2. I am securing my financial future
3. Because of my money situation, I feel like I will never have the things I want in life
4. I can enjoy life because of the way I’m managing my money
5. I am just getting by financially
6. I am concerned that the money I have or will save won’t last

This statement applies to me:

7. Giving a gift for a wedding, birthday or other occasion would put a strain on my finances for the month
8. I have money left over at the end of the month
9. I am behind with my finances
10. My finances control my life