



2022-2023 Performance Goals

ECO AmeriCorps tracks seven national performance measures established by the Corporation for National and Community Service (CNCS) under the focus area of Environmental Stewardship. Accomplishments in these three areas are reported by members to ECO AmeriCorps on a quarterly basis. ECO AmeriCorps reports these performance measures two times per year to SerVermont. The reporting guidance and record keeping described below is established by [federal AmeriCorps guidelines](#) and outlined in ECO AmeriCorps grant application.

Note:

- All individuals counted under these measures must be program beneficiaries, not National Service Participants.
- Activities associated with these measures must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants

1. Water Quality and Trail Improvement

Performance measurement:

EN5 - Number of miles of trails or waterways (owned/maintained by national, state, county, city or tribal governments; nonprofits when for public use or the public good; and public easements) that are treated and/or constructed.

PROGRAM TARGET: 20 Miles

EN5.1 -Number of miles that are improved and/or put into use.

PROGRAM TARGET: 20 Miles

Note: Accomplishments reported under this performance measure will often be counted under both performance measures as miles treated and miles improved.

Challenge:

Most streams in Vermont are not in an equilibrium condition because riverside development, channelization practices and other historic land uses have prevented the river from assuming its most stable natural shape. In addition, many rivers have lost access to their floodplains and lack adequate riparian buffers. These conditions contribute to active erosion of stream banks and increased sediment and nutrient loads. Restoration and protection of river corridors and special

flood hazard areas is critical for attenuation of flows, stream bank stability, and pollutant reduction. Measures related to trail building, maintenance and improvement are also reported under this performance measures

Activities/Interventions

- Conduct on the ground assessments and analysis of impervious surfaces and road inventories
- Develop project ideas for water quality improvement
- Manage volunteers and coordinate with stakeholders
- Conduct water quality monitoring and coordinate volunteer sampling
- Review existing studies and assessments
- Apply for project implementation funding
- Manage project implementation and reporting
- Conduct verification of water quality improvement project installation/maintenance and track effectiveness and outcomes.
- Trail building and improvement projects

Definition of Key Terms:

Trails: For walking, running, biking, horses or other forms of recreation.

Waterways: Includes rivers, lakes and other bodies of water on or abutting public land.

Treated: Removed invasive species, planted native plants, built riparian buffers, improved trail/corridor of existing trail or made changes to increase the trail lifespan, removed unsafe trail structures, repaired damage caused by visitor use, made changes to increase accessibility, cleared of natural debris (such as fallen trees/limbs and hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatments must go beyond basic trash removal.

Constructed: Making new trails available by implementing safety measures, making handicapped accessible, or environmental protection measures such as boardwalks, grading, trail-blazing, converting a railroad bed to a trail, etc. that make trails newly available.

Improved: Restored to reduce human impact, reduced the impact of natural disasters, removed invasive species, restored native plants and habitat, protected watersheds, created new trail, increased safe condition of useable trails, increased accessibility, protected flora and fauna. Improvement should be consistent with an accepted natural resource restoration, maintenance or improvement plan.

Put into use: Established safe and useable trails or waterways.

How to Calculate/ Measure/ Collect Data

EN5 - Number of miles of trails or waterways (owned/maintained by national, state, county, city or tribal governments; nonprofits when for public use or the public good; and public easements) that are treated and/or constructed

For each project, report on the project accomplishment form the number of miles of trails and/or waterways that are treated, and/or constructed. **Count each mile only once during the program**

year. Count the area treated on/in the trail/waterway and immediately next to the trail/waterway. It may be necessary to treat the same mile of trail/waterway more than once but include in count only once. If, for example, the program or project is to repair a trail, then the whole width of the trail that is being repaired can be counted, not just the width of the fencing. If the lack of a trail has led to damage in the area, then the area of that restoration/repair work would count too.

How to record accomplishments for trails/waterways treated/constructed:

Tracking document, survey or acknowledgement of receipt of services from entity that owns or administers the trail or waterways improved.

EN5.1 -Number of miles that are improved and/or put into use.

For each project, report on the project accomplishment form the number of miles of trails and/or waterways that are assessed by the managing entity/land manager as having been improved to an acceptable level as defined by the sponsoring agency or associated plan. Trails can be counted based on an assessment and before and after photos. **Count each mile only once during the program year.** It is possible that the number of miles assessed by the land manager as having been improved in accordance with their natural resource plan is less than the total number of miles treated. Typically, projects that result in miles of trails improved or put into use are also reported under EN5 – miles of trails/waterways that are treated.

How to record accomplishments for trails/waterways improved/put into use:

Tracking document, survey or acknowledgement of receipt of services from entity that owns or administers the trail or waterways improved. Distinction must be made between treated/constructed and improved/put into use.

Accomplishments reported under the Water Quality Improvement performance measure **cannot also be reported under the Land Conservation and Remediation Performance Measures. An example is a riparian tree planting, a tree planting improves the land and results in improved water quality. Staff can help you decide which performance measure makes the most sense for your project and to meet our goals under ECO AmeriCorps grant requirements.*

2. Land Conservation and Remediation

EN4 Number of acres of national parks, state parks, city parks, county parks, or other public and tribal lands that are treated.

PROGRAM TARGET: 150 Acres

EN4.1 Number of acres that are improved.

PROGRAM TARGET: 150 Acres

Note: Accomplishments reported under this performance measure must be specified as either acres of land treated or acres of land improved, or in most cases the same number should be reported under both (EN4 and EN4.1).

Challenge:

Land conservation is vital to protecting Vermont's waterways. Publicly owned or managed land must be stewarded and managed to protect and restore ecological and hydrologic function.

Activities/Interventions

- Members will assist in the development of project ideas and fundraising for shoreland and stormwater improvement projects
- Removal of aquatic and terrestrial invasive species through service projects and community events
- Utilize geospatial analysis to target priority projects
- Develop nutrient management plans for small dairy farms
- Conduct assessments on effective land management practices
- Develop and monitor land conservations plans for publicly owned land and land held in public easements

Definition of Key Terms:

National parks, State parks, city parks, county parks: Park/recreation areas that are designated by national, state, city, or county governments (not trails or rivers)

Other public lands: Other publicly owned lands; land owned by nonprofits for public use or the public good (such as land conservancies); and public easements.

Tribal lands: Same meaning as imparted by the definitions of “Indian Lands” and “Indian Tribes” provided in. SEC. 101. [42 U.S.C. 12511].

Treated: National service members and/or program volunteers removed invasive species, planted native plants, built riparian buffers, cleared of natural debris (such as fallen trees/limbs, hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatment must go beyond basic trash removal.

Improved: Renovated to reduce human impact or the negative impact of natural disasters or invasive species, restored native plants and habitat, reduced erosion, protected watersheds, reduced wildfire risk, upgraded or repaired outdoor recreation facilities or signage, increased public safe access, protected flora and fauna. Improvement should be consistent with an accepted natural resource restoration, maintenance or improvement plan.

How to Calculate/ Measure/ Collect Ecosystem Enhancement Data:

Count of number of acres that are **treated** for the intent of improvement **or** that have been **improved** to an acceptable level as defined by the sponsoring agency or land manager in accordance with their natural resource plan. **Count each acre that is treated only once during the program year.** It may be necessary to treat an acre more than once, but it should be counted only once. Only count the acres that are actually treated or improved; do not count the entire park/land area unless your project treats or improves the entire area. It is possible that the number of acres assessed by the land manager as having been improved in accordance with their natural resource plan is less than the total number of acres treated.

How to Record Ecosystem Enhancement Accomplishments:

Tracking document, survey or acknowledgement of receipt of services from entity that owns or administers the area improved. Tracking document or survey stating the number of acres actually improved and a statement that the impact of this intervention will contribute to the return of the targeted area to a quality environment from entity that owns or administers the area improved, before and after photos.

3. Community engagement, education and outreach

National Performance Measures:

EN3 Number of individuals receiving education or training in environmental stewardship and/or environmentally-conscious practices
PROGRAM TARGET: 2,000 Individuals

EN3.1 Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices
PROGRAM TARGET: 300 Individuals

EN3.2 Number of individuals reporting a change in behavior or the intent to change behavior to better protect the environment
PROGRAM TARGET: 200 Individuals

Challenge:

Community engagement, community science, education and outreach are needed to assist Vermont's rural communities to adopt programs and projects to protect, enhance and restore their natural resources

Activities/Interventions

- Leverage information sharing through workshops, webinars, website and social media
- Develop K-12 school educational workshops and curricula, and technical assistance
- Facilitate educational workshops in targeted watersheds
- Provide composting workshops, and host community waste reduction events Recruit and train one-time and recurring volunteers
- Provide educational resources, information and technical assistance to farmers regarding agricultural practices to reduce nutrient pollution
- Educate individuals and municipal officials about sustainable stormwater management

How to Calculate/ Measure/ Collect Data

EN3 Number of individuals receiving education or training in environmental stewardship and/or environmentally-conscious practices

Count of each individual participating in the educational event or training. **Some individuals may attend multiple events or trainings but they should only be counted once.** For example, providing the training through classroom curriculum, count the individuals present not just those enrolled. If providing the training through a school assembly presentation, get the best estimate from school officials of the number in attendance. The educational events or training should be in response to a specifically identified need in the community to either increase knowledge or to change behavior.

Sign-in or attendance sheets from education/training sessions when possible.

EN3.1 Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices

Surveys should be utilized to assess the number of participants with increased knowledge in environmental stewardship. This can be a pre-post survey given before and after the training. It is preferable to assess an actual change in behavior at some point after the educational event or training to determine if the change has actually occurred however, this is not often possible.

EN3.2 Number of individuals reporting a change in behavior or the intent to change behavior to better protect the environment

Surveys should be utilized to assess a change in (or intent to change) behavior of the participants. This can be a pre-post survey given before and after the training. It is preferable to assess an actual change in behavior at some point after the educational event or training to determine if the change has actually occurred however, this is not often possible.

CNCS Performance Measures Instructions

AmeriCorps State and National

2021

ENVIRONMENTAL STEWARDSHIP

Focus Area Notes

- Programs should only opt into the Environmental Stewardship performance measures if the measures reflect significant program activities aligned with the applicant's core theory of change.
- All individuals counted under these measures must be program beneficiaries, not National Service Participants. National Service Participant outputs and outcomes should be reported in the Performance Data Elements in annual Progress Reports.
- Activities associated with these measures must be carried out by National Service Participants or by volunteers directly recruited and/or supported by National Service Participants.
- CNCS encourages grantees to perform service with the greatest impact versus providing minimal impact to the highest number of acres/miles/individuals

EN1 (output)	Number of housing units or public structures weatherized or retrofitted to improve energy efficiency
Definition of Key Terms	<p>Housing unit: a single-family home (including a mobile home if permanently placed), an apartment, or a room in a group home for people with disabilities</p> <p>Public structure: Shelter, such as homeless shelter or emergency shelter operated by a nonprofit or government organization; government-owned building</p> <p>Weatherization: Modifying a building to reduce energy consumption and costs and optimize energy efficiency. Whole-house weatherization includes the installation of modern energy-saving heating and cooling equipment and looks at how the house performs as a system.</p> <p>Retrofit: An energy conservation measure applied to an existing building or the action of improving the thermal performance or maintenance of a building.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of units/structures that have received services

EN1.1 (outcome)	Number of housing units or public structures with reduced energy consumption or reduced energy costs
Definition of Key Terms	Housing units or public structures: those reported in EN1
How to Measure/Collect Data	Utility bill/statement, computer modeling, resident survey, or other instrument capable of measuring changes in energy consumption or energy costs at the individual unit/structure level. When possible, pre-post assessments should be utilized.

EN3 (output)	Number of individuals receiving education or training in environmental stewardship and/or environmentally-conscious practices
Definition of Key Terms	<p>Environmental Stewardship and/or environmentally conscious practices: Organized efforts to teach about how natural environments function and, particularly, how human beings can manage their behavior and choices in order to live sustainably within those environments.</p> <p>Education or training: substantive engagement of individuals with a specific education goal in mind. Cannot consist solely of mass dissemination of information such as email blasts, social media posts, or distributing pamphlets.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of individuals that have received services

EN3.1 (outcome)	Number of individuals with increased knowledge of environmental stewardship and/or environmentally-conscious practices
Definition of Key Terms	Individuals: those reported in EN3
How to Measure/Collect Data	Survey, test, or other instrument capable of measuring changes in knowledge at the individual beneficiary level. When possible, pre-post assessments should be utilized.

EN3.2 (outcome)	Number of individuals reporting a change in behavior or the intent to change behavior to better protect the environment
Definition of Key Terms	Individuals: those reported in EN3
How to Measure/Collect Data	Survey, interview, or other instrument capable of measuring changes in behavior at the individual beneficiary level. When possible, pre-post assessments should be utilized.

EN4 (output)	Number of acres of public parks or other public and tribal lands that are treated
Definition of Key Terms	<p>Public parks: Park/recreation areas that are designated by national, state, city, or county governments (not trails or rivers; see EN5)</p> <p>Other public lands: Other publicly owned lands; land owned by nonprofits for public use or the public good (such as land conservancies); and public easements</p> <p>Tribal lands: Same meaning as imparted by the definitions of “Indian Lands” and “Indian Tribes” provided in. SEC. 101. [42 U.S.C. 12511]</p> <p>Treated: Removal of invasive species, planting native plants, building riparian buffers, clearing of natural debris (such as fallen trees/limbs, hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatment must go beyond basic trash removal.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of acres of land that have received services

EN4.1 (outcome)	Number of acres of public parks or other public and tribal lands that are improved
Definition of Key Terms	<p>Acres of public parks or other public and tribal lands: those reported in EN4</p> <p>Improved: Renovated to reduce human impact or the negative impact of natural disasters or invasive species, restored native plants and habitat, reduced erosion, protected watersheds, reduced wildfire risk, upgraded or repaired outdoor recreation facilities or signage, increased public safe access, protected flora and fauna. Improvement should be consistent with an accepted natural resource restoration, maintenance or improvement plan.</p>
How to Measure/Collect Data	Land manager assessment or other instrument capable of measuring changes in land condition at the scale of individual acres. When possible, pre-post assessments should be utilized.

EN5 (output)	Number of miles of public trails or waterways that are treated and/or constructed
Definition of Key Terms	<p>Public trails or waterways: owned/maintained by national, state, county, city or tribal governments; nonprofits when for public use or the public good; and public easements</p> <p>Treated: Removal of invasive species, planting native plants, building riparian buffers, improving tread/corridor of existing trail or making changes to increase the trail lifespan, implementing safety measures, removal of unsafe trail structures, repair of damage caused by visitor use, changes to increase accessibility, clearing of natural debris (such as fallen trees/limbs and hazardous fuel) and unnatural debris (such as disaster debris and improperly disposed waste). Treatments must go beyond basic trash removal.</p> <p>Constructed: Activities designed to make trails newly available such as adding handicapped accessibility, building boardwalks, trail-blazing, converting a railroad bed to a trail, etc.</p>
How to Measure/Collect Data	Tracking mechanism that ensures an unduplicated count of miles of trail/waterway that have received services

EN5.1 (outcome)	Number of miles of public trails or waterways that are improved and/or put into use
Definition of Key Terms	<p>Miles of public trails or waterways: those reported in EN5</p> <p>Improved: Restored to reduce human impact or the negative impact of natural disasters or invasive species, restored native plants and habitat, reduced erosion, protected watersheds, increased safe condition or long-term sustainability of trails, increased accessibility, protected flora and fauna. Improvement should be consistent with an accepted natural resource restoration, maintenance or improvement plan.</p> <p>Put into use: Established safe and useable trails that are now available for public access</p>
How to Measure/Collect Data	Land manager assessment or other instrument capable of measuring changes in trail or waterway condition at the scale of individual miles. When possible, pre-post assessments should be utilized.