



Capacity Building/Leadership Development Funding Application

Performance Measures

All grantees will be required to report on key performance measures for their grants. Fill in the table below with your best estimate of the proposed activities' impact. These will be your goals. Use the sample Performance Measures tables on pages 6 & 7 of the application instructions and posted on Sierra Health's Web site at www.sierrahealth.org as a guide. This table will expand as you type.

Purpose of Project: To improve the capacity of Organization ABC to deliver effective, efficient, and relevant services.

Proposed Project Design	Performance Measures <i>For each activity in each section, indicate how you will measure your work.</i>	How will the information be collected? <i>Include who, what resources, what methods, etc., as applicable, for each activity and each type of measure</i>
<p><i>What will you do? (list major activities specific to the Sierra Health Foundation-funded project)</i></p> <p>Develop a five-year strategic action plan to guide the organization.</p>	<p><i>How much will you do? (list QUANTITY measures for planned activities here, e.g., how many staff trainings, number of staff surveyed, etc.)</i></p> <ul style="list-style-type: none"> - Identify and hire an organizational consultant - Hold three day-long planning sessions - Develop a final written report 	<p>Designated individual will collect detailed notes from each planning session and team will produce final written strategy plan.</p>
<p><i>How well will you do it? (list how you will know if services are delivered or activities are accomplished)</i></p> <p>The strategic action plan will identify key organizational goals and put forward a timeline of specific steps toward the implementation of those goals; the plan will contain input from all members of the organization and will receive board approval.</p>	<p><i>List QUALITY measures for each of your planned activities here as a percent, e.g., the percent of staff trainings with full participation, staff who completed an assessment survey, etc.</i></p> <ul style="list-style-type: none"> - 100% participation of staff and board at planning sessions - Staff and board will provide feedback to a draft of the written plan before it is finalized - Final plan will receive board approval 	<p>Collected notes will record participation at each planning session; board will deliver final approval of written report</p>
<p><i>What change will you produce? (list the ways people or circumstances will be different) This change may occur after the grant ends.</i></p> <p>Organization ABC will utilize the strategic action plan to deliver effective, efficient and relevant services.</p>	<p><i>List measures for the impact you expect to have through each of your planned activities.</i></p> <p>Organization will meet at least 80% of the goals outlined in the strategic plan.</p>	<p>Organization leadership and board members will assess progress every six months and update the strategic plan to ensure continued relevancy.</p>



Capacity Building/Leadership Development Funding Application Performance Measures

All grantees will be required to report on key performance measures for their grants. Fill in the table below with your best estimate of the proposed activities' impact. These will be your goals. Use the sample Performance Measures tables on pages 6 & 7 of the application instructions and posted on Sierra Health's Web site at www.sierrahealth.org as a guide. This table will expand as you type.

Purpose of Project: To improve the capacity of Organization ABC to monitor and evaluate projects.

Proposed Project Design	Performance Measures <i>For each activity in each section, indicate how you will measure your work.</i>	How will the information be collected? <i>Include who, what resources, what methods, etc., as applicable, for each activity and each type of measure</i>
<p><i>What will you do? (list major activities specific to the Sierra Health Foundation-funded project)</i></p> <p>Develop the capacity of staff to monitor and evaluate projects.</p>	<p><i>How much will you do? (list QUANTITY measures for planned activities here, e.g., how many staff trainings, number of staff surveyed, etc.)</i></p> <ul style="list-style-type: none"> - Identify and hire evaluation consultant - Train staff members in two full-day sessions with a focus on how to incorporate monitoring and evaluation into daily practices. 	<p>Staff member participation will be recorded at each training session.</p>
<p><i>How well will you do it? (list how you will know if services are delivered or activities are accomplished)</i></p> <ul style="list-style-type: none"> - Staff members will participate in a survey to determine skills learned - Staff will incorporate monitoring and evaluation into current and future projects. 	<p><i>List QUALITY measures for each of your planned activities here as a percent, e.g., the percent of staff trainings with full participation, staff who completed an assessment survey, etc.</i></p> <ul style="list-style-type: none"> - 100% of staff who participate in training will take a pre and post survey to measure skills learned - Within 12 months 50% of organization's projects will include a plan for monitoring and evaluation. 	<ul style="list-style-type: none"> - Pre and post surveys will be collected for each participating staff member - Program officer will track number of projects with evaluation and monitoring component.
<p><i>What change will you produce? (list the ways people or circumstances will be different) This change may occur after the grant ends.</i></p> <p>Staff will collect, analyze and utilize data for project monitoring and evaluation.</p>	<p><i>List measures for the impact you expect to have through each of your planned activities.</i></p> <p>At least 50% of individual projects will be evaluated on an ongoing basis</p>	<p>Project staff will collect data as required by specific evaluation plans and produce periodic reports.</p>