

Participant Development**PERFORMANCE MEASURE #1**

Needs Statement and 3 Year Action Plan	
Describe the need or issue that this measure will address:	Need for high-quality, meaningful academic engagement in the STEM disciplines.
Indicate what activities will be conducted to address this need:	In the context of new or revised undergraduate STEM courses, participants will engage in high-quality Great Lakes stewardship-related service-learning activities that include preparation for service, reflection, and clear ties to academic curricula.
Describe your anticipated result through the end of year 3:	By the end of Year 3, 3,500 enrollments will be reported for undergraduate courses with GLISTEN-supported service-learning activities focused on Great Lakes ecosystem stewardship.
Measure Results	
OUTPUT	
Population Measured	College students
Indicator	Enrollments in GLISTEN-sponsored Great Lakes stewardship-related service learning courses.
Target # or %	Total: 3500
Data/ Instrument	Course roster statistics provided by faculty
STATEMENT	By the end of Year 3, course rosters will reflect 3,500 enrollments in undergraduate coursework with GLISTEN-supported service-learning activities focused on Great Lakes ecosystem stewardship.
INTERMEDIATE OUTCOME	
Population Measured	College students
Indicator	Increased academic engagement
Target # or %	Total: 75%
Data/ Instrument	Survey (SALG [Student Assessment of Learning Gains])
STATEMENT	By the end of Year 3, at least 75% of surveyed participants in GLISTEN-supported courses will report substantial learning gains.
END OUTCOME	
Population Measured	College students
Indicator	Perception of selves as highly-effective, life-long active learners.
Target # or %	Total: 75%
Data/ Instrument	Interview
STATEMENT	Five years after their participation in the program, 75% of a random sample of former participants interviewed will attribute their perception of themselves as highly-effective, life-long active learners to their engagement in GLISTEN-supported service-learning activities focused on Great Lakes ecosystem stewardship.

Participant Development**PERFORMANCE MEASURE #2**

Needs Statement and 3 Year Action Plan	
Describe the need or issue that this measure will address:	Need for effective future leaders of environmental stewardship organizations/agencies
Indicate what activities will be conducted to address this need:	Leadership training for and deployment of GLISTEN undergraduate Stewardship Liaisons
Describe your anticipated result through the end of year 3:	Upon graduation, Stewardship Liaisons employed in "green jobs" with environmental stewardship organizations/agencies (both governmental and non-governmental) or enrolled in graduate programs preparing them for such jobs will be highly effective in their professional and/or academic careers.
Measure Results	
OUTPUT	
Population Measured	Stewardship Liaisons
Indicator	Number of former Stewardship Liaisons engaged in environmental stewardship career activities
Target # or %	20
Data/ Instrument	Survey
STATEMENT	By the end of year 3, at least 20 former Stewardship Liaisons will be employed with environmental stewardship organizations/agencies and/or enrolled in graduate programs preparing them for future service with such organizations.
INTERMEDIATE OUTCOME	
Population Measured	Stewardship Liaisons
Indicator	Reported level of professional effectiveness
Target # or %	75%
Data/ Instrument	Survey
STATEMENT	In year 3 of the program, 75% of former Stewardship Liaison survey respondents engaged in environmental stewardship career activities (including employment by environmental stewardship organizations/agencies and/or enrollment in graduate programs preparing them for service with such organizations/agencies) will attribute high levels of effectiveness in their professional and academic careers to skills acquired during their leadership roles in GLISTEN.
END OUTCOME	
Population Measured	Stewardship Liaisons
Indicator	Reported impact on career path
Target # or %	50%
Data/ Instrument	Survey
STATEMENT	Five years after participation in the program, 50% of Stewardship Liaison survey respondents employed in environmental stewardship professions will report that the experiences gained during performance of their leadership roles in GLISTEN were pivotal to their choice of and performance in their chosen professions.

Needs Statement and 3 Year Action Plan	
Describe the need or issue that this measure will address:	Empowerment of Great Lakes ecosystem stewardship-focused organizations/agencies to form sustained, effective Great Lakes ecosystem stewardship partnerships with higher education institutions in their respective GLISTEN collaborative clusters
Indicate what activities will be conducted to address this need:	Training of Great Lakes ecosystem stewardship-focused organization/agency representatives in effective higher education service-learning partnership-building best practices.
Describe your anticipated result through the end of year 3:	By the end of Year 3, at least 30 Great Lakes ecosystem stewardship-focused organizations/agencies, in collaboration with higher education consortium partners, will have developed and signed Partnership Agreements (PAs), Memoranda of Understanding (MOUs), or reached comparable collaborative agreements reflecting best practices in effective higher education service-learning partnerships.
Measure Results	
OUTPUT	
Population Measured	Representatives of GL stewardship-focused organizations
Indicator	Attendance at service learning partnership-building workshops
Target # or %	Total: 50
Data/ Instrument	Workshop attendance sign-in sheets
STATEMENT	At least 50 representatives of Great Lakes ecosystem stewardship-focused organizations/agencies will attend workshops and training sessions on best practices in building and sustaining service-learning partnerships with higher education institutions.
INTERMEDIATE OUTCOME	
Population Measured	Great Lakes ecosystem stewardship-focused organizations/agencies
Indicator	Partnership Agreements (PAs), MOUs or comparable documents
Target # or %	Total: 50%
Data/ Instrument	Periodic cluster coordinator project reports
STATEMENT	By the end of Year 3, at least 50% of surveyed community-based organizations participating in partnership-building workshops will have developed and signed Partnership Agreements (PAs), Memoranda of Understanding (MOUs), or comparable service-learning agreements with GLISTEN-affiliated higher education institutions.
END OUTCOME	
Population Measured	Great Lakes ecosystem stewardship-focused organizations/agencies
Indicator	Level of satisfaction with higher education service-learning partnerships
Target # or %	Total: 50%
Data/ Instrument	Interview
STATEMENT	After 5 years of involvement with the program, at least 50% of interviewed representatives of Great Lakes ecosystem stewardship-focused organizations/agencies benefiting from GLISTEN-sponsored service-learning projects and activities will report that their service-learning partnerships with higher education institutions are "highly effective and sustainable."

Needs and Service Activities

PERFORMANCE MEASURE #1

Needs Statement and 3 Year Action Plan	
Describe the need or issue that this measure will address:	Significantly decreased capacity of Great Lakes ecosystem stewardship-focused organizations/agencies to address Great Lakes ecosystem stewardship challenges due to the recent economic downturn
Indicate what activities will be conducted to address this need:	<p>Undergraduate college students in STEM (science, technology, engineering, and math) courses will assist with addressing Great Lakes ecosystem stewardship challenges by engaging in service activities such as:</p> <ul style="list-style-type: none"> - assembling and interpreting data on water and land use - mapping, and conducting natural feature inventories (using both GIS and remote sensing techniques) - monitoring indicators of water quality in key Great Lakes tributaries, including headwater streams at risk of degradation due to sprawl and associated development - restoring wetland and stream riparian (buffer) areas - assessing and addressing aquatic and terrestrial non-native species invasions - developing and assessing "green" infrastructure solutions to flooding and other impairments to high water quality and - providing stewardship-based environmental education to adult decision-makers (in both the private and public realms).
Describe your anticipated result through the end of year 3:	Great Lakes ecosystem stewardship-focused organizations/agencies will report that GLISTEN-sponsored service-learning projects and activities were significant in increasing their capacity to address their Great Lakes stewardship challenges.
Measure Results	
OUTPUT	
Population Measured	Community Partners
Indicator	Great Lakes ecosystem stewardship projects and activities completed
Target # or %	Total: 30
Data/ Instrument	Periodic cluster coordinator project reports
STATEMENT	Great Lakes stewardship-focused organizations/agencies will report successful completion of at least 30 projects and activities with the assistance of GLISTEN-supported service learners.
INTERMEDIATE OUTCOME	
Population Measured	Community Partners
Indicator	Increased capacity to address Great Lakes ecosystem stewardship challenges

Target # or %	Total: 75%
Data/ Instrument	Periodic cluster coordinator project reports
STATEMENT	At least 75% of Great Lakes ecosystem stewardship-focused organizations/agencies benefiting from GLISTEN-sponsored service-learning projects and activities will report that these projects and activities were significant in increasing their capacity to address their Great Lakes stewardship challenges.
END OUTCOME	
Population Measured	Community Partners
Indicator	Reported improvement in water quality of the Great Lakes ecosystem
Target # or %	Total: 30%
Data/ Instrument	Survey
STATEMENT	In a Community Partner Survey conducted 5 years after the program ends, at least 30% of surveyed Great Lakes ecosystem stewardship-focused organizations/agencies benefiting from GLISTEN-sponsored service-learning projects and activities will report improvements in water quality associated with these stewardship efforts.