



TEXAS STATE SERVICE PLAN 2019-2021



ABOUT ONESTAR FOUNDATION

MISSION

OneStar equips Texas communities to meet their needs by convening partners across sectors to build the capacity of nonprofits, promoting service and volunteerism, and investing in effective solutions.

VISION

Every Texas community engages partners and volunteers to address local needs.

INTRODUCTION

OneStar National Service Commission and OneStar Foundation (collectively known as OneStar) are pleased to present to the Corporation for National and Community Service (CNCS), the 2019-2021 State Service Plan for Texas. In accordance with federal regulation 45 CFR § 2550.80, OneStar Foundation, as the State Service Commission for Texas, is required to develop a three-year comprehensive national and community service plan based on identified state priorities. The foundation of this State Plan is the 2017-2020 OneStar Strategic Plan that was approved by the OneStar board of directors following an extensive planning process.

NATIONAL SERVICE GOALS & OUTCOMES

Through OneStar’s strategic planning process, measurable goals and objectives were determined for AmeriCorps*Texas programs and VISTA Intermediary host sites. Goals were established based on market research and the development of a theory of change. Goals and objectives are supported by an operational plan to track milestones and assess progress. The specific goal of Grantmaking and Grant Management provides the cornerstone for this State Service Plan.

GRANTMAKING and GRANT MANAGEMENT GOAL: Sustain the current performance and compliance track record of our AmeriCorps*Texas and VISTA intermediary portfolios, while increasing the collective community impact of the portfolio and adding 6 new programs by 2020 to address the priority focus areas of Veterans and Military Families, Disaster Services, and Child Welfare.

OBJECTIVE 1	Increase the AmeriCorps “boots on the ground” from 2,364 to 3,100.
OBJECTIVE 2	Achieve the following portfolio-wide average compliance targets for each year of the State Service Plan: <ul style="list-style-type: none"> ■ <i>Enrollment Rate:</i> 97% ■ <i>Retention Rate:</i> 90% ■ <i>Exit Cycle Time:</i> 98% ■ <i>Asset Utilization Rate:</i> 97% ■ <i>Match Rate:</i> 100% regulatory match met, 100% budgeted match met
OBJECTIVE 3	Demonstrate increased impact and evidence of effectiveness of AmeriCorps*Texas portfolio programs over time through: <ol style="list-style-type: none"> (1) overall portfolio reaches 80% of Performance Measure outputs and outcomes achieved; and (2) 70% of grantees complete outcome evaluations by December 2020.
OBJECTIVE 4	Seek and onboard at least 6 new organizations in priority Focus Areas as either VISTA host sites or AmeriCorps*Texas grantees (approximately 2 per category – Veterans and Military Families, Disaster Services, and Child Welfare) by 2020.
OBJECTIVE 5	Recruit, train, and manage 50 VISTA members per grant year by 2020.
OBJECTIVE 6	Demonstrate increased capacity of each OneStar VISTA host site organization through meeting 85% of capacity building performance measures over time.
OBJECTIVE 7	Develop a fee-waiver program for qualified VISTA host sites in rural communities or OneStar Priority Focus Areas that cannot meet OneStar’s cost-share fee.

TEXAS PRIORITIES FOR NATIONAL SERVICE

As the entity that administers the AmeriCorps grant program in Texas, and as part of OneStar's State Service Plan for 2019-2021, OneStar will continue to accept AmeriCorps grant applications in any of the six (6) nationally designated Focus Areas: Disaster Services, Economic Opportunity, Education, Environmental Stewardship, Healthy Futures, and Veterans and Military Families.

FUNDING PRIORITIES

In addition to the national focus areas, and in alignment with Texas's unique needs as a state, OneStar maintains a commitment to the following on-going funding priorities:

YOUTH EDUCATIONAL ATTAINMENT

Programs which focus on Youth Educational Attainment* will have a primary goal of one or more of the following:

- Increase school-readiness rates among children
- Improve literacy rates among youth
- Improve attendance rates
- Improve student achievement and educational outcomes
- Improve math performance and ensure students are performing at grade-level
- Increase grade retention
- Increase enrollment in postsecondary education
- Improve attainment of postsecondary degree
- Increase rate in attainment of high school diploma and/or high school equivalency
- Provide students with new opportunities through collaborative partnerships with education and businesses to help ensure post-secondary success
- Other goals than listed above that measure increased educational attainment

** For these purposes, "youth" is defined as: (1) An infant or toddler age birth to 4; (2) a person enrolled in an educational institution from pre-kindergarten to undergraduate; or (3) a person under the age of 21 who has dropped-out of high school and is seeking to enroll in an educational program to obtain their high school equivalency.*

Additional priorities may be determined as a result of priorities established by Governor Abbott during the 2019 and 2021 Legislative Sessions.

PRIORITIES IN DEVELOPING NEW SERVICE OPPORTUNITIES

In alignment with the board approved Strategic Plan, OneStar will target growth through program development activities in the following ways:

- Programs in geographic areas that are underserved or have the highest need, particularly rural communities. Intermediary models are one potential growth opportunity to achieve geographic diversity.
- New program designs in the following areas:

**VETERANS &
MILITARY
FAMILIES**

Including services that will positively impact the quality of life of veterans and improve military family strength; increase the number of veterans, military service members, and their families served by CNCS-supported programs; and/or increase the number of veterans and military family members engaged in service through CNCS-supported programs.

**DISASTER
SERVICES**

Including services that will provide support to increase the preparedness of individuals for disasters; improve individuals' readiness to respond to disaster; help individuals recover from disasters; and/or help individuals mitigate disasters.

CHILD WELFARE

Including services for youth aging out of foster care; foster and adoptive families; birth families whose children are at imminent risk of removal due to mental health or substance abuse issues; child abuse and neglect prevention; and youth trafficking prevention, awareness, and recovery.

TARGETED STRATEGIES

As Texas' state service commission, OneStar seeks to align our work with the Governor's priorities, our state's changing demographics and needs, and implementation strategies that work for a state as large and diverse as Texas. OneStar will focus its 2019-2021 national service efforts on the following strategies:

1
Visibility and Awareness

OneStar seeks to heighten public awareness and understanding of national and community service resources, programs and opportunities throughout the state through cohesive branding, marketing, and special events that showcase Texas' national service resources and programs.

2
Funding What Works through Evaluation and Evidence-Based and Evidence-Informed Approaches

OneStar's grantee portfolio boasts many seasoned, evidence-based and evidence-informed AmeriCorps programs. Through rigorous evaluations, effective interventions are demonstrating significant impact for specific populations in Texas. OneStar will continue to prioritize funding high-quality, evidence-based and evidence-informed program interventions that can demonstrate transformative impact on the communities and individuals served. OneStar will continue to align with and uphold the rigorous federal AmeriCorps evaluation requirements throughout the grant making process, while also working to develop additional resources, tools, templates, and expertise in building OneStar grantees' evaluative capacity.

3
Strategic Expansion of Effective Programming to Underserved, Rural, and Geographically Diverse Communities

OneStar is committed to assisting evidence-based and evidence-informed, successful national service programs with expanding to other areas of Texas that could benefit from such

interventions. As a thought leader, incubator of innovation, and philanthropic partner, OneStar is well positioned to help promising, effective programs assess growth feasibility and connect to philanthropic and other resources to serve in locations that are in the best interest of Texas.

4 Member Recruitment

To help ensure that community needs are being met and grant dollars are being maximized, OneStar seeks to help grow the number of individuals who want to serve in national service programs in Texas.

5 Creating Pathways to Employment

OneStar seeks to promote AmeriCorps as a pathway and a strategy for Texans seeking employment. Research shows that 8 out of 10 Alumni say AmeriCorps benefited their career path ([AmeriCorps Alumni Outcomes](#), 2016). Currently there are 56 [Employers of National Service](#) in Texas. OneStar will seek to grow and promote this program.

6 Partnering Across Sectors and Streams of Service to Maximize Collaboration and Efficiency

OneStar works closely and effectively across the nonprofit, philanthropic, business, and government sectors through our various networks and collaborations including the Interagency Coordinating Group (ICG), Nonprofit Management Alliance of Texas (NMAT), Academic Affinity Group (AAG), and various foundation and business associations. OneStar also partners closely across “streams of service” – including the CNCS Texas State Office, AmeriCorps NCCC, VISTA, AmeriCorps State/National and Senior Corps RSVP, Foster Grandparents, and Senior Companion Programs – on special events and service opportunities. In 2019-2021, OneStar will continue to seek ways to collaborate with others to maximize effectiveness, efficiency, and leverage resources to better serve the State of Texas.

7 Increasing Accessibility of the Education Award

AmeriCorps members who successfully complete their terms of service are eligible for an education award proportional to the number of hours they serve. The current award for full-time AmeriCorps members in 2018 is \$5,920. AmeriCorps members may earn up to the equivalent of two full education awards to pursue higher education. Some qualified expenses include tuition, room and board, and paying off student loans. The education award is paid directly to institutions of higher education, helping keep higher education more affordable. Research shows that AmeriCorps Alumni are more likely to attain a bachelor’s degree or higher than the average American adult ([AmeriCorps Alumni Outcomes](#), 2016). Reducing barriers, increasing incentives, and promoting utilization of the education award will assist with recruitment and retention of AmeriCorps members, while also being a sound investment in supporting dedicated members. One of the ways OneStar will do this is through outreach to Institutions of Higher Education in the State of Texas to increase the number that are providing matching scholarships for the AmeriCorps education award. Currently there are only [three Institutions](#) that recognize AmeriCorps service through scholarships.

8**Partnering with Local Government**

OneStar believes that partnering with local government can be a way to strengthen community support for national service. OneStar will promote AmeriCorps to local government agencies through the annual National Service Recognition Day. OneStar partnerships currently include a county government and multiple school districts. OneStar is also able to stay connected to local government through our board composition requirement that one board member be a representative of a local government. OneStar will continue to develop new networks and convene partners, including local governments, through our in-depth work in disaster services.

COORDINATION OF FUNDING APPLICATIONS

OneStar will continue to select AmeriCorps programs for funding using a multi-phase process that will include review by experts from the community, OneStar staff, OneStar Senior Leadership and approval by the OneStar National Service Commission Board. Applications will be reviewed based on eligibility, selection criteria, and OneStar priorities. Upon selection of finalists, OneStar will give special consideration to applications whose program designs significantly align with one or more of the OneStar 2019-2021 Priority Focus Areas and which ensure geographic, demographic, and programmatic diversity across the AmeriCorps*Texas portfolio. Applicants will be encouraged to integrate OneStar's priority areas into their program design, where they logically align with their organizational mission and objectives.

OPEN & PUBLIC PROCESS AND OUTREACH

In accordance with the federal requirement that State Service Plans be developed through an open and public process, over the course of the previous three years (2016-2018), OneStar's leadership has had ongoing discussions toward that end with the following representatives of the nonprofit, academic and philanthropic sectors:

- **Nonprofit Management Alliance of Texas**, a statewide membership organization of nonprofits whose primary focus is to provide management and governance services to nonprofits.
- **Texas Association of Volunteer Centers**, a statewide membership organization of nonprofits that focus on connecting volunteers with service opportunities including mentoring and tutoring, meal preparation and delivery, senior transportation and disaster response.
- **OneStar Academic Affinity Group**, a network of colleges and universities with accredited certificate or degree programs in the field of nonprofit management, philanthropy, volunteerism, and civic engagement or that are active in research and evaluation of the nonprofit sector.
- **OneStar's AmeriCorps*Texas Grantees**, a portfolio of 29 highly competitive programs serving in the areas of education, disaster services, workforce readiness and other critical issue areas across the state.
- **National Service Stakeholders**, including the Texas State Office of the Corporation for National & Community Service, AmeriCorps National Civilian Community Corps (NCCC)-Southwest Region, and Texas Senior Corps Association members, among others.
- **Interagency Coordinating Group**, 24 state agencies tasked with facilitating the relationship between state government and nonprofits including improving communication, contracting and reporting processes and better utilizing existing nonprofit networks.

Additionally, the OneStar Strategic Plan (2017-2020) serves as the foundation of our 2019-2021 State Service Plan. During the planning process three different groups were formed: 1) a OneStar staff team, 2) a Strategic Planning Committee, and 3) the OneStar Board of Directors. OneStar staff's role was to research various topics, gather background information, and make recommendations to the Strategic Planning Committee. The Strategic Planning Committee included board members, staff, external constituents, and representatives from the Governor's Office and the Office of the First Lady. The committee met several times to discuss and analyze staff recommendations, request further research where warranted, and draft the final strategic plan which went to the OneStar Board of Directors, who are appointed by the Governor and represent the unique needs within their respective region of the state. The Board further discussed the plan in detail, sought clarification on long-term implications, and ultimately adopted the plan for implementation.

SUPPLEMENTAL STATE SERVICE PLAN FOR ADULTS AGE 55 OR OLDER

In accordance with federal requirement 45 CFR 2550.50 (a9)e and 45 CFR 2550.60, OneStar also seeks to increase service for adults age 55 and older, through the following strategies for 2019-2021:

- 1 Promote opportunities to increase service by adults age 55 or older.
- 2 Support the expansion of effective Texas Senior Corps programs and service areas by assisting the CNCS State Office with potential resource development and partnership opportunities. Specifically, OneStar supports and promotes Senior Corps programs throughout the state through the following activities:
 - Highlighting and promoting Senior Corps Week through social media and AmeriCorps Updates.
 - Recognizing a Senior Corps volunteer annually during the Governor’s Volunteer Awards through the “National Service Make a Difference – Senior Corps” category.
 - Maintaining representation on the [Coming of Age](#) board - an RSVP program of a local county government that is focused on fostering civic engagement for people 50+ through volunteering, education, and partnerships with public agencies and community organizations.
 - Funding the Senior Corps Recreational Vehicle Corps through the Rebuild Texas Fund. The [RV Disaster Corps](#), is an RSVP program that mobilizes and trains 55+ volunteers who own an RV, so they may respond to needs within local communities during times of disaster.
- 3 Connect with the [Texas Association of Volunteer Centers \(TAVC\)](#) to learn about the ways in which Texas volunteer centers are already leveraging and promoting volunteers 55+ and what resources are still needed to improve in this area.
- 4 Explore ways in which nonprofits and state government can potentially leverage volunteers 55+ for disaster response and recovery.
- 5 Partner with Texas Senior Corps Association (TSCA) on special events, trainings, and publicity opportunities to raise cross-sector awareness and visibility of senior volunteer programs.
- 6 Utilize existing networks to explore opportunities for promotion and advancement of service by adults 55 or older in coordination with:
 - OneStar’s Academic Affinity Group (AAG): Explore opportunities with Institutions of Higher Education (IHEs) that have a high population of non-traditional students who fit the 55+ demographic to determine potential points of collaboration.
 - The Nonprofit Management Alliance of Texas (NMAT): Connect with nonprofit management support organizations to explore opportunities to better engage 55+ volunteers.
 - Texas’ Interagency Coordinating Group (ICG): Continue to invite representatives of the CNCS State Office to present at ICG meetings and use the network of state agencies to explore opportunities for new ways to engage 55+ volunteers.



9011 MOUNTAIN RIDGE DRIVE
SUITE 100
AUSTIN, TX 78759

www.onestarfoundation.org
512.287.2000