

## PERFORMANCE MONITORING PLAN (PMP)

<b>Applicant Name:</b>	Aspen Institute
<b>Fiscal Year and Program Title:</b>	FY 24 J. Christopher Stevens Virtual Exchange Initiative
<b>Funding Opportunity #:</b>	SFOP0010288

### **Instructions:**

The Monitoring Data for ECA (MODE) Framework provides standard indicators and corresponding survey questions to ensure consistent measures across all ECA programs. The Performance Monitoring Plan (PMP) in this document includes **ALL** MODE objectives and indicators that were created to collect data from program participants. While ECA recommends the applicant use the format provided, this is not a requirement. However, any performance monitoring reference document the applicant submits should include the information in the column headers (Indicator Name, Definition, Target, Survey Question, etc.) in the table below at a minimum.

To provide a PMP that will meet the solicitation review criteria, the applicant should take the following steps:

1. Fill out the Applicant Name, FY and Program Title and Funding Opportunity # fields highlighted above
2. Carefully review the solicitation document to identify the MODE indicators that were listed
3. Review the additional (those not listed in the solicitation document) MODE Framework indicators listed in the table below to determine if they are relevant (meaning the applicant proposes that data should be collected for those indicators as part of this program)
4. Those indicators that were NOT selected in steps 2 and 3 above can be deleted from the table below (to do this, click your mouse somewhere within the row you would like to delete, right-click, select “Delete Cells”, then “Delete Entire Row”. Repeat this process until the only MODE Framework indicators that remain are those identified during steps 1 and 2)
5. Applicants may also design custom objectives and/or indicators that are specific to the proposed program and the proposed MODE Framework indicators are insufficient to cover all aspects of the program. Applicants should limit the number of these custom indicators, bearing in mind collection and reporting capacity, and prioritize additional measures identified in the solicitation.
6. For all indicators in the PMP that remain after steps 2-5 above, insert the target into the appropriate column. A target specifies a feasible and appropriate level of an output or outcome that is hoped for, expected, or intended. For more information on how to set a target, you can watch a MELI Evaluation Seminar on the topic here: <https://www.youtube.com/watch?v=KUCQbc0I7Nw>)

## Resources

More resources and guidance documents on the MODE Framework and PMP are available online

(<https://eca.state.gov/impact/eca-monitoring-evaluation-learning-and-innovation-meli-unit/mode-framework-eca-applicants-and>). PMP-specific resources include:

- MODE Framework Indicator Book (<https://app.box.com/s/7ms6e5f66kji0h8sgao8uno13drvsg1z>):
- MODE Performance Indicator Reference Sheets (<https://app.box.com/s/mf5m9ul4cjljlesgk958vqagsp7xqm1>)
- MODE Framework Indicator Selection Webinar (<https://www.youtube.com/watch?v=u2THUI00RO0>)
- PMP Creation Webinar (<https://app.box.com/s/gwv7t8eol9n8e883q8xp2pfjssdxhdbq>)

## Definitions of PMP Columns

- **Performance Indicator:** An observable or measurable characteristic that indicates the extent to which a program objective is being achieved.
- **Definition:** Clarifies all terms necessary and provides details on how to calculate the data collected to measure the change expected.
- **Disaggregation (“Disagg”):** Lists how the data will be broken down into subgroups (such as: gender, age, state, country, etc.)
- **Target:** Specific, planned level of result to be achieved within an explicit timeframe
- **Data Source and Required Survey Question:** Specifies how the data will be obtained (such as a survey, observation, interview, etc.) and the **mandatory** question linked to the data source. **Note that all MODE Framework survey questions are required (i.e. should be forced response); please see the Consent Language in the MODE Framework Indicator Book for an example of how to convey this to participants/survey respondents.**
- **When to Collect:** Specifies when the indicator will be measured, for example: post-program, end of award, etc.
  - A post-program collection should occur no later than 6 weeks after the participant has completed the program
  - Award recipients are responsible for collecting indicator data on participant outputs and outcomes during the period of performance of the program itself. Note: The Bureau will measure outcomes of ECA participants at one, three, five, and 10 years after the program has ended to capture the long-term impact of ECA programming unless otherwise specified in the solicitation for which you are applying. In this instance, the recipient will be responsible for coordinating with ECA on any alumni surveys to de-duplicate questions and minimize potential survey fatigue.

## Definitions of Key Terms

Each indicator in the table below includes a list of relevant terms in the indicator column. While terms vary across indicators, there are a few key terms that apply to a high number of indicators. Those terms are listed below to save space in the table:

- ***Participant or Exchange Visitor*** - A person who has directly participated in an ECA-facilitated program (either ECA-funded or BridgeUSA) and been exposed to at least 10 hours of content or otherwise meets the requirements for entry into the Alumni Contact

Engagement System (ACES). Participants do not include audiences who may watch, listen to, or otherwise interact with ECA program participants.

- o Participants of American Spaces programming include any individual who attends a program conducted by an American Space, whether that program is located at an American Space or an outside location. Individuals who attend virtual (online) or blended (partially online, partially in-person) programs are also considered participants.
- o “Exchange Visitors” on ECA’s Office of Private Sector Exchange (ECA/EC) programs are considered program participants.
- **Host community** - A community that sponsors, supports, or provides services for exchange programs and/or their participants. Host communities and institutions do not necessarily directly participate in a program. Benefits to this group most often occur through interaction with the participants and/or alumni during or after the program. Host community members comprise two groups:
  - o Host families who welcomed exchange visitors into their homes;
  - o Host institutions or businesses who provided professional or academic experiences to exchange visitors.
- **Virtual exchange** - A sustained, multi-way interaction, that is 100% online, used to build networks and shared knowledge around policy priorities. For a program to be considered a virtual exchange, participants must engage with all content virtually. A series of virtual components can be considered an exchange if they are (1) originated as a unit with a collective start and end date and (2) are organized around a unifying theme. Examples of virtual elements include online skill-building workshops, virtual professional placements (internships), and virtual mentorships. A series of MOOCs would be considered an exchange if they are offered as a set (of say six classes) and are centered on a specific topic (for example, media literacy). Offering MOOCs as an online resource is not considered a virtual exchange program.
- **Virtual element** - Single, stand-alone components offered as either add-on enrichment to an in-person program or as general outreach by ECA. Examples of virtual elements include online skill-building workshops, virtual professional placements (internships), and virtual mentorships. Offering single massive open online courses (MOOCs) to the general public or virtual pre-departure orientation webinars are both considered virtual elements. Additionally, online spaces for participants to communicate (such as a program Facebook page) are considered virtual elements.
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Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
<b>Demographic Questions</b>					
Home Country (Demographic)	Used to identify subgroups for <u>Country of Origin</u> disaggregation. ( <i>Foreign participants only</i> )	N/A	N/A	Survey (self-reported data)  What is your home country? [Drop Down: List of program countries] – See Appendix C in the Indicator Book	Post-Program
Home State (Demographic)	Used to identify subgroups for <u>Home State</u> disaggregation. ( <i>American participants only</i> )	N/A	N/A	Survey (self-reported data)  What is your home state? [Drop Down: List of U.S. States] – See Appendix D in the Indicator Book	Post-Program
Age (Demographic)	Used to identify subgroups for <u>Age</u> disaggregation.	N/A	N/A	Survey (self-reported data)  What is your age? Fill in the blank _____  [Validate answer numeric, with accepted answers ranging from 15 to 100]  -- OR--  Are you between the ages of 15 and 35? <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>	Post-Program
Gender (Demographic)	Used to identify subgroups for <u>Gender</u> disaggregation.	N/A	N/A	Survey (self-reported data)  Please check the option that best describes your gender:	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
				<ul style="list-style-type: none"> <li>● Male</li> <li>● Female</li> <li>● Non-binary</li> <li>● I do not wish to respond</li> </ul>	
Race (Demographic)	Used to identify subgroups for <u>Race</u> disaggregation. <i>(American participants only)</i>	N/A	N/A	Survey (self-reported data)  What is your race or ethnicity? <i>Select all that apply.</i> <ul style="list-style-type: none"> <li>● American Indian or Alaskan Native</li> <li>● Asian</li> <li>● Black or African American</li> <li>● Hispanic or Latino</li> <li>● Native Hawaiian or Other Pacific Islander</li> <li>● White</li> <li>● Some Other Race</li> <li>● I do not wish to respond</li> </ul>	Post-Program
Participant Type (Demographic)	Used to identify the subgroup “ <i>Reciprocal</i> ” for <u>Participant Type</u> disaggregation. <i>(American participants only)</i>  Award recipients will need to identify whether a participant is designated as 'Foreign', 'American', or 'Reciprocal' as part of the disaggregations. The assumption is that those who answer the "Home Country" question can be designated as a 'Foreign participant', those who answer "Home State" can be designated as an 'American participant', and those who answer the associated question with a "yes" can be designated as a 'Reciprocal participant'	N/A	N/A	Survey (self-reported data)  Did you participate in a reciprocal exchange? <i>A reciprocal participant is an American who travels to an exchange participant's home country to assist the participant with their individual project</i> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
Placement State (Demographic)	Used to identify subgroups for <u>Placement State</u> disaggregation. ( <i>Foreign participants only</i> )  This only applies if an exchange participant was based in one state for more than one month; for example, for IVLP participants, the placement state would not need to be reported.	N/A	N/A	Survey (self-reported data)  In which U.S. State were you placed during your exchange?  [Drop Down: List of U.S. States] – See Appendix D in the Indicator Book	Post-Program
<b>ECA Objective 1:</b> Advance participant and beneficiary cross-cultural competence and global perspective					
<b>ECA Sub-Objective 1.1:</b> Promote cultural exchanges and enhance understanding between participants and their host communities					
E1.1.01: Percent of participants reporting that their program experience offered opportunities to engage with other cultures	<u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a>  <b>Counting Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.  <b>Calculations</b> To calculate percentage, numerator will be number of respondents who answered “yes” while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.	<ul style="list-style-type: none"> <li>Gender</li> <li>Age</li> <li>Country of origin</li> <li>Home state</li> <li>Race</li> <li>Participant type: American, foreign, reciprocal</li> </ul>	75%	Survey (self-reported data)  Do you agree with the following statement?  My exchange program offered opportunities for making cultural connections and sharing. <i>For example: Conversations about each others’ countries, attending cultural events, etc.</i>  <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> </ul>	Post-Program
E1.1.16: Percent of virtual exchange (VE) participants who report VE as their only likely	<u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a>  <u>Virtual exchange</u> - See <a href="#">Definitions of Key Terms</a>  <u>Virtual element</u> - See <a href="#">Definitions of Key Terms</a>	<ul style="list-style-type: none"> <li>Gender</li> <li>Age</li> <li>Country of origin</li> <li>Home state</li> <li>Race</li> </ul>	20%	Survey (self-reported data)  In the future, are virtual exchanges likely to be your only way to interact with citizens from other countries?  <ul style="list-style-type: none"> <li>Yes</li> </ul>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
<p>way to interact with citizens from other countries in the future</p>	<p><b>Count Frequency</b> Each respondent should only be counted once per reporting year following their program completion.</p> <p><b>Calculations</b> To calculate percentage, numerator will be number of respondents who answered “yes” while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p> <p>This indicator counts participants involved in virtual exchange programs (see definition above) and WILL NOT count participants engaging with virtual program elements as part of a non-virtual program.</p>	<ul style="list-style-type: none"> <li>Participant type: American, foreign, reciprocal</li> </ul>		<ul style="list-style-type: none"> <li>No</li> <li>I don’t know</li> </ul>	
<p>E1.1.17: Percent of foreign participants with more favorable opinions of the American people (core indicator)</p>	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><b>Counting Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who reply “much more favorable” OR “somewhat more favorable” while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>Gender</li> <li>Age</li> <li>Country of origin</li> </ul>	75%	<p>Survey (self-reported data)</p> <p>Did your views of the American people change as a result of your exchange program participation?</p> <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> </ul> <p>If YES:</p> <p>How did your views of the American people change? Are your views:</p> <ul style="list-style-type: none"> <li>Much less favorable</li> <li>Somewhat less favorable</li> </ul>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
				<ul style="list-style-type: none"> <li>● Somewhat more favorable</li> <li>● Much more favorable</li> </ul>	
E1.1.18: Percent of foreign participants indicating an increase in understanding of United States culture and values (core indicator)	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><b>Counting Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> Responses to each item should be scored in the following manner: No change – 1 Minimal change – 2 Moderate change – 3 Substantial change – 4</p> <p>The response scores for each item should be summed and divided by the number of items they responded to in order to give a total question score for each respondent.</p> <p>To determine the percent value, numerator is number of respondents whose total question score is 2 or greater while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> </ul>	75%	<p>Survey (self-reported data)</p> <p>How much did participation in the exchange program change your understanding or knowledge of each of the following topics?</p> <ul style="list-style-type: none"> <li>● United States democracy</li> <li>● United States economy</li> <li>● Foreign affairs of the United States</li> <li>● Domestic affairs in the United States</li> <li>● United States values and culture</li> <li>● Daily life in the United States</li> <li>● Religious and ethnic diversity in the United States</li> <li>● Freedom of speech and press in the United States</li> <li>● Voluntary community service in the United States</li> </ul> <p>[Scale: No change, Minimal change, Moderate change, Substantial change]</p>	Post-Program
E1.1.19: Percent of participants	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> </ul>	70%	<p>Survey (self-reported data)</p>	Post-Program



Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
<p>agreeing with statements in support of democratic values (core indicator)</p>	<p><u>Democratic values</u> - The ideas or beliefs that make a society fair, including: democratic decision-making, freedom of speech, equality before the law, social justice, equality, social justice.</p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> Responses to each item should be scored in the following manner: Strongly disagree – 1 Disagree – 2 Neither disagree nor agree – 3 Agree – 4 Strongly agree – 5 I don't know/I can't ascertain – 0</p> <p>To determine the percent value, numerator is the number of respondents whose average question score is greater than or equal to 4 on a 1-5 scale while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>		<p>To what extent do you agree or disagree with the statements below?</p> <ul style="list-style-type: none"> <li>● Voting is important because real decisions are made in elections</li> <li>● Free and fair elections are the cornerstone of democracy</li> <li>● An independent media is important to the free flow of information</li> <li>● All citizens in a country should have equal rights and protections under the law, regardless of circumstances</li> <li>● The rule of law is fundamental to a functioning democracy</li> <li>● Individuals have the right to free speech and to voice opposition</li> <li>● Organizations have the right to free speech and to voice opposition</li> <li>● Democratic principles enhance the workplace. Supervisors should incorporate democratic principles into their management practices</li> </ul>	

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
				[Scale: Strongly disagree, Disagree, Neither disagree nor agree, Agree, Strongly agree, I don't know/I can't ascertain]	
<b>ECA Objective 2:</b> Increase the impact that participants and alumni have on their communities / countries					
<b>ECA Sub-Objective 2.2:</b> Foster participants' belief that civic engagement benefits communities/countries					
E2.2.01: Percent of participants who have more confidence in their ability to have an impact in their home country (core indicator)	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Home community</u> - The community that the program participant originates from and will return to at the conclusion of the program.</p> <p><u>Home country</u> - The country in which the program participant resides prior to their program participation.</p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculation</b> To determine the percent value, numerator is number of respondents that responded “more confident” to the statement about their ability to make a difference in the ‘community where I live’ and/or ‘country where I live’ while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>• Gender</li> <li>• Age</li> <li>• Country of origin</li> <li>• Home state</li> <li>• Race</li> <li>• Participant type: American, foreign, reciprocal</li> </ul>	65%	<p>Survey (self-reported data)</p> <p>As a result of your program participation, how has your confidence in each of the following changed?</p> <ul style="list-style-type: none"> <li>• I have the ability to make a difference in the <b>community</b> where I live</li> <li>• I have the ability to make a difference in the <b>country</b> where I live</li> <li>• I have the ability to make a difference in the <b>global community</b></li> </ul> <p>[Scale: I am less confident; No change in confidence, I am more confident]</p>	Post-Program
<b>ECA Objective 3:</b> Strengthen engagement among participants, alumni, beneficiaries, and institutions					
E3.0.02: Percent of foreign	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p>	<ul style="list-style-type: none"> <li>• Gender</li> <li>• Age</li> </ul>	30%	Survey (self-reported data)	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
<p>participants who report increasing their network of Americans (core indicator)</p>	<p><u>Network</u> - An interconnected or interrelated group or system. In the context of MODE, this refers to an interconnected or interrelated group intentionally convened, sustained, or otherwise facilitated through ECA programming.</p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who reply “yes” to the first question item while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Country of origin</li> </ul>		<p>Are you still in contact with any Americans you met during your program exchange?</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul> <p>If YES:</p> <p>Are the contacts you maintain with Americans personal, professional, or both?</p> <ul style="list-style-type: none"> <li>● Personal</li> <li>● Professional</li> <li>● Both personal and professional</li> </ul>	
<p>E3.0.07: Percent of participants who identify as a Department of State program participant (core indicator)</p>	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Alumni</u> - Program participants with the possibility of sustained networking who qualify for entry into the Alumni Contact Engagement System (ACES) database. This includes participants on both ECA-funded and BridgeUSA programs who have been exposed to at least 10 hours of program content.</p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	50%	<p>Survey (self-reported data)</p> <p>Do you consider yourself a participant of a U.S. Department of State program?</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
	<p><b>Calculations</b></p> <p>To calculate percentage, numerator will be number of participants who answered “yes” in response to the survey question. The denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>				
<b>ECA Objective 4:</b> Strengthen personal, professional, and technical abilities and aptitudes of participants and beneficiaries					
E4.0.01: Percent of participants reporting increases in their job skills as a result of their program participation	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who reply “yes” while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	70%	<p>Survey (self-reported)</p> <p><i>[NOTE: This question is also included in Indicators E4.0.03, and E4.0.05. If these are to be included in a survey, this question can be asked once, with up to two follow-up questions based on an affirmative response.]</i></p> <p>Did you increase your personal and/or professional skills as a result of your participation in this program?</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul>	Post-Program
E4.0.03: Percent of participants reporting an increase in soft skills as a result of their program participation	<p><u>Soft skills</u> - Qualities and behaviors an individual demonstrates to interact with others effectively. Examples include communication, listening, self-awareness, awareness of others, self-initiative, cognitive competence skills, self-confidence, resourcefulness/resilience, and decision-making and problem-solving skills.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> </ul>	75%	<p>Survey (self-reported)</p> <p><i>NOTE: Question 1 is also included in Indicator 4.0.01 and 4.0.05. If at least two of those questions are to be included in a survey, question 1 can be asked once, with up to two</i></p>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><b>Count Frequency</b> Each participant should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who select at least one answer option except for “none of the above skills” in the second question while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>Participant type: American, foreign, reciprocal</li> </ul>		<p><i>follow-up questions based on an affirmative response.</i></p> <p>Did you increase your personal and/or professional skills as a result of your participation in this program?</p> <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> </ul> <p>If YES:</p> <p>Please select the personal skills you increased. <i>Select all that apply.</i></p> <ul style="list-style-type: none"> <li>Leadership skills</li> <li>Communication skills</li> <li>Listening skills</li> <li>Self-awareness</li> <li>Self-initiative</li> <li>Self-confidence</li> <li>Resourcefulness</li> <li>Decision-making skills</li> <li>Problem-solving skills</li> <li>Other: _____ [write-in]</li> <li>None of the above skills</li> </ul>	
E4.0.14: Percent of participants reporting new digital skills/competencies gained from virtual exchange	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Digital skill/competencies</u> – Digital skills are defined as a range of abilities to use digital devices, communication applications, and networks to access and manage information, and to participate in a virtual program. Skills</p>	<ul style="list-style-type: none"> <li>Gender</li> <li>Age</li> <li>Country of origin</li> <li>Home state</li> <li>Race</li> </ul>	60%	<p>Survey (self-reported)</p> <p>As a result of your participation in the exchange program, did you gain new digital skills/competencies?</p> <ul style="list-style-type: none"> <li>Yes</li> <li>No</li> </ul>	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
(VE) programming	<p><u>include: knowledge about various low and high-tech technologies (such as the internet, digital video, software programs, etc.), knowledge of how various technologies can be used to communicate with others, knowledge required by teachers for integrating technology into their classrooms, and/or creating content for various technologies.</u></p> <p><u>Virtual Exchange</u> - See <u>Definitions of Key Terms</u></p> <p><u>Virtual Elements</u> - See <u>Definitions of Key Terms</u></p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who respond “yes” to the question, while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p> <p>This indicator counts participants involved in virtual exchange programs (see definition above) and WILL NOT count participants ONLY engaging with virtual program elements.</p>	<ul style="list-style-type: none"> <li>Participant type: American, foreign, reciprocal</li> </ul>			
<b>ECA Objective 8:</b> Enhance the quality and effectiveness of ECA programs by leveraging the Bureau’s resources, policy, and stakeholder relationships					
E8.0.03: Response rate for participant surveys (core indicator)	<p><u>Participant or Exchange Visitor</u> – See <u>Definitions of Key Terms</u></p> <p><b>Counting Frequency</b></p>	N/A	60%	Survey Records	Post-Program

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
	<p>Response rates will be calculated and reported semi-annually on surveys that <u>closed</u> (i.e. ceased allowing respondents to respond) in that six-month period, even if the survey opened in the previous six-month period. This may be a single survey or an aggregation, if more than one survey closed in that six-month period. Each survey invitation should be counted once, and each response (if received) should be counted once.</p> <p><b>Calculations</b> The response rate will be calculated by dividing the number of survey responses received by the number of survey invitations issued (sent by email or directly invited in some other way).</p> <p>Note that “survey responses” will include cases in which any portion of a survey was returned (at least one piece of response data provided). It will not include cases where respondents opened the survey and opted out by selecting the option not to continue on the opening consent screen.</p>				
<p><b>Custom Objectives:</b> The following indicators relate to the Aspen Institute’s commitment to measuring the extent to which JCSVEI programs increase mutual understanding; contribute to substantive knowledge; and have an impact on communities in the United States and overseas, as requested in A.3f of the NOFO.</p>					
<p>Custom A: Percent of participants who are satisfied with their virtual exchange experience</p>	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Virtual Exchange</u> - See <a href="#">Definitions of Key Terms</a></p> <p><b>Counting Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b></p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	<p>75%</p>	<p>Survey (self-reported)</p> <p>“I would recommend the [name of program] to [“other students” OR “my peers” depending on whether or not it’s an education institution-based program]</p> <ul style="list-style-type: none"> <li>● Strongly Disagree</li> </ul>	<p>Post-Program</p>

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
	To determine the percent value, numerator is number of respondents who reply “agree” OR “strongly agree” while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.			<ul style="list-style-type: none"> <li>● Disagree</li> <li>● Neither Agree nor Disagree</li> <li>● Agree</li> <li>● Strongly Agree</li> </ul>	
Custom B: Percent of participants reporting an increase in knowledge of the culture of the other participating country/region/place	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Virtual Exchange</u> - See <a href="#">Definitions of Key Terms</a></p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who respond “yes” to the question, while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	75%	<p>Survey (self-reported)</p> <p>“Do you know more about some of the cultural traditions of [the other participating country/region/place] as a result of your exchange program participation?”</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul>	Post-Program
Custom C: Percent of participants reporting an increase in understanding of the common issues facing young people in the other participating country/region/place	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Virtual Exchange</u> - See <a href="#">Definitions of Key Terms</a></p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who respond “yes” to the question, while the denominator will be the total number of question</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	75%	<p>Survey (self-reported)</p> <p>“Do you better understand common issues facing young people in [the other participating country/region/place] as a result of your exchange program participation?”</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> </ul>	Post-Program



Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
	respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.				
Custom D: Percent of participants reporting an increase in likelihood of trying to see things from the point of view of people who are different from themselves	<p><u>Participant or Exchange Visitor</u> – See <a href="#">Definitions of Key Terms</a></p> <p><u>Virtual Exchange</u> - See <a href="#">Definitions of Key Terms</a></p> <p><b>Count Frequency</b> Each respondent should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> To determine the percent value, numerator is number of respondents who respond “yes” to the question, while the denominator will be the total number of question respondents. Divide the numerator by the denominator and then multiply by 100 for the percent value.</p>	<ul style="list-style-type: none"> <li>● Gender</li> <li>● Age</li> <li>● Country of origin</li> <li>● Home state</li> <li>● Race</li> <li>● Participant type: American, foreign, reciprocal</li> </ul>	75%	<p>Survey (self-reported)</p> <p>“As a result of participating in the exchange program, when you talk to people who are different from you, are you:”</p> <ul style="list-style-type: none"> <li>● more likely to try to see things from their point of view</li> <li>● neither more nor less likely to try to see things from their point of view</li> <li>● less likely to try to see things from their point of view</li> </ul>	Post-Program
Custom E: Percent of U.S. school-based participants who attend a Title I eligible school	<p><b>Counting Frequency</b> Each participant should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> This indicator counts participants involved in virtual exchange programs (see definition above) and WILL NOT count participants engaging with virtual program elements. Each participant should only be counted once per semi-annual reporting cycle following their program completion.</p>	N/A	50%	Administrative data from award recipients - not collected from the participant surveys	Annually
Custom F: Percent of U.S. higher education institution-based participants who	<p><b>Counting Frequency</b> Each participant should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b></p>	N/A	35%	Administrative data from award recipients - not collected from the participant surveys	Annually

Performance Indicator	Definition	Disagg.	Target	Data Source and Required* Survey Question	When to Collect
attend a community college	This indicator counts participants involved in virtual exchange programs (see definition above) and WILL NOT count participants engaging with virtual program elements. Each participant should only be counted once per semi-annual reporting cycle following their program completion.				
Custom G: Percent of Near Eastern Affairs region school-based participants who attend a school where the primary language of instruction is not English	<p><b>Counting Frequency</b> Each participant should only be counted once in the reporting year following their program completion.</p> <p><b>Calculations</b> This indicator counts participants involved in virtual exchange programs (see definition above) and WILL NOT count participants engaging with virtual program elements. Each participant should only be counted once per semi-annual reporting cycle following their program completion.</p>	N/A	70%	Administrative data from award recipients - not collected from the participant surveys	Annually

The Bureau of Educational and Cultural Affairs' (ECA) Office of Monitoring Evaluation Learning and Innovation (MELI) has been at the forefront of the Department of State's monitoring and evaluation (M&E) efforts since its creation in 1999. Throughout its 20 years, MELI has built a robust M&E system to ensure that ECA program staff and senior leadership benefit from timely performance data that they can utilize for evidence-based decision-making.

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