

What are the FSS Achievement Metrics?

The FSS Achievement Metrics (FAM) are scoring measures designed to help **PHAs receiving FSS coordinator grants** assess and track FSS program performance.

HUD produces updated FAM annually for each PHA receiving HUD FSS coordinator funding.

The overall FAM score is a number from 0 to 10 (10=Best). Based on their overall FAM score, FSS programs are assigned a Performance Category from 1 to 4 (1=Best).

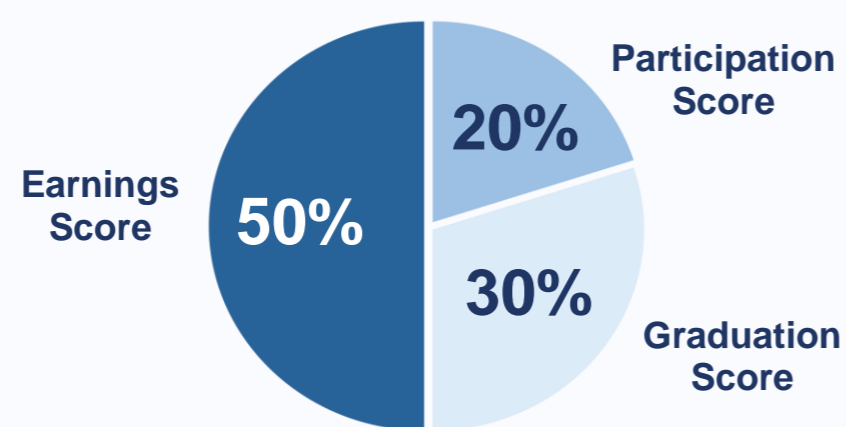
See Federal Register Notice [FR-6046-N-02, 83 FR 57493](#) and [Methodology for Computing FSS Performance Scores \(2018\)](#) for additional details.

Performance Category	Overall Score
1	7.9 to 10
2	4 to 7.89
3	3.5 to 3.99
4	0 to 3.49

What are the components of the overall FAM score?

The overall FAM score is produced by combining **three** component scores—Participation, Graduation, and Earnings. Each ranges from 0 to 10, with 10 being the best. The components are weighted as follows to form the overall score:

Overall FAM Score (total:100%)



For Example:

If an FSS program has a Participation Score of 6:

a Graduation Score of 5:

and an Earnings Score of 7.5:

its overall FAM score will be:

Participation: 6 x 20% +
 Graduation: 5 x 30% +
 Earnings: 7.5 x 50% =

An overall score of 6.45 corresponds to Performance Category 2:

The Participation Score assesses the number of FSS participants a PHA serves. PHAs that serve the minimum number expected under the FSS Coordinator grant are assigned 5 points.

PHAs that exceed this minimum can earn additional points up to a maximum of 10.



The Graduation Score measures the share of FSS participants who graduate from the program within 8 years of enrollment. PHAs receive a score from 0 to 10, with higher scores awarded for higher graduation rates.



To protect against random variation not attributable to the FSS program, the Graduation and Earnings scores are based on an average of scores computed for each of the three most recent years. The Participation score is based on the average rate over the three most recent years or the rate in the most recent year—whichever is higher.

The Earnings Score measures the extent to which households enrolled in FSS see earnings growth while participating in the program. The score is computed by comparing the earnings growth of households participating in FSS to the earnings growth of other similar households served by the PHA. The score is also adjusted for local economic conditions.



How do I find my program's FAM Score?

The "2020 FAM" tab of this Excel workbook provides the overall and component FSS FAM scores for each PHA for 2020. In this workbook, **each FSS program has its own row**. Scroll up or down to find your program or click on the arrow tab in **Row 5** to 'sort' or 'filter' the list.

Key information about each column is provided in **Row 4** throughout the spreadsheet.

PHA IDs and PHA names are in **Columns D & E** in each spreadsheet.

The 2020 FAM tab includes a summary of the information for each of the three components of the Composite Score: Participation, Graduation and Earnings. The component scores range from 0 to 10 (10=best). The scores and the measures from which they are derived are color-coded, with darker shaded colors for the best scores.

1	FSS Achievement Metrics (FAM) for Rating Year 2020					FSS ACHIEVEMENT SCORE	
2	Summary of FSS Achievement Metric averages from 2018 to 2020. See Earnings, Graduation, and Participation tabs BELOW for detailed data.						
3	Moving to Work (MTW)	Is Complete Data	HUD Region	PHA ID	PHA Name	Performance Category	Score
4	N/A: Not MTW	Full FSS data since 2013 and FSS awards since 2018			PHA with FSS grant funding in at least one of the past three calendar years.	Based on Composite Score:	Best
5	Expenses: MTW Expansion agency not using FSS facilities	Partial: Missing some FSS data since 2013 OR housing awards since 2018			Instructions: Click on the down arrow in row 5 below to sort PHA names alphabetically or to select which PHAs to view. To select a single PHA, first click on "Select All," and then put a check mark next to the PHA or PHAs you want to view. Click on "Select All" to return view to all PHAs.	1: 7.0 to 10.0	Best
6			Region IV	AL001	Housing Authority of the Birmingham District	10	2
7			Region IV	AL002	MOBILE HOUSING AUTHORITY	10	2
8			Region IV	AL006	Housing Authority of the City of Montgomery	10	2
9			Region IV	AL007	The Housing Authority of the City of Huntsville	10	2
10			Region IV	AL010	HA ALBUSS	10	4
11			Region IV	AL004	FLORENCE HIA	10	2
12			Region IV	AL008	Sheffield Housing Authority	10	2
13			Region IV	AL007	HA TUSCALOOSA	10	4
14			Region IV	AL006	Jefferson County Housing Authority	10	4

Note: "N/A" indicates missing or blank data. Data may be missing or blank for several reasons, including: (1) the category does not apply (e.g. the MTW expansion indicator does not apply to non-MTW agencies), (2) the PHA did not receive grant funding for one or more of the past three years, (3) the program is too new to calculate earnings or graduation metrics, or (4) the program had insufficient eligible participants to calculate one or more measures.

What information is included in the other Tabs?

The Excel workbook has a main, summary tab (titled "FAM 2020"), and a tab with details for each of the three components. Click on the **Participation**, **Graduation**, and **Earnings** Tabs to learn more about how each of these component scores was calculated, including data for each year the calculations include.

How can I improve my program's score?

- ✓ **Make sure your data are current and accurate**
- ✓ **Talk to your Field Office**
- ✓ **Make your own assessment of what's driving program scores and performance**
- ✓ **Re-examine your FSS Action Plan—make sure you're implementing it as planned, and that it still fits your goals for FSS**
- ✓ **Ask your PCC and participating families for ideas on how to strengthen your program.**
- ✓ **Explore and implement best practices and promising practices—see HUD-produced products and resources in the wider community of FSS providers! (HUD's [FSS Guidebook](#) and [Online Training](#) are good places to start)**

