

# Sustainability Planning

## *Considerations and Strategies to Support Program Maintenance and Continuity*

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### Juvenile Healing to Wellness Court Development and Planning

Tribal Youth Resource Center

Materials Adapted from OJJDP Tribal Youth Training and Technical Assistance

*2018 Sustainability Planning Workshop- (Thin-Elk and Yarholar)*

Updated Fall 2020 by Anna Clough, JD





### ***Welcome- Group Exercise***

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*What are some cultural practices from your tribe that have sustained through generations?*

*What are cultural values that contribute to that sustainability?*

# Today's Objectives

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- Define sustainability and consider the implications for program continuity and services.
- Identify ways Tribal Nations have always practiced sustainability.
- Consider and Describe Eight (8) Domains of Sustainability.

# Starting the Journey- Preparation



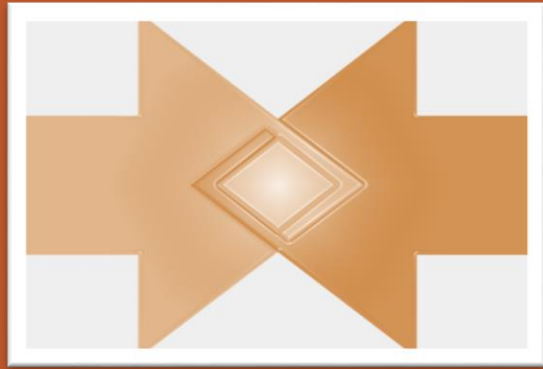
- ❖ Traditionally in Native communities each season brings many new tasks- most of which are focused on preparation for winter survival! Sustainability is inherent to Tribal people and communities.
- ❖ Today, many communities are heavily reliant on federal funding to meet the needs of youth and families. As a result many equate sustainability with securing continuation of funding for services.
- ❖ A broader view of sustainability entails using various strategies to maintain the activities of the program.

# Let's Share- Discussion



- ❖ Has the team discussed long-term sustainability of the wellness court?
- ❖ Are there other initiatives in the community that have been sustained long term?
- ❖ What are some of the aspects of long-standing programs? What are some aspects of short term programs?

# Self- Assessment



## Leadership:

- ❖ Has the leadership's vision for the project clarified which activities of the project are most important to sustain?
- ❖ Do you have an understanding of how change happens in an organization/community?
- ❖ Have you included the goal of systemic change as you think about what activities of your project you want to sustain?
- ❖ Do you know which decision-makers in your community should be involved as you decide which elements of the project you will sustain?

## Legacy Wheel

Promoting  
program  
sustainability

*Your vision. Your legacy.*



**Define. Assess. Plan.**



- ❖ **Pre-Implementation and Implementation-** Have you considered how your strategic partners and collaborations might assist you in sustaining your project?
- ❖ **Are there potential partners that you should consider as you think about sustaining your project?**
- ❖ **Have you considered what benefits your partners will accrue by remaining in the partnership as you sustain your project?**



# Strategic Planning



- ❖ Have you created a strategic plan to sustain various parts of your project?
- ❖ Have you considered some key aspects of your community- for example, the political context of the kind of work your program does and a map of its existing resources- as you have thought about what activities of your project you want to sustain?
- ❖ Do you have the tools/skills you need for strategic planning?

# Capacity Building



- ❖ Have you developed internal mechanisms and support (e.g., infrastructure; policies, or procedures) for your project either within the organization or your partners that will help sustain it?
- ❖ Have you trained staff or partners to use skills that will achieve your program's intended outcomes?
- ❖ Have you thought about how you should change your program to adapt to changing conditions in order to sustain it?

# Evaluation



- ❖ Have you developed a clear, consistent message about the importance of your program's goals and its success in reaching them that will help sustain your program?
- ❖ Have you identified which audiences you need to reach to sustain your program?
- ❖ Have you considered what strategies you might use to market your project in order to sustain it?

# Communications and Marketing



- ❖ Have you developed a clear, consistent message about the importance of your program's goals and its success in reaching programs goals and its success in reaching them that will help sustain your program? Have you trained staff or partners to use skills that will achieve your program's intended outcomes?
- ❖ Have you identified which audiences you need to reach to sustain your program?
- ❖ Have you considered what strategies you might use to market your project in order to sustain it?

# Financing



- ❖ Have you developed internal mechanisms and support (e.g., infrastructure; policies, or procedures) for your project either within the organization or your partners that will help sustain it?
- ❖ Have you trained staff or partners to use skills that will achieve your program's intended outcomes?
- ❖ Have you thought about how you should change your program to adapt to changing conditions in order to sustain it?

# Sustainability Planning- Who will be involved?

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**Sustainability Work Group:** Identify key tribal administrators and experienced direct service providers, community members, cultural advisors and consumers.

## **Responsibilities:**

- Members may be a part of the advisory group or smaller sub working group.
- Able to attend regular meetings (Quarterly throughout life of project)
- Having willingness to collaborate and recognize/support continuity of program services.

## Sustainability Domains <https://sustaintool.org/>

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**What is the purpose of this tool?**

<https://sustaintool.org>

This tool will enable you to assess your program's current capacity for sustainability across a range of specific organizational and contextual factors. Your responses will identify sustainability strengths and challenges. You can then use results to guide sustainability action planning for your program. *Washington University, St. Louis, MO, 2013*

## Sustainability Domains <https://sustaintool.org/>

Domain	Definition
<b>Political Support (now called Environmental Support)</b>	Having a supportive internal and external climate for your program
<b>Funding Stability</b>	Establishing a consistent financial base for your program
<b>Partnerships</b>	Cultivating connections between your program and its stakeholders
<b>Organizational Capacity</b>	Having the internal support and resources needed to effectively manage your program
<b>Program Evaluation</b>	Assessing your program to inform planning and document results
<b>Program Adaptation</b>	Taking actions that adapt your program to ensure its ongoing effectiveness
<b>Communications</b>	Strategic communication with stakeholders and the public about your program
<b>Strategic Planning</b>	Using processes that guide your program's directions, goals, and strategies



## Sustainability Domains <https://sustaintool.org/>

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The assessment is made up of 40 multiple choice questions. You will rate your program/coalition/set of activities across [8 sustainability domains](#).

The assessment takes about 10-15 minutes to complete.

The assessment can be used by programs at community, state, and national levels.

The assessment can be taken as an individual or group.

The assessment is used by various programs, though public health, social services, clinical care, and educational programs have all found the assessment to be very relevant to their work.

# Sustainability Resources

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## **OJJDP Tribal Youth Online Learning Resources:**

### **Strategic Action Planning Talking Circle 1: Sustainability**

[https://www.youtube.com/watch?v=9nofME2bjqs&list=PLEYI\\_nJGyPIF23t4QVc2EnWb75qAouWCX&index=2](https://www.youtube.com/watch?v=9nofME2bjqs&list=PLEYI_nJGyPIF23t4QVc2EnWb75qAouWCX&index=2)

### **Strategic Planning Toolkit Session 9: Planning for Sustainability**

[https://www.youtube.com/watch?v=iQWUqhnz88g&list=PLEYI\\_nJGyPIH6TQxvxbGW6QzKVt71xSjt&index=11](https://www.youtube.com/watch?v=iQWUqhnz88g&list=PLEYI_nJGyPIH6TQxvxbGW6QzKVt71xSjt&index=11)

## **Community Toolbox, University of Kansas**

A free online toolkit to support sustaining work and initiatives with an outline and examples. <https://ctb.ku.edu/en/sustaining-work-or-initiative>

## **Program Sustainability Assessment Tool, Washington University in St. Louis**

An online tool and resource to understand, assess, plan, and review resources to support program sustainability.

<https://sustaintool.org/>

## **Creating Sustainable and Effective Tribal Criminal Justice Systems**

National Institutes of Justice

<https://www.nij.gov/topics/tribal-justice/Pages/criminal-justice-system.aspx>

# Who else should be a part?

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***Youth! The next generation is here now to participate fully in planning for program sustainability.***

***Encourage peer leaders through returning to teach through speaking, employment or role modeling.***

***Participate in meetings, planning activities and on-boards***

***Youth need to have buy-in to the program and contribute to the “word of mouth” about program benefits.***



## Potential Next Steps:

1. Review the FY2019 Strategic Planning Guide Sustainability Resources.

2. Identify ways to start a sustainability working group.

3. Add the working group sustainability discussion to a working agenda within the next three months.





The [Tribal Youth Resource Center](#) is led by the [Tribal Law and Policy Institute](#) in partnership with the [National Native Children's Trauma Center](#)



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When you email please note that you need assistance with strategic planning. We will connect you with your TTA specialist or any needed resources.

*This project was supported by Grant #2018-MU-MU-K001 awarded by the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect those of the Department of Justice.*