Planning for Success and Program Sustainability
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Trish Thackston
Policy Advisor
Bureau of Justice Assistance,
U.S. Department of Justice

Justine Souto
Project Coordinator
National Criminal Justice
Training Center of
Fox Valley Technical College
Plan for Success

How do you define success?

* Community is engaged in your project goals

* Council sees that the community can’t live without your project/program

* People’s lives are positively impacted by the project

* Other?
Common Themes of Success

* Planning
* Culturally relevant
* Data driven
* Advisory Board / Planning Team
* Sustainability planning at the beginning
Plan for Success

* How do we get there?
Planning for Success

Develop a Strategic Plan
Use Multi-Disciplinary Approach
Plan for Sustainability
Why Engage in Strategic Planning?

* Serves as a compass for success
* Engages the values and interests of community members
* Increases social investment of the community
* Enhances collaboration
* Strengthens sustainability
Develop a Strategic Plan
What is Strategic Planning?

- Mission
- Service Needs
- Community Customs Tradition
- Values

Program/Project
Elements of Strategic Planning

* Vision
* Mission
* Needs Assessment
* Environmental Scan/Data Collection
* Goals, Objectives, Strategies, Activities
* Partnerships – Internal & External
* Communication Plan
* Evaluation Plan
* Sustainability Plan
Elements of Strategic Planning

- Vision
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Ask Questions

Gather

Create Solutions

Analyze

Look for gaps

Focus on strengths

Community
Situation Assessment
Gather Information

Assessment Methods:

- Observation
- Interviews
- Focus groups
- Surveys/other assessments
- Population data
- Others
Reflection

* What are the sources of a program’s or community’s strengths?
* What are the sources of a program’s or community’s challenges?
* What do your stakeholders say about your program?
* What community resources are available to increase strengths and decrease challenges?
Identify Program Strengths, Challenges, Opportunities and Threats

Areas of consideration:

* Within your own agency/organization
* Collectively among the team
* Within the community as a whole
Considerations to Complete the SCOT Analysis

- Cultural/traditional approaches
- Programs
- Staff
- Financial capacity
- Transportation
- Communication
- Housing
- Facilities
- Employment practices
- Environmental
- Medical
- Others?
Identify Strengths

Strengths include:

* Individuals and families
* Related programs and facilities
* Financial resources

Look for:

* Vision, values and hopes, talents, prior experience, community connections, etc.
Identify Gaps

The difference between the current condition and the desired outcome.

* **CURRENT CONDITION:** What **IS**

* **DESIRED OUTCOME:** What **SHOULD** be
Action Plan Framework

**GoAL**

**Mission**

**Desired Outcome**

1. **Short Term Goals:** Less Than 6 months
   - Action Step
   - Action Step
   - Action Step
   - Action Step

2. **Long Term Goals:** More Than 6 months
   - Action Step
   - Action Step
   - Action Step
   - Action Step
   - Action Step
   - Action Step

**Vision**
Use Multi-Disciplinary Approach
Use an Advisory Board

Stakeholders, partners, and advisory board:
* Explore potential barriers and solutions
* Outline project goals
* Outline project timeline
* Examine budget/needs
* Others?
Core Advisory Board

Key

Core Advisory Board

Stakeholders

Within the Community

People/Programs

Resources

Outside the Community
Plan for Sustainability
Reflection

* What would the community look like if your program had everything needed to function?
* What factors were revealed in the assessment that you will strive to address?
Sustainability

* The long-term continuation of your Program - beyond the grant funding period.
* To have the services your program provides become a permanent part of the community’s resources.
Sustaining Your Efforts

Who may be interested in continuing your program when the funding ends?

* Another Tribal Department
* Tribal or Community Nonprofit
* Community Coalition
* Create your own Nonprofit
Why is sustainability important?

- Determines what works
- Ensures continuity
- Sets program priorities
- Determines action for program needs
- Helps respond to gaps
- Helps build program capacity
- And much more...
Sustainability Process

- Services
- Staff
- Cost
- Resources
Steps to Sustainability

* Step 1: Foster commitment
* Step 2: Clarify expectations
* Step 3: Build momentum for change
* Step 4: Instill capacity for change
Foster Commitment

* Communicate: talk about successes and challenges
* Consistency: adhere to higher standards, balance work-life, invest in the community
* Engage: educate, build partnerships
* Manage: recruit, promote, allocate resources
* Reinforce: inform, repetition, follow up
Clarify Expectations

* Assign: assign responsibilities, create roles
* Train: train everyone in the organization
  Incent: create incentives for achievement
* Assess: inventory, develop standards
  benchmarks, monitor/track
* Integrate: mission, vision, values, roles
* Codify: create policies and procedures, standardize
Build Momentum for Change

* Raise awareness: frame the issues, determine what triggers responses
* Invite: ask, listen, and seek external help
* Re-envision: define sustainability and why it is important, and plan the steps to ‘get’ there
* Share: knowledge, collaborate
Instill Capacity for Change

* Learn: successes, failures, reflect
* Innovate: develop services, processes, systems
* Build capacity: cross-training, identify shared/free resources, make investments
Instill Capacity for Change

Review your mission and vision

* Does this still ring true from when it was first developed?
* Are our services/activities in alignment with the mission and vision?
  
  If not, is this an activity we should be doing?  
  Or can another agency take over?
Part 2: The Reality

* Answer the questions within each box
* Project Functions
* Staff
* Cost
* Can we do it?
Review

* Conduct annual SCOT analysis
* Review your goals and objectives
  * Do the goals and objectives address the weaknesses and threats?
  * Are we doing all we can to leverage our resources and partnerships to achieve the goals and objectives?
Plan for the next 7 generations

Thank you!
For planning help, contact your program manager and TTA providers.