

Planning for Success and Program Sustainability

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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

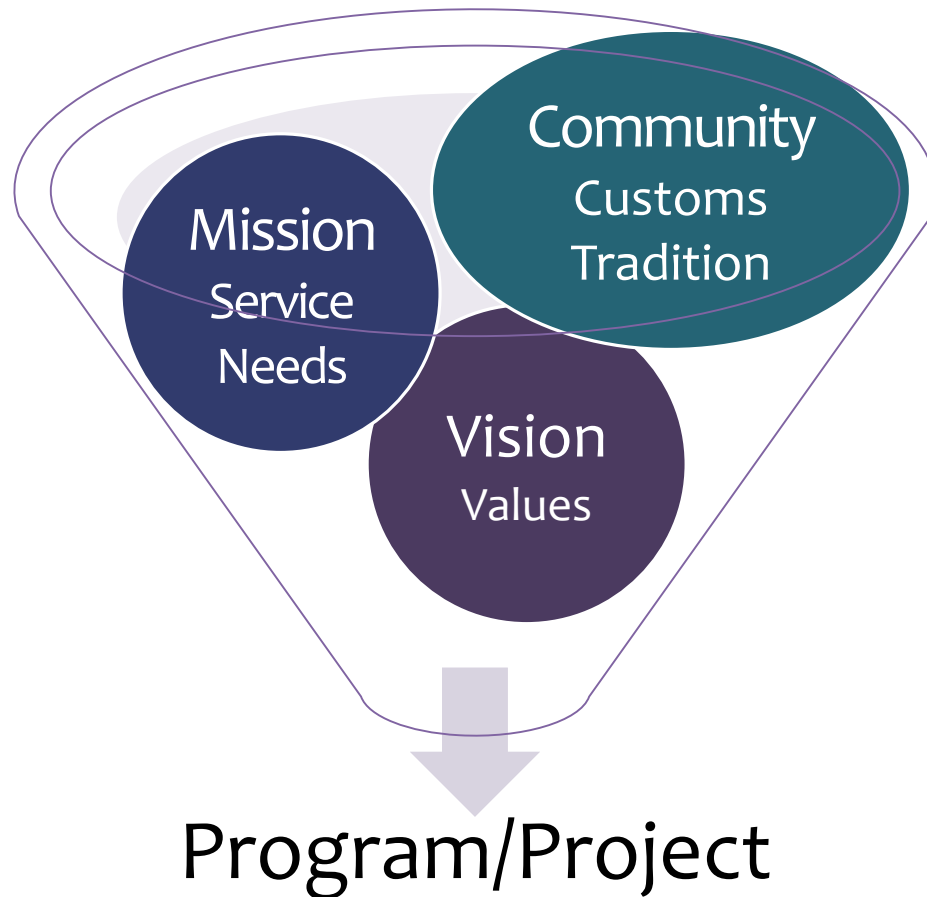
Plan for Sustainability

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?



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

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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

VISION

Desired Outcome

Mission

GOAL



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?





Identify Stakeholders Worksheet



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



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?

Planning and Sustainability

*** Plan for the next 7 generations**

Thank you!

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