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Strategic Planning & Program Sustainability

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?

- # POWER



Vision

Common Themes of Success



- Practical vision and mission
- Culturally relevant
- Data driven
- Advisory board / Planning team
- Sustainability planning



Develop a Strategic Plan
Use Multi-Disciplinary Approach
Plan for Sustainability

Planning for Success

Why Engage in Strategic Planning?

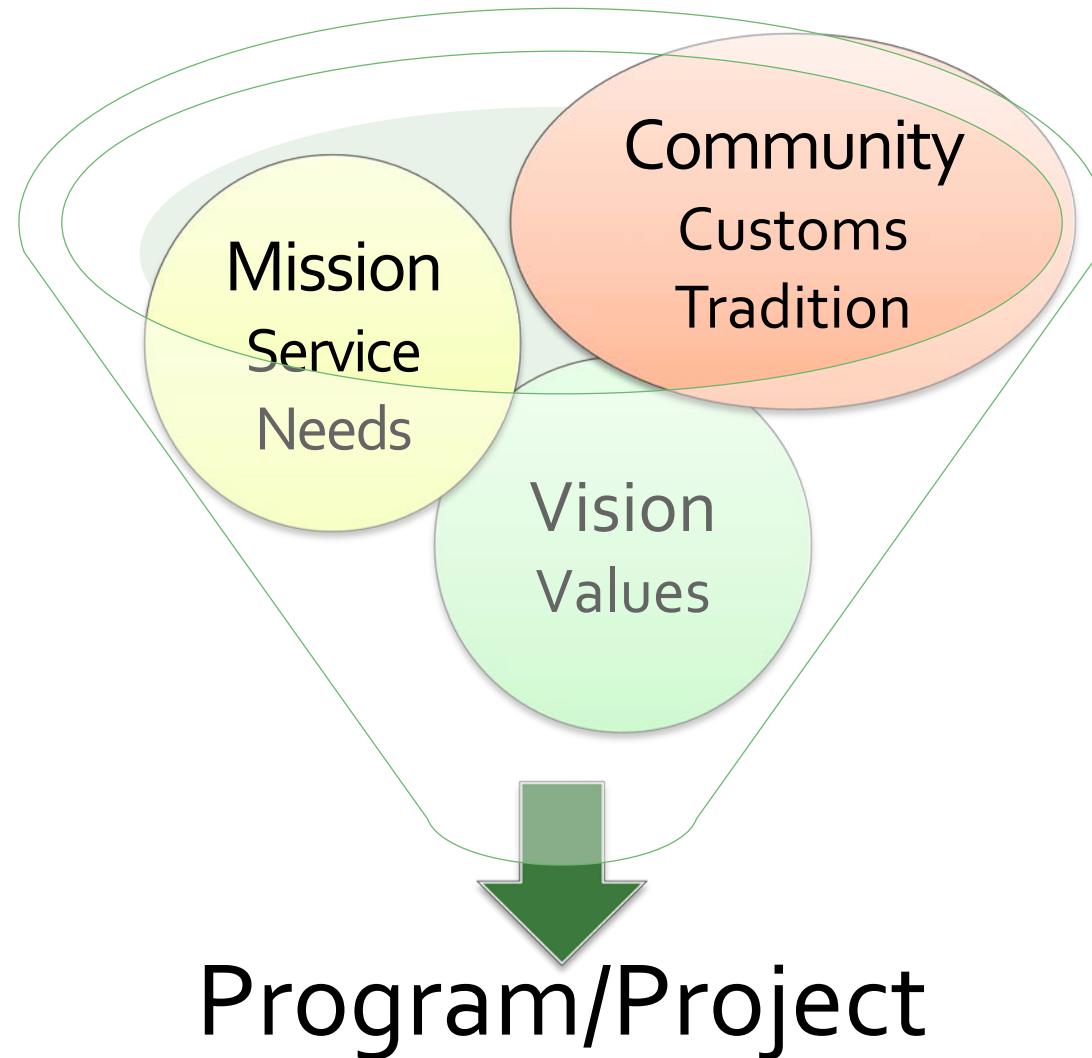


- Serves as a compass for success
- Engages the values and interests of community
- Increases social investment of the community
- Enhances collaboration
- Strengthens sustainability



Develop a Strategic Plan

What is Strategic Planning?



Elements of Strategic Planning



- Vision
- Mission
- Needs Assessment/Data Collection
- Goals, Objectives, Strategies, Activities
- Partnerships – Internal & External
- Communication Plan
- Evaluation Plan
- Sustainability Plan





Situation Assessment

Ask Questions – Gather Data

Gather Data



- 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





Use a Multi-Disciplinary Approach



- Who are the key stakeholders in the community?
- What are the roles would they have in achieving a practical vision?

Use an Advisory Board



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



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?

The Next 7 Generations





Planning and Sustainability

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