

Planning and Implementation That Leads to Sustainability

OSHS Project Director Training - Grantee Session

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Safe and Supportive Schools
Engagement | Safety | Environment

Agenda



1 Presentation

2 Grantee Sharing

3 Reflection

4 Group Discussion 1: TA Needs Related to Sustainability

5 Group Discussion 2: General TA Needs

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Presentation Topics



1 Planning for sustainability

2 Areas to sustain

3 Sustaining from the start

4 Sustaining towards the end of your grant

Planning for Sustainability Means...



- **Being intentional about what it takes to sustain your work**
- **Updating your sustainability plan regularly over the course of implementation**
- **Building necessary capacities**
- **Strengthening those things that are working**
- **Strengthening organizational structures**
- **Making sure your key practices become/are now routine**

Beyond Funding: A Broader View of Sustainability



- **Leadership**
- **Evaluation**
- **Partnership and Collaboration**
- **Implementation**
 - Policy
 - Systems
 - Professional Development
- **Communications**
- **Financing**



Pair and Share



Take just two minutes . . .

- Turn to a partner, and
- Share one thing that has resonated with you in the information presented so far.

Early Stage Implementation



- **As you plan what and how to implement, make sustainability a factor for selection and your approach.**
 - Avoid making choices out of expediency– take the time now to get systems in place that can sustain your work over the course of the grant and afterwards.
- **Base your plan on the goals and intended outcomes of your program.**
 - Ensure the core attributes of your grant have a solid foundation.
- **Reflect on what has and has not been successfully implemented in your district/school in the past or currently.**
 - What led to success? What led to failure or troubles? Apply those lessons learned as you approach sustainable implementation.
- **Consider what already exists and how your ESSC work can be integrated.**
 - Think about commonalities in staffing, leadership, systems, etc. that could be shared.
- **Develop sustainability plan that addresses each aspect of implementation and each area of implementation.**

Sample Sustainability Plan Template



Aspects of Implementation	What is needed for effective <i>sustained</i> implementation?							
	Leadership	Evaluation	Partnership and Collaboration	Policy	Systems	Professional Development	Communications	Finances

- What key sustainability work needs to be started or continued? By whom? When?
- What needs to be done next over the year? By whom? When?
- How will we know we are on the right track?

Late Stage Implementation



Revisit your sustainability plan.

Ask yourselves the following questions:

- What have we accomplished?
- What data do we still need to collect?
- Based on what we know now, what worked well/what didn't?
 - Determine key successful interventions that will readily be sustained.
 - Determine key successful interventions that need a strategy to sustain.
 - Determine interventions that you do not want to sustain.
- What are our priorities to sustain (including pros and cons)?
- How will you successfully transition your work once the grant ends?
- In the short term, what will you need to do in the next 3-4 months?
- In the long term, what will you need to do in the next year to bring your grant to a sustainable conclusion?
- Who will own the work that needs to be sustained?



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THANK YOU

for your active participation!