

# **SUSTAINABILITY FRAMEWORK MECHANISMS AND PROCESS**

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## **PROJECT LEADERSHIP**

- Leaders clearly established the project's mission and vision
- Leaders are committed to the long term project goals
- Leaders planned within the first two years for sustaining the project
- Leaders continue planning for sustainability
- Leader developed and followed a realistic project plan
- Leaders have identified multiple strategies for project survival
- Community institutions (e.g. schools, social service agencies, etc...) are involved in program leadership

## **COLLABORATORS**

- Local decision makers are project collaborators
- Representatives from businesses are project collaborators
- Community service agencies are project collaborators
- Collaborators are involved in program design
- Collaborators are involved in program implementation
- Collaborators are involved in program evaluation
- Collaborators share responsibility for providing program resources
- Collaborators share credit for project success
- Collaborators have clearly defined roles and responsibilities
- There is a shared vision among collaborators
- Collaborators have worked through turf issues (if any existed)
- This project is part of the mission of participating institutions

## **COMMUNITY**

- Community needs are regularly assessed
- Community resources/assets are regularly assessed
- Community resources are utilized by the project
- Project goals are matched with community resources and needs
- The project accounts for diversity in the community
- Community members are involved in program design
- Community members are involved in program implementation
- The project addresses key community needs
- The project has strong local governmental support

## **DEMONSTRATED PROGRAM IMPACT**

- Evaluation plans are developed prior to implementing programs
- Project effectiveness is demonstrated through evaluation
- Evaluations are conducted on a regular basis
- Evaluation results are used to modify programming
- Project successes are made known to the community
- Project successes are make know to funders
- Public relations (marketing) strategies are in place

## **FUNDING**

- Current funding is sufficient for project operations
- Funding is available on a long term basis (at least 2 more years)
- There are plans in place for obtaining additional funding
- There is a person responsible for grant proposal writing
- There is adequate funding for hiring and retaining quality staff

## **PROJECT STAFFING**

- Staff are involved in program design
- Staff are involved in program evaluation
- Staff are involved in project decision making
- Staff turnover is low
- Staff are committed to the project's mission, vision , and goals
- Staff are qualified to work on the project
- Staff are flexible and creative
- Staff are recognized and rewarded for their work
- Staff are adequately trained
- Staff are from the community that the project serves

## **MODIFICATIONS**

- Programs are eliminated when they do not meet community needs
- New programs are developed when community needs change
- Sites are consolidated as necessary

This document is available at <http://outreach.missouri.edu/fcrp/sustain.htm> and was developed from information from the “Patterns of Project Survival and Organizational Support: The National Youth at Risk Program Sustainability Study” available at <http://www.ext.vt.edu/pubs/family/350-800/350-800.html>