

SUSTAINABILITY CONSIDERATIONS

Sustainability should be a consideration all the way through implementation. However, once Initial Implementation is in process, your organisation should develop a sustainability plan. The following considerations will assist you in developing that plan.

Having established the delivery of your innovation, it is important to ensure it can be sustained effectively and efficiently. It is useful to consider sustainability factors through 4 lenses:

- 1) Sustaining **the practice and practitioners'** ability to deliver with fidelity.
- 2) Sustaining supporting **structures and processes.**
- 3) Sustaining the **capacity** of the implementing organization.
- 4) Sustaining the capacity and involvement of **the larger community** in which the innovation is being delivered.

	In place	Partially in place	Not yet in place	Comments
<p>PRACTITIONERS</p> <ul style="list-style-type: none"> • Practitioners are supported and encouraged to attend regular coaching sessions. • Coaching and supervision is regularly available to practitioners. • Practitioners are utilising innovation supports. • Practitioners receive information from evaluation data analyses. <p>PRACTICE:</p> <ul style="list-style-type: none"> • Referral sources are reliable, actively maintained and new sources explored. • Workshops and continuing education opportunities are available to support increased competency and confidence of practitioners. • Ongoing training is available to sustain an adequate number of active innovation practitioners. • Funding is available to maintain an adequate supply of program resources. 				
<p>STRUCTURES AND PROCESSES</p> <ul style="list-style-type: none"> • Existing Leadership Team(s) are routinely focused on sustainability strategies at all levels (e.g., community, agency, etc.). • Where possible, implementation team activities are integrated and embedded within existing organisational structures. • Orientation to the innovation is available to new members. • Processes supporting the delivery of the innovation are integrated and embedded at all levels. 				

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<p>IMPLEMENTING ORGANISATION</p> <ul style="list-style-type: none"> • Policies and procedures are in place to support ongoing the delivery of the innovation. • Organisation Leadership sustains active and explicit support for the delivery of the innovation. • Organisation budget includes adequate funds to sustain the ongoing delivery of the innovation. • Ongoing coordination functions are identified and supported. • Supervisors sustain an active role in support of practitioners and service delivery. • Ongoing monitoring and feedback processes are in place for all functions and at all levels. • Program successes are acknowledged and celebrated. 				
<p>COMMUNITY INVOLVEMENT</p> <ul style="list-style-type: none"> • Shared Learning Network is available. • Information pertaining to outcomes and outputs is available to all participating organisations. • Information pertaining to outcomes and outputs is available to the funding organisations. • Community stakeholders (e.g., Community Leadership Team) periodically revisit the vision/purpose of implementing the innovation, and revise community implementation plan as needed (e.g., engage new organizations). • Program successes are disseminated to the community stakeholders and general public. 				