ARCH Sustainability Planning Learning Collaborative

Creating, Repairing, Reviving, and Sustaining Lifespan Respite Systems
A Sustainability Planning Framework
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ARCH Sustainability Planning Learning Collaborative

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A Sustainability Planning Framework

7 Essential Elements for Creating, Repairing, Reviving, and Sustaining Lifespan Respite Systems

1. Leadership
2. Collaborative Partnerships
3. THE PLAN
4. Diversified and Leveraged Resources
5. Workforce Recruitment, Training, and Support
7. Outreach, Education, and Advocacy
#1. Foundation of Sustainability

**Leadership**

- Recruiting leaders
- Mentoring leaders
- Supporting leaders
- Sharing leadership
- Building teams
- Succession planning
#2. Foundation of Sustainability

**Collaborative Partnerships**

- State Agencies/Systems Building and Repairing
- Formal partnerships (MOAs and MOUs)
- **State Coalitions***
- Grassroots Partnerships
- Leadership Teams
- Planning Groups
- Work Groups
- Evaluation Groups

* Grantees identified as top priority when surveyed
#3. THE PLAN

- Assessing needs and resources
- Committing to a collaborative, iterative*, and recursive** process
- Identifying and clarifying a shared vision and collective purposes
- Identifying what you wish to sustain
- Logic Modeling (including goals, strategies, and actions corresponding to shared vision and purpose)
- Facilitating and writing and revising the plan

*Iterative means to repeat steps of the process to help you get closer to useful solutions
**Recursive means to keep circling back and make successive attempts to understand an issue, address it, and resolve it
#4. Elements of the Plan

**Diversified and Leveraged Resources**

- Multiple funding sources
- Shared time, space, personnel, material
- **Volunteer and Faith-Based respite service models***
- Innovative and Exemplary Programs and Services
- Local Funding Initiatives
- Permanent funding sources
  - Grantees identified as top priority when surveyed
#5. Elements of the Plan
Workforce Recruitment, Training, and Support

- Evidence-based or -informed standards
- Innovative and Exemplary Practices
- Core competencies
- Training initiatives
- Models of recruitment, matching, supervision, and support
- College and university-based training programs
#6. Elements of the Plan
Performance Measurement, Process, and Outcome Evaluation

- Formal Evaluation Plan, identifying clear purposes and audiences; and specifying mixed methods to measure performance, processes, and outcomes, corresponding to Sustainability Plan Logic Model
- Designated Evaluation Team
- Consider outside evaluator
- Regular data collection and dissemination
- Using data to inform change
- Focused studies
#7. Elements of the Plan

**Outreach, Education, and Advocacy**

- Clear and effective messaging for multiple audiences
- Outreach and access: Technology reach (single access point)
- Outreach and access: Human reach (navigation, and warm handoffs)
- Data that show the progress, merits, and costs-benefits of respite programs and services
- Targeted white papers and policy initiatives
- Legislative change
- Strengthen advocacy network (Partners in Policymaking)
Take Aways for Sustainability*

- THE PLAN serves as a living guide, inspiration, and marker
- Before you can plan, you must make and keep friends within and outside your organization
- With those friends, plan on doing something meaningful, useful, and gratifying to all involved
- Among those friends, make sure caregivers fully belong and participate
- Be organized and transparent
- As you plan, and as you do meaningful and useful work, keep track of what you do, and share what you learn
- Keep circling back to make adjustments to your plan and to your work, and to celebrate your accomplishments

*Susan’s observations
Questions for the Sustainability Planning Learning Collaborative:

- Are these categories the most important and useful distinctions to make to understand how to go about sustainability planning at the state level?
- Does this framework adequately address systems building, systems change, and systems coordination?
- How would you change this model to make it more understandable and accessible to colleagues at all levels of expertise and experience in the Lifespan Respite Network?
- What contributions could you make to colleagues through teaching (Webinars), sharing information, mentoring?
- What else should I ask you about sustainability and your work?
What are your key take-aways about sustainability given your experience and expertise?

- (Learning Collaborative members generate ideas)