

Optional Sustainability Self-Assessment

Grantee Name:

Date:

Instructions:

Building on the preliminary sustainability strategies outlined in your grant application, your consortium will submit a sustainability deliverable that identifies strategies for achieving programmatic and financial sustainability beyond the period of performance. As a precursor to your annual sustainability deliverable, we have developed the RCORP Sustainability Self-Assessment to gauge your consortium's perceptions of sustainability readiness and identify areas where your Technical Expert Lead (TEL) and HRSA Project Officer can provide assistance. This self-assessment is optional but may be useful in completing the required sustainability deliverable.

The self-assessment has been adapted from the Social Entrepreneurs Inc.'s (SEI) Essential Elements of Sustainability Planning. SEI and others have shown that long-term sustainability of community initiatives requires a clear vision for the future, focus on health and wellness results for people rather than specific programs or agencies, effective leadership and key champions in the community, the ability to adapt to changing conditions, and a strategic long-range approach to financing.

The Sustainability Self-Assessment lists tasks related to the particular element to be rated or scored based on the consortium's self-assessment of its status in achieving each task. There is *no wrong* rating or score. If you completed this assessment in the past, you could compare the previous assessment with the new results to assess progress and adjust strategies.

If your consortium, your HRSA PO, and JBS TEL decide to prioritize this self-assessment, you will discuss the results in your coaching call ahead of completing the annual sustainability deliverable. If you have any questions, please contact your TEL.

Essential Element 1 of Sustainability: Vision—All partners understand what is being sustained, for how long, and at what level of activity.

Uses processes that guide the consortium’s direction, goals, and strategies.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium plans for future resource needs.		x			Generating County BH funding Overview to sort and maximize funding we know is coming and where it fits, where the gaps are and funding we’ll need to identify/pursue/win
The consortium has a sustainability plan that includes a long-term financial plan.		x	x	x	Generating County BH funding Overview to sort and maximize funding we know is coming and where it fits, where the gaps are and funding we’ll need to identify/pursue/win
The consortium’s goals are understood by all stakeholders.	x	x	x	x	Made solid progress with stakeholders, yet we have several new leaders that we need to develop relationships, consensus on priorities, action plans, responsibilities.
The consortium clearly outlines roles and responsibilities for all stakeholders.			x		Roles are outlined, but in update-phase due to multiple leadership transitions.

Essential Element 2 of Sustainability: Sustainable Outcomes—Focus is on sustaining health and well-being benefits for individuals being served.

Assesses the consortium’s focus on quality improvement, evaluation, and utilization of data to inform program and system/infrastructure planning and information dissemination to the public.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium includes local-, state-, and national-validated metrics to identify community needs and inform updates to the program’s needs assessment.			x		We do quarterly / semi-annual data reviews. Data sources for several metrics are not updated as frequently.
The consortium includes local-, state-, and national-validated metrics and process indicators to measure short-, medium-, and long-term impacts.			x		We have s (twice yearly) updates on OUD fatalities, # being treated for OUD, etc.
The consortium routinely assesses patient outcomes to inform the implementation of evidence-based practices.			x		Yes. Working with providers to track LOS provision/# of clients, integration of prescribe/Prov services
The consortium has an evaluation plan to determine progress toward meeting short- and long-term goals.				x	We update projects outlined in original Grant Proposal on quarterly basis.
The consortium uses data to inform program planning and quality improvement.			x		Yes. We do quarterly / semi-annual data reviews. Deal with challenges to address data norms between various law enforcement and EMS agencies
The consortium includes a data feedback plan to inform systems/infrastructure planning.			x		Quarterly presentation discusses evolutions needed based on data. Opportunity to improve data norms, referral rate between services/programs. Need to generate collaborative/willingness to address this.
The consortium includes a communication strategy for sharing program results with the public.		x			Yes, will do at yearly markers. (Collaborative Consulting)

Essential Element 3 of Sustainability: Sustainable Financial Base—Short- and long-term approaches to tapping diverse sources of revenue and efficiently managing resources have been developed.

Establishes a consistent financial base for program continuation beyond project period.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium has identified legislative and/or other policy initiatives that can impact implementation of program prevention, treatment, and recovery services.			x		Challenges presented in HB 1310 limiting LE involvement and SB 5476 Blake. Also major BH \$\$ coming thru due to COVID
The consortium leverages technology and other infrastructure developments, as needed, to enhance health service delivery.		x			Identify/Consensus on software for bi-directional communication
The consortium ensures compliance with federal, state, and local requirements for delivering prevention, treatment, and recovery services.				x	BHC is united in our attentiveness to all requirements and effective service delivery
The consortium remains up to date with professional associations and licensing board activities that impact the cost of healthcare services delivery (e.g., medical association, board of pharmacy, board of medicine, healthcare financial management association).				x	Yes. Each Player stays on top of their requirements.
The consortium engages with state agencies (e.g., Medicaid; state departments/divisions of behavioral health, public health, labor, education).				x	Yes, individual members engage with each of these agencies
The consortium assesses local, state, and federal funding opportunities for ongoing support of staff and operations.				x	Yes. Generating County BH funding Overview

Essential Element 3 of Sustainability (continued): Sustainable Financial Base—Short- and long-term approaches to tapping diverse sources of revenue and efficiently managing resources have been developed.

Establishes a consistent financial base for program continuation beyond project period.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium has assessed the extent to which integration of primary care and behavioral health services will promote collaboration and create efficiencies.				x	Just in the last few months DBH/Safe Harbor providing a continuum of prescriber/provider services
The consortium routinely assesses the governance, infrastructure, funding, and staffing necessary to continue program activities beyond the performance period.				x	Yes, and need to focus on planning/ratification

Essential Elements 4 & 5 of Sustainability: Broad-based Community Support and Key Champions—Community members show solid support through volunteerism, donations, advocacy, and other forms of involvement; visible champions include business, political, media, and community leaders.

Cultivates connections with key champions and between the consortium and the community to gain support.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium has identified key champions (internal and external leaders) to support program activities.					Yes, and need to focus on planning/ratification
The consortium develops a plan to address community awareness of the opioid crisis and community-based stigma toward persons misusing or abusing opioids.			x		Yes. Next step is to bring in Collaborative Consulting to address insights gained during assessment phase.
The consortium has a plan for acquiring broad-based community support for prevention, treatment, and recovery activities.		x			Next step is to bring in Collaborative Consulting to address insights gained during assessment phase.
The consortium has established collaborative relationships with community-based partners (e.g., first responders, law enforcement, criminal justice programs).				x	Yes. Now working on integration necessary as leadership positions transition.
The consortium includes persons with lived experience and their families in planning and implementation activities.				x	We do include them, yet their attendance is spotty at best.
The consortium partners with healthcare providers (e.g., hospitals, federally qualified health centers, rural health centers).				x	Yes
The consortium partners with local nonprofit and service organizations (e.g., YMCA, Boys & Girls Club, 4H, Rotary).			x		Yes, on an an hoc basis
The consortium develops messages and distributes them to key audiences through social media and other communication outreach strategies.				x	Yes.

Essential Element 6 of Sustainability: Ability to Adapt to Changing Conditions—Flexibility exists to change strategies, services, systems, and other components over time without losing sight of the end results sought.

Takes actions that adapt elements of the program to ensure its ongoing effectiveness.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium periodically reviews the evidence base.				x	Yes. Especially as we look review current plans
The consortium proactively adapts strategies to accommodate and address external (e.g., policy, legislative, demographic, scientific) changes in the environment.				x	Yes. As evidenced by agile communication at BHC table re: HB 1310 and SB 5476
The consortium makes decisions about which components are ineffective and should not be continued.			x		Yes. A big part of the process as leadership transitions take place

Essential Element 7 of Sustainability: Workforce Development—Strong internal/organizational functions in human resources are developed and remain in place.

Assesses current and emerging workforce capacity for meeting the goals and objectives of the program.

Review task descriptions below and criteria to the right to self-assign a rating on progress.	Have not begun	Are in the planning phases	Have begun to implement	Have made solid progress in implementing	Notes
	0	1	2	3	
The consortium used validated local, state, and federal workforce capacity data to assess community need.				x	Did this at the outset of the grant proposal submission – will update in the coming year.
The consortium partners with educational institutions (e.g., state universities, community colleges).					Yes. ADAI is a BHC member.
The consortium assesses the viability of recruiting and using volunteers to support activities.				x	Yes. Have had graduating college students and community members support efforts.
The consortium has assessed the extent to which recruitment and retention programs can build workforce capacity in rural communities.		x			JHC- County Hospital and DBH – County MH are struggling with retention and recruitment
The consortium has assessed services provided by the National Health Service Corps and Nurse Corps for building workforce capacity in rural areas.				x	The BHC does not need to access this service at this time. Our key challenge is housing for anyone, including workers recruited.

