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## Sustainability: Indicators of Readiness and Ability to Promote Sustainable Systems Change

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AN ORGANIZATION that is ready to promote sustainable systems change can demonstrate:

**1. Strong organizational commitment to systems change as indicated by:**

- A. A collective desire to be a champion team.
- B. A “*Yes I can*” attitude.
- C. Strong leadership commitment to the efforts needed for the proposed project to succeed.
- D. Leadership’s willingness to take risks and support innovative programming.
- E. Organizational mission and focus compatible with the Council’s intended outcomes for the project.

**2. Consumer-driven focus as indicated by:**

- A. Program flexibility that allows consumers’ needs and preferences to direct service provision.
- B. Long-term organizational commitment to self-determination for people with disabilities.
- C. Significant use of consumer input in developing plans and in operating and evaluating programs.

**3. Moving the organization towards recognition as an expert in innovation by:**

- A. Making positive use of factors like state funding or shifts in the job market
- B. Building on prior relationships with other organizations to implement system change projects.

**4. Ability to build on existing resources as indicated by:**

- A. The organization and its staff have experience with innovative programming and systems change.
- B. A history of making creative use of available resources in the community.

A PROPOSED PROJECT that will promote sustainable systems change will include activities that:

**1. Actively spreading the word about project successes as indicated by plans for promoting:**

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- A. Citizen, policymaker, and leader awareness of the project's successes.
  - B. Stakeholder buy-in to systems change, service innovation and other targeted outcomes.
- 2. Commitment to achieving change and success as indicated by plans for:**
- A. Eliminating and/or circumventing barriers to the project's objectives.
  - B. Evaluation that will provide ongoing information about their progress toward their goals.
- 3. Moving the organization towards recognition as an innovation expert by:**
- A. Developing expertise over time via projects and activities that build on one another, promoting a growing sense of competence and recognition within the organization and in the community.
  - B. Informing decision makers and community members of the organization's efforts and successes.
- 4. Promoting new philosophies and practices, indicated by plans for:**
- A. Formal and informal education campaigns to foster change in the community.
  - B. Promoting change in the policies and practices of community agencies.
  - C. Targeting the project to motivated consumers who *want* to pursue changes in their lives.
  - D. Using a holistic approach, recognizing that the project addresses only one part of participants' lives, and integrating project efforts with other important services in the community.
  - E. Establishing the project as a resource rather than as an ongoing service provider, and providing training for the community service system on how to provide the innovative services.
- 5. Creative development of long-term funding by plans for:**
- A. Identifying alternate sources of funding.
  - B. Applying for foundation grants and seeking community dollars.
  - C. Redirecting organizational funds for flexibility and to facilitate long-term funding.
  - D. Embedding project efforts into another, already existing line-item service.
  - E. Collaborating with other community organizations in long-term project funding.
- 6. Incorporating a strong consumer-driven effort by:**
- A. Plans for significant consumer involvement in planning and decision-making and in project operations.
  - B. Mobilizing consumers at a grassroots level to direct change.
  - C. Evaluation that engages consumers in assessing the project's progress, products and achievements, and in developing ways to use evaluation information to improve the project.

**7. Creating effective collaborative relationships with key stakeholders by:**

- A. Creating partnerships with needed stakeholders.
- B. Outsourcing service delivery to others who can easily integrate and sustain long-term efforts.
- C. Sharing resources and costs of service provision with other key community agencies.
- D. Recognizing and respecting partners' roles in the process.

**8. Making it easy for consumers and staff to promote sustainability by plans for:**

- A. Recognizing and respecting partners' roles in the process.
- B. Taking time to foster shifts in community attitudes through formal and informal education.
- C. Building the necessary support network by enhancing and building upon existing resources.
- D. Actively spreading the word about project successes.

