

Program Sustainability Assessment Tool v2

What is program sustainability capacity?

We define program sustainability capacity as *the ability to maintain programming and its benefits over time*.

Why is program sustainability capacity important?

Programs at all levels and settings struggle with their sustainability capacity. Unfortunately, when programs are forced to shut down, hard won improvements in public health, clinical care, or social service outcomes can dissolve. To maintain these benefits to society, stakeholders must understand all of the factors that contribute to program sustainability. With knowledge of these critical factors, stakeholders can build program *capacity* for sustainability and position their efforts for long term success.

What is the purpose of this tool?

This tool will enable you to assess your program's current capacity for sustainability across a range of specific organizational and contextual factors. Your responses will identify sustainability strengths and challenges. You can then use results to guide sustainability action planning for your program.

Helpful definitions

This tool has been designed for use with a wide variety of programs, both large and small, across different settings. Given this flexibility, it is important for you to think through how you are defining your program, organization, and community before starting the assessment.

Below are a few definitions of terms that are frequently used throughout the tool.

- **Program** refers to the set of formal organized activities that you want to sustain over time. Such activities could occur at the local, state, national, or international level and in a variety of settings.
- **Organization** encompasses all the parent organizations or agencies in which the program is housed. Depending on your program, the organization may refer to a national, state, or local department, a nonprofit organization, a hospital, etc.
- **Community** refers to the stakeholders who may benefit from or who may guide the program. This could include local residents, organizational leaders, decision-makers, etc. Community does not refer to a specific town or neighborhood.



The name of the program or set of activities I am assessing is:

In the following questions, you will rate your program across a range of specific factors that affect sustainability. Please respond to as many items as possible. If you truly feel you are not able to answer an item, you may select "NA." For each statement, circle the number that best indicates the extent to which your program has or does the following things.

Environmental Support: Having a supportive internal and external climate for your program

	To little or no extent					To a very great extent		Not able to answer
1. Champions exist who strongly support the program.	1	2	3	4	5	6	7	NA
The program has strong champions with the ability to garner resources.	1	2	3	4	5	6	7	NA
3. The program has leadership support from within the larger organization.	1	2	3	4	5	6	7	NA
The program has leadership support from outside of the organization.	1	2	3	4	5	6	7	NA
5. The program has strong public support.	1	2	3	4	5	6	7	NA

Funding Stability: Establishing a consistent financial base for your program

	To little or no extent					To a very great extent		Not able to answer
1. The program exists in a supportive state economic climate.	1	2	3	4	5	6	7	NA
The program implements policies to help ensure sustained funding.	1	2	3	4	5	6	7	NA
3. The program is funded through a variety of sources.	1	2	3	4	5	6	7	NA
The program has a combination of stable and flexible funding.	1	2	3	4	5	6	7	NA
5. The program has sustained funding.	1	2	3	4	5	6	7	NA

For each statement, circle the number that best indicates the extent to which your program has or does the following things.

Partnerships: Cultivating connections between your program and its stakeholders

	To little or no extent			To a very great extent				Not able to answer
	1	2	3	4	5	6	7	NA
1. Diverse community organizations are invested in the success of the program.	1	2	3	4	5	6	7	NA
2. The program communicates with community leaders.	1	2	3	4	5	6	7	NA
3. Community leaders are involved with the program.	1	2	3	4	5	6	7	NA
4. Community members are passionately committed to the program.	1	2	3	4	5	6	7	NA
5. The community is engaged in the development of program goals.	1	2	3	4	5	6	7	NA

Organizational Capacity: Having the internal support and resources needed to effectively manage your program and its activities

	To little or no extent			To a very great extent				Not able to answer
	1	2	3	4	5	6	7	NA
1. The program is well integrated into the operations of the organization.	1	2	3	4	5	6	7	NA
2. Organizational systems are in place to support the various program needs.	1	2	3	4	5	6	7	NA
3. Leadership effectively articulates the vision of the program to external partners.	1	2	3	4	5	6	7	NA
4. Leadership efficiently manages staff and other resources.	1	2	3	4	5	6	7	NA
5. The program has adequate staff to complete the program's goals.	1	2	3	4	5	6	7	NA

For each statement, circle the number that best indicates the extent to which your program has or does the following things.

Program Evaluation: Assessing your program to inform planning and document results

	To little or no extent					To a very great extent		Not able to answer
1. The program has the capacity for quality program evaluation.	1	2	3	4	5	6	7	NA
2. The program reports short-term and intermediate outcomes.	1	2	3	4	5	6	7	NA
3. Evaluation results inform program planning and implementation.	1	2	3	4	5	6	7	NA
4. Program evaluation results are used to demonstrate successes to funders and other key stakeholders.	1	2	3	4	5	6	7	NA
5. The program provides strong evidence to the public that the program works.	1	2	3	4	5	6	7	NA

Program Adaptation: Taking actions that adapt your program to ensure its ongoing effectiveness

	To little or no extent					To a very great extent		Not able to answer
1. The program periodically reviews the evidence base.	1	2	3	4	5	6	7	NA
2. The program adapts strategies as needed.	1	2	3	4	5	6	7	NA
3. The program adapts to new science.	1	2	3	4	5	6	7	NA
4. The program proactively adapts to changes in the environment.	1	2	3	4	5	6	7	NA
5. The program makes decisions about which components are ineffective and should not continue.	1	2	3	4	5	6	7	NA

For each statement, circle the number that best indicates the extent to which your program has or does the following things.

Communications: Strategic communication with stakeholders and the public about your program

	To little or no extent					To a very great extent		Not able to answer
1. The program has communication strategies to secure and maintain public support.	1	2	3	4	5	6	7	NA
2. The program staff communicate the need for the program to the public.	1	2	3	4	5	6	7	NA
3. The program is marketed in a way that generates interest.	1	2	3	4	5	6	7	NA
4. The program increases community awareness of the issue.	1	2	3	4	5	6	7	NA
5. The program demonstrates its value to the public.	1	2	3	4	5	6	7	NA

Strategic Planning: Using processes that guide your program's direction, goals, and strategies

	To little or no extent					To a very great extent		Not able to answer
1. The program plans for future resource needs.	1	2	3	4	5	6	7	NA
2. The program has a long-term funding plan.	1	2	3	4	5	6	7	NA
3. The program has a sustainability plan.	1	2	3	4	5	6	7	NA
4. The program's goals are understood by all stakeholders.	1	2	3	4	5	6	7	NA
5. The program clearly outlines roles and responsibilities for all stakeholders.	1	2	3	4	5	6	7	NA



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Rating Instructions

Once you have completed the Program Sustainability Assessment Tool, transfer your responses to this rating sheet to calculate your average scores. Please record the score for each item (1-7), or write "NA" if you were not able to answer.

ITEM	DOMAIN							
	Environmtl. Support	Funding Stability	Partnerships	Organizational Capacity	Program Evaluation	Program Adaptation	Communications	Strategic Planning
1.								
2.								
3.								
4.								
5.								
Domain Total:								
Average Score for Domain:								
Overall Score:								

Add up your scores in each column. Exclude 'NA'

Divide the domain total by the total number of items with a score. Exclude 'NA'

Average together all the domain scores

Use these results to guide sustainability action planning for your program. The domains with lower average scores indicate areas where your program's capacity for sustainability could be improved.