

Sustainability Planning

Once a county reaches high capacity, they should turn their attention to focusing on sustainability planning. Sustainability planning is essential to ensure that county initiatives are not only impactful in the short term but remain successful over time. By investing time in continuing to sustain the relationships, policies and resources developed over the implementation of the program, initiatives can support lasting change that supports continuity in times of uncertainty including funding gaps, staffing turnover and shifting priorities. To support strong sustainability of Stepping Up, counties can use the following checklist to identify potential priorities or areas to address in their community.

Embed Stepping Up in County Efforts

- ☐ Make the initiative part of official county policies, strategic plans, or budget cycles.
 - ☐ Formalize roles in job descriptions and department workflows.
 - ☐ Ensure elected leaders and department heads are bought in for the long haul.
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Track and Show Your Impact

- ☐ Use easy to understand metrics to measure what matters most and update them regularly.
 - ☐ Share initiative data with decision-makers and the public in clear and compelling formats.
 - ☐ Use data to inform adjustments to the initiative as needed.
 - ☐ Use data to show the impact of Stepping Up to strengthen proposals for future funding or related projects.
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Keep Talent and Leadership Strong

- ☐ Cross train staff and document core processes so there is a wide knowledge base.
 - ☐ Build a succession plan for key leadership roles to support continuity with turnover.
 - ☐ Invest in the team's development so they continue to grow alongside the work.
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Support Ongoing Partnerships

- ☐ Continue discussing shared goals with partners.
 - ☐ Align partner work plans or funding with initiative outcomes.
 - ☐ Meet regularly to discuss ongoing coordination and adapt to changes as needed.
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Tell Your Stepping Up Story

- ☐ Keep Stepping Up visible to the community with regular updates and data sharing.
- ☐ Show how the initiative improves lives and saves money using both people and policy stories.
- ☐ Equip leaders and partners with the talking points needed to be strong advocates for the work.

If you have questions about the information in this toolkit, please contact steppingup@csg.org.



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