

# Decisions...Decisions...

How Do We Decide What to Sustain?!

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*Lessons from the field:*



**SFUSD**

SAN FRANCISCO  
PUBLIC SCHOOLS



# *What do we want to create?*

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“A shared vision is not an idea...it is rather, a force in people's hearts...at its simplest level, a shared vision is the answer to the question **'What do we want to create'**”

-Peter Senge

# Sustainability starts in year one...

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...and continues throughout the initiative

- Build relationships with all stakeholders
- Think like a marketing professional
- Build, develop, nurture Core Management Team
- Focus on high quality and effective programs and services
- Use your data

# What did we take from the Legacy Wheel model?

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- An objective process for all stakeholders to understand and take part in the conversation and decision making process
- An opportunity to begin looking at what was working, what was not, what did the data support

# What did we take from the Legacy Wheel model?

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- A method to translate activities and staff positions into key functions, and match Legacy Wheel strategies to those functions (e.g. capacity building, policy)

## Started in earnest in year 3

- Looked closely at data
- Reviewed cost-benefit of initiative programs
- Explored alignment/"fit" with other district, community and city initiatives
- Identified unique, unmet needs being served at school sites
- Promoted full engagement of CMT

# Who helped to create the plan?

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- Project staff
- Core Management Team
- School site administration and staff
- Student Support Services  
Department colleagues
- **Evaluator** (use of parent, student and staff surveys and other relevant data)

# What were the main discussions?

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- What are the most effective programs
- What key functions and strategies do we need to sustain
- Where does the SSHS initiative fit...where are the next few years moving toward



# When did the planning occur?

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## Year 3

- **Fall 2009** completed Legacy Wheel course
- Simultaneous process with CMT, project staff and evaluator
  
- **Spring 2010** brought sustainability plan to Partners Conference; input from TAS and Communications Specialist
- Site visits with school leadership and SS/HS project teams

# When did the planning occur?

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## Year 3 (con't)

- **August 2010** completed the plan – it is not a “final” plan
- **Circumstances are not static; the process remains dynamic**

# Year 4

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- Another round of site visits and meetings
- CMT working on specific goals from the plan for this year; sustainability is a standing item on the agenda
- Map all youth and family focused city-wide collaboratives

# Final tips...

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- Identify what your students and families think is important and incorporate this into your sustainability plan
- Work from a framework of *“both/and”* not *“and/or”* thinking  
(Tien Ung, PhD, LICSW)
- Consider the *school as the client*; build capacity from the start

# Final tips...

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**Sustainability =  
*Roots and  
connections in the  
community***

Ken Martinez, PsyD, PD Consortia

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# *Thank you!*

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**Curtiss Sarikey**, LCSW, PPSC  
SS/HS Project Director  
Supervisor, Student Support Services

Email: **sarikeyc@sfusd.edu**

Phone: **(415)242-2615 ext. 3044**

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