



Southeast (HHS Region 4)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

The Nuts & Bolts of Sustainability: Essentials for the Longevity of School Mental Health Initiatives

Series: Sustainability of School Mental Health Initiatives Series

January 20, 2022

Presented by Christina Borbely, Ph.D.



DISCLAIMER

The views, opinions, and content expressed in this presentation do not necessarily reflect the views, opinions, or policies of the Center for Mental Health Services (CMHS), the Substance Abuse and Mental Health Services Administration (SAMHSA), or the U.S. Department of Health and Human Services (HHS).



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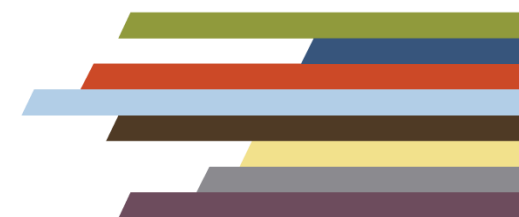
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The Southeast MHTTC is located at Emory University in the Rollins School of Public Health.

Our Mission: To promote the implementation and sustainability of evidence-based mental health services in the Southeastern United States.

Our Vision: Widespread access to evidence-based mental health services for those in need.

Our Services: We use a public health approach to build leadership capacity and to provide mental health trainings and resources to providers, agencies, and communities across the Southeast.



Welcome

Today's presenter is Christina Borbely, Ph.D.



Learning Objectives

Participants who join this session will be able to:

1. Identify key concepts and considerations for ensuring that core elements of school mental health initiatives are secure for the long term.
2. Apply tools and resources to guide sustainability planning and implementation practices.
3. Engage key partners and stakeholders in the sustainability process.

Agenda

- I. Defining Sustainability
- II. Common Barriers
- III. Effective Practices
 - a. Assess
 - b. Prioritize/Define
 - c. Design and Implement a Plan
- IV. Next Steps

What is Sustainability?

Keeping things the same over time	Adapting over time but keeping core elements in play
Predictable program cycles or growth	Future-focused flexible vision of initiative
Modus operandi (M.O.)/this is how we do things	Values-driven decisions

Sustainability

- Continued, consistent implementation of effective policies, strategies, and practices
- Programs or services that continue because they are valued and draw support and resources
- A district/school community's ongoing capacity and resolve to work together to establish, advance, and maintain effective strategies that continuously improve health and quality of life for all
- Maintaining positive outcomes in communities

Barriers to Sustainability

- Funding
- Staffing turnover
- Leadership/administrative turnover
- _____
- _____
- _____

Sustainability Planning



Guides program direction, goals, and activities



An outcome-oriented plan



Aligned to larger internal and external environment



Provides focus and intentionality



“The glue”

Components of Sustainability Planning

- Collectively define sustainability for your SMH program/initiative
- Establish short and long-term goals for project longevity
- Set key criteria for prioritizing program or initiative elements
- Determine what must continue in order to maintain the desired outcomes for students

Benefits of a Sustainability Plan

A plan can help you:

- Obtain input and buy-in from key stakeholders and decision-makers
- Define short- and long-term policy strategies
- Coordinate best use of human, financial, and in-kind resources for maintaining outcomes
- Identify and fill gaps/barriers that get in the way of achieving lasting outcomes



Assess



Facets of Sustainability

- Public policy/political support
- Administrative policies and practices
- Leadership, management, and oversight
- Champions
- Partnerships/collaborations
- Infrastructure
- Human resources/workforce development efforts
- Awareness campaigns, communications, and marketing efforts
- Financing



Tools for Assessing Capacity

Use the [Program Sustainability Assessment Tool](#) (PSAT) to assess your program's capacity for sustainability across specific facets.

As an alternative, SAMHSA created this [assessment](#) similar to the PSAT (v2) but modified to better align with the needs of collaborative teams striving to assist families affected by substance use risk and at risk of child welfare agency involvement.

Specific to the area of financial capacity, collaborative leaders can use the [Funding Inventory Template](#) to identify which sources are currently available to agencies.



Prioritize/Define



Identify What to Sustain

1. Identify decision-making criteria to prioritize SMH program/initiative elements
2. Use criteria to identify specific program/initiative priority areas to sustain
3. Outline key tasks that can be done between now and the end of the grant to maintain the longevity of these priority elements

Criteria to Prioritize Sustainability Efforts

What key decision-making criteria should be used for prioritizing what SMH elements to maintain long-term?

- Alignment with vision
- Evidence based
- Positive impact on students
- Positive impact on schools
- Cost effectiveness / return on investment
- Community support
- Community need/gaps
- Available resources
- Leadership support
- Low-hanging fruit / what is easily replicable or already in progress
- _____
- _____
- _____



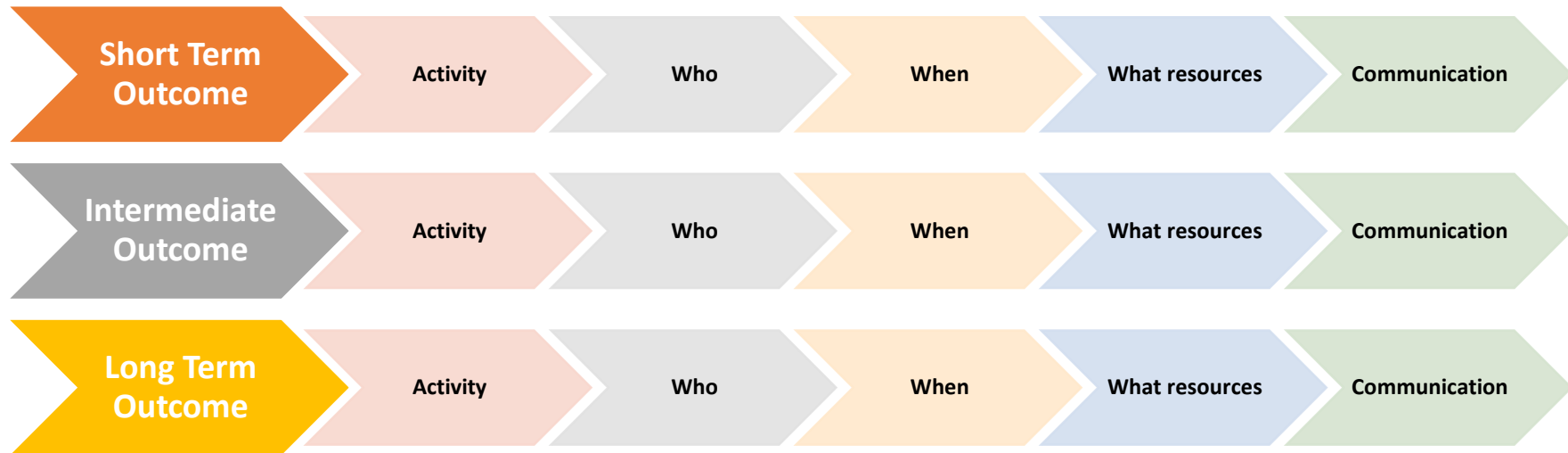
Design and Implement Plan



5 Steps to Build a Sustainability Plan for Systems Change

1. Document effectiveness of innovation as measured by specific outcomes
2. Inventory current resources
3. Focus on priority options/targets for future funding
4. Assess sustainability of innovations and resource options
5. Institutionalize changes through documentation, dissemination, and leadership

Sustainability Implementation Plan Template



SUSTAINABILITY IMPLEMENTATION PLAN TEMPLATE

SUSTAINABILITY VISION/PRIORITY: Embed behavioral health programs and practices into XYZPS to support school climate and student learning.					
Short Term Outcome (next 6 mths): Continue to provide training and fine tune MTSS framework; focus on collecting data to determine impact of interventions.		Intermediate Outcome (by 12 mths): Shift to CPD courses; access new staff positions to provide MTSS support to schools; continue training YMHFA instructors; review data and adjust interventions accordingly.		Long Term Outcome (by 18 mths): XYZPS will be able to provide trainings by internal staff; MTSS will be shared district-wide; MHFA training and other CPD courses will be offered through Organizational Development; continue effective community partnerships.	
Activity What actions or changes will occur?	Who Who will carry out the activity?	When By when and for how long?	What resources (i.e., money, staff) are needed to carry out these changes?	Communication Who should know what?	Additional Notes
<p>Youth Mental Health First Aid Trainings will shift to CPD model</p> <p>Focus on training non-certified staff during end of grant period (as stipends are available)</p> <p>Train more instructors during grant period to ensure sustainability after the grant ends.</p>	<p>MD-AWARE Project Coordinator (So Enso)</p> <p>YMHFA Training Facilitator (Euno Hoo)</p>	<p>Adult and Youth MHFA(combined) CPD Classes were offered starting August 2017</p> <p>Youth MHFA CPD course has been submitted for approval through Office of</p>	<p>Youth and Adult MHFA instructors from BCPS</p> <p>Materials (MHFA manuals and training supplies)</p>	<p>Office leaders should identify potential instructors who can provide trainings long-term</p> <p>XYZPS Leadership will be provided with information</p>	<p>Organizational Development can pay instructors to teach CPD courses outside of regular work hours</p>

Finalizing & Implementing Your Sustainability Plan

What are the next steps?

- How will you complete the Sustainability Plan?
- How will you ensure that progress is being made on it?
- Your Sustainability Plan is a living document; how will you modify it, as needed?
- How will you use your Evaluation to contribute to your Sustainability Plan?

Resources for Planning

[Sustainability Toolkit: Five Steps to Build a Sustainability Plan for Systems Change](#). The National Center on Substance Abuse and Child Welfare (NCSACW) prepared this Sustainability Toolkit to provide collaboratives, organizations, and programs with the tools needed for planning and implementing a sustainability approach for innovative projects.

[Sustainability Plan Development Guidance Document](#) This document provides guidance to help you complete a Sustainability Plan for your programs. It includes the due date for your Sustainability Plan, a worksheet to guide development of your Plan, and a section with tips and resources to help create a useful Plan.

[Sustainability Plan Worksheet](#) This document provides a fillable worksheet to help you complete a Sustainability Plan for your programs.

Resources for Specific Capacities

Workforce capacity: [Recruitment and Retention of School Mental Health Providers: Strategies and Key Resources](#) This report describes organizational and policy strategies to improve recruitment and retention of school mental health providers.

Financing in general: [School MH Best Practices 'Always and Now' Learning Series Module 7: Funding and Sustainability](#)

Financing through Medicaid: *Coming soon from SEMHTTC*

Real Life Examples

[Sustainability Efforts: Interviews with Project AWARE Grantees](#) In this short video, grantees at the 2017 Project AWARE Convening discuss their program impacts at the individual, community, and system levels. Interviewees reflect on aspects of Project AWARE that will be sustained after the program ends.

Next session on sustainability

Special Guests

- **Maribel O. Saimre, Ed.S.**, Director of Student Services for the Virginia Department of Education.
- **Pat Sanborn, M.A.**, Health and Wellness State Coordinator at the Nevada Department of Education's Office for a Safe and Respectful Learning Environment.
- **Monica Caldwell, LCSW**, Director of Mental Health at RISE Wisconsin in Madison and former SEA Project Director of Wisconsin's Project AWARE grant

Sustaining School Mental Health at the State-level:

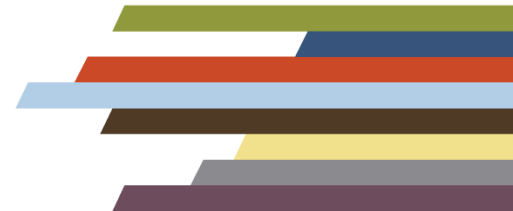
Panel Discussion

February 2, 2022 (2/2/22!) from 12:00-1:30pm ET

THANK YOU!

- Our funding comes from SAMHSA, which requires us to evaluate our services. We appreciate your feedback about this event, which will provide information to SAMHSA and assist us in planning future meetings and programs. Your feedback counts!
- Please click on the link to complete the SAMHSA required survey:

<https://ttc-gpra.org/P?s=185694>



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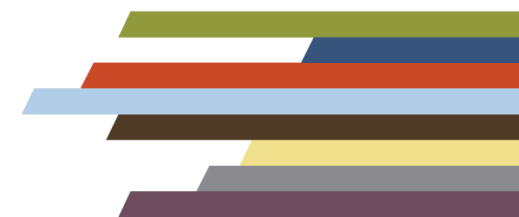
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