Enhancing Sustainability

Two Ways to Achieve Sustainability

1. Institutionalization: obtaining support from the sponsoring institution to continue some or all of the former grant activities with possible changes in format

2. External support: obtaining support from outside the institution to continue some or all of the former grant activities with possible changes in format

Mechanisms for Attaining Sustainability in the ATE Program

- Retaining all grant activities for a project but lowering work scopes for these activities

- Moving forward with a subset of a project's activities

- Changing the activities slightly to better fit existing priorities

- Commercializing materials or processes

- Providing professional development

- Obtaining other grants

- Obtaining financial and other support from collaborators

- Disseminating a project's activities or products through their continuation or use at different institutions

Evaluate Your Project's Sustainability

If you can answer yes to all of the following questions about your project, your project is likely to be on the road to sustainability.

1. Do you have a long-term vision and goals for the project and its partners?

2. Do you have written commitments describing the financial and intellectual contributions of and timelines for your collaborations?

3. Do you have a depth chart that lists individuals who can step in and contingency plans for key personnel and partnership changes?

4. Have you specified methods and a timeline to use to collect data about your project to use with project staff and collaborators?

5. Do you have a written plan for incorporating the project within the institution (including dates and administrator written commitments)?

6. Do you have strategies to obtain additional funding and support for the project beyond the time of the original grant?

7. Do you have a project promotion and marketing plan for raising awareness of the project and updating and disseminating its products?

Advanced Technological Education (ATE) Program

Guide for Improving Sustainability

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Additional information about sustainability and the ATE program evaluation is available on-line at http://ate.wmich.edu.

Sustainability Checklist	Item Description	Practices That Enhance Sustainability
☑ <u>Wide Participation and Clear, Shared Purpose</u>	Develop abundant, long-term, mutually beneficial, collaborative relationships and a shared project vision among project staff and collaborators.	• Find roles for all appropriate organizations • Make sure everyone will gain from the success of the project • Clearly articulate goals • Periodically revisit goals and reaffirm consensus
☑ <u>Abundant Information Available and Used to Improve Program and Reward Effort</u>	Use information to determine if activities are worth sustaining, continuously update and improve the project, and reward behaviors aiding the project.	• Rigorously gather information about all aspects of the project • Involve a wide variety of industry people, subject matter and pedagogical experts • Act on the information to improve the project • Use information to reward efforts that help the project succeed
☑ <u>Abundant and Needed Resources, Resource Mobilization</u>	Obtain and utilize necessary fiscal, material, personnel, and emotional resources such as industry collaborators, instructors, staff and salaries.	• Use existing resources to leverage more resources • Share educational programs (e.g., by adopting sister institutions' programs or by dividing particular types or different modules of technical programs among institutions) • Develop materials or processes targeted to specific markets • Sell products to produce revenue
☑ <u>Knowledge and Skills/Training</u>	Provide students and faculty with the knowledge and skills needed to achieve project goals.	• Continuously upgrade faculty knowledge of cutting-edge technology, instructional materials development, and instructional strategies (e.g., professional development workshops) • Update high school teachers' technical knowledge in conjunction with community college-high school articulation agreements • Involve both adjunct and full-time faculty in projects in order to institutionalize programs
☑ <u>Decision Making/Distributed Power</u>	Share power so everyone involved feels responsible for the project and to smooth leadership transitions.	• Develop wide participation in the program to weather staffing transitions • Delegate power judiciously to promote ownership • Work for consensus on decisions to ensure validity
☑ <u>Coordination with Current Initiatives, Administrative Support</u>	Fit the project into other institutional goals and initiatives. Use existing institutional processes to meet project needs.	• Choose well-respected faculty members with institutional power as principal investigators • Involve administrators in supporting and finding resources for the programs • Capitalize on other funding and grant programs (e.g., tech prep) within your institution
☑ <u>Use of Promotion and Marketing/ Husbanded Resources</u>	Market the project's value and target resources to help the project be flexible, hold out in lean times, and take advantage of unexpected opportunities.	• Educate students in the program for a variety of situations to enhance their employability and the marketability and flexibility of the program • Gain name recognition by collaborating with professional organizations • Anticipate future trends and act on them • Plan in advance to be able to take advantage of strategic opportunities