



Comprehensive  
Literacy State  
Development



# Growing Together: Building Sustainable Literacy Practices

March 6–7, 2023 • Washington, DC



## Focus: Sustainable and Scalable

Ensuring Evidence-based Practices Stick

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# Learning Objectives



Participants will:

- Review the key ingredients for successful implementation and identify areas for further improvement
- Understand defining features of sustainability
- Analyze key constructs for sustaining an innovation
- Apply key sustainability constructs to design and support ongoing implementation activities
- Analyze key aspects of scaling
- Determine readiness for scaling literacy practices and/or programs

## Speed Networking!



- At the prompt (music), find a new table with new colleagues.
- Introduce yourselves.
- Answer the question (on the next slide).
- Encourage everyone to share!
- Listen for the music.
- Return to your table and share what you learned with your team
- Have fun and get some great ideas!

# I wonder...

What has been the greatest accomplishment of your grant so far? Why do you think that is?



# The Formula for Success

Deepening Successful Implementation



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# A Model of Implementation







## Discuss

- Reflect on the Active Implementation Formula
- What are specific challenges (think of the frameworks) with implementation facing your sub-grantees? Jot them down as we will be action planning a little later.

# Sustainability

Making the good stuff stick!



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When you hear the word sustainability, what comes to mind?

# Developing a Comprehensive Definition

Five key constructs that describe individual and organizational sustainability.

*(1) after a defined period of time,*

*(2) the program, practice, strategy and/or implementation strategies continue to be delivered and/or*

*(3) individual behavior change (i.e., teacher, student) is maintained;*

*(4) the program/practice/strategy and individual behavior change may evolve or adapt while*

*(5) continuing to produce benefits for individuals/systems.*

Moore, Mascarenhas, Bain, et al, 2017

# Perspectives to Consider...

**Linear Perspective:** sustainability is considered more of an outcome or reaching a final stage



**What is the risk of considering sustainability as an outcome or final stage?**

# The Risk...



**Linear Perspective:** When sustainability is considered an outcome or a final stage, we risk...

- The Initiative not being the best fit it can be for each of your settings/contexts.
- Assuming that implementation of an initiative and sustaining it are inherently different.
- Strategy becomes hard to implement over time with no guarantee of outcome.

# Another View of Sustainability



**Dynamic Perspective:** views sustainability as a process that considers adaptations or modifications in the implementation process, as well as the context and system interventions. It supports building adaptive capacity for the implementing bodies to make changes based on need.

Chambers, et al 2013

# The Benefits of Dynamic Sustainability

- Ongoing process
- Responding to need
- Intentional adaptations
- Considers context
- System intervention
- “Adaptive capacity”
- Challenges as a process



# Revisiting comprehensive definition

Five key constructs that describe individual and organizational sustainability.

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# Sustainability



**PSAT** Program Sustainability Assessment Tool

# A Planning Template

## [Name of Program] Sustainability Plan (Adapted from PSAT Action Planning for CLSD)

### PART 1: Current State

**Program Vision Statement:** [Describe the final long-term goal or vision of your program or initiative.]

**Background:** [Briefly summarize the history and current state of the program you wish to sustain. What have been key stops and starts in your journey?]

**Current Funding Sources:** [List the current funding sources for this program along with their expiration dates.]

**Sustainability Data:** [Summarize your program's strengths and areas for improvement identified in your results from the Program Sustainability Assessment Tool. What other data exists that lets you know you on the way to sustaining your initiative?]

Sustainability Feature (Examples/Resources)	Data Source/Tool	Who uses these data? (State, region, district, school)	How can/does the state team use these data to inform supports?
PSAT data (Overall assessment of key sustainability features)	PSAT		
Length of time implementing (e.g., literacy development plans, strategic and/or improvement plans, Implementation Stages Planning Tool)			
Program or practices continue to be delivered (e.g., evidence of implementation like policy			



# Break and Team Discussion

- Find a comfortable spot with your team and/or another team to share ideas!
- Review PART 1 of the Sustainability Plan Template
- Explore the resources
- Fill in PART 1 of the Sustainability Plan Template
- Be prepared to ask questions and dive deeper into planning after lunch