

## *Top 10 Essentials for Sustainability in Your Wraparound Program*

### **Engage and Build Relationships with Leadership**

1

- The School Leadership Team drives the work of the school through the Comprehensive School Improvement Plan (CSIP). Become a part of this team to make connections between non-academic support and academic outcomes as well as ensure they are embedded in the plan. Safeguard against duplication of wraparound supports and services through alignment of initiatives. Help set realistic goals with short and long-term strategies.
- Create a shared understanding of wraparound services and supports by authentic dialogue with school building leaders. Having a seat on the School Leadership Team is great but will not matter if you haven't established trust and a strong sense of purpose and belief with leadership

### **Develop a Working Team (or expand an existing one)**

2

- Do not tackle this work alone, find support. Determine what kind of collaboration(s) will be required to support the initiative(s). What people internally (school) and externally (community) assist? Are there new relationships that need to be formed? Is there an existing team that could be expanded if needed who might be a good fit?
- Establish clear team processes and procedures. The most critical processes and procedures are determining roles and responsibilities, developing norms, developing a consistent meeting schedule, and creating clear communication processes.

### **Ensure Open and Collaborative Communication**

3

- Break down school silos. Establish trust.
- Schedule regular check-ins with the principal to stay on course.

### **Work Smarter, Not Harder**

4

- Reach out and build connections where needed. Don't reinvent the wheel or waste time and human capital. Engage in community asset mapping. Is there a community entity already addressing a wraparound service or support well? How might you work together to have them partner to implement in your school?
- Regularly follow up with community partners who assist in your school to determine how the process is going. Are there ways to expand or improve the support or service? Be creative and willing to adjust.

### **Use Data**

5

- Data should be reviewed and considered regularly in each step of your wraparound process: Identify, select, plan, implement and examine.
- Actively engage leadership and your team in the problem-solving process for wraparound services and supports.

6

### Keep An Action Plan

- What steps are needed to accomplish developing the wraparound support or service? What local strengths, assets and resources have been identified to assist with the implementation of this project? Who will be responsible for doing what and what is the timeline for completion?
- Don't sit and forget. Make your action plan a living, breathing, fluid document that not only guides development, but monitors progress. Review and update regularly.

7

### Tell Your Story

- Promote your work by connecting challenge to purpose with clear vision and outcomes. How does whatever you're working on further the goals of the school and/or community in a bigger way? This will also help demonstrate and develop further school buy-in and community support for wraparound initiatives.
- Make your story relational. You want it to personally resonate with all stakeholders. Locally led action can be catalyzed through use of visual images, stories, videos and timelines to re-ignite memories and focus/renew a shared sense of direction and progress.

8

### Acknowledge Good Work

- Celebrate successes with all stakeholders: students, families, staff and community partners. Any successful wraparound initiative is a win for the entire school community!
- Recognize those who specifically walk the journey with you. It goes a long way to not only build relationships but enables future buy-in and sustainability.

9

### Strengthen Your Competencies

- Know your strengths and areas of further development. There are many competencies that will serve you well. Some of these are being patient and hopeful, proactive and yet responsive, creative, inspiring and able to bring out the best in others, a connector, a bridge builder, a collaborator, knowing when to step forward, and when to step back to let others lead.
- Always keep learning. Know that continued professional development will help further your knowledge and effectiveness to be effective in your role. This includes professional learning in not only content specific areas but values, skill sets and general understanding of career competencies.

10

### Seek Positive Intent

- Give yourself grace and be kind to yourself. Not everything will always go according to plan. Learn from those experiences and keep moving.
- Know you will not always be an expert in everything. There may be times when you are faking it until you make it. Just know, if you are keeping the best interests of students and families at the center, you are on the right track.