ARCH Sustainability Planning Learning Collaborative

Systems and Sustainability

Sus.tain.a.bil.ity

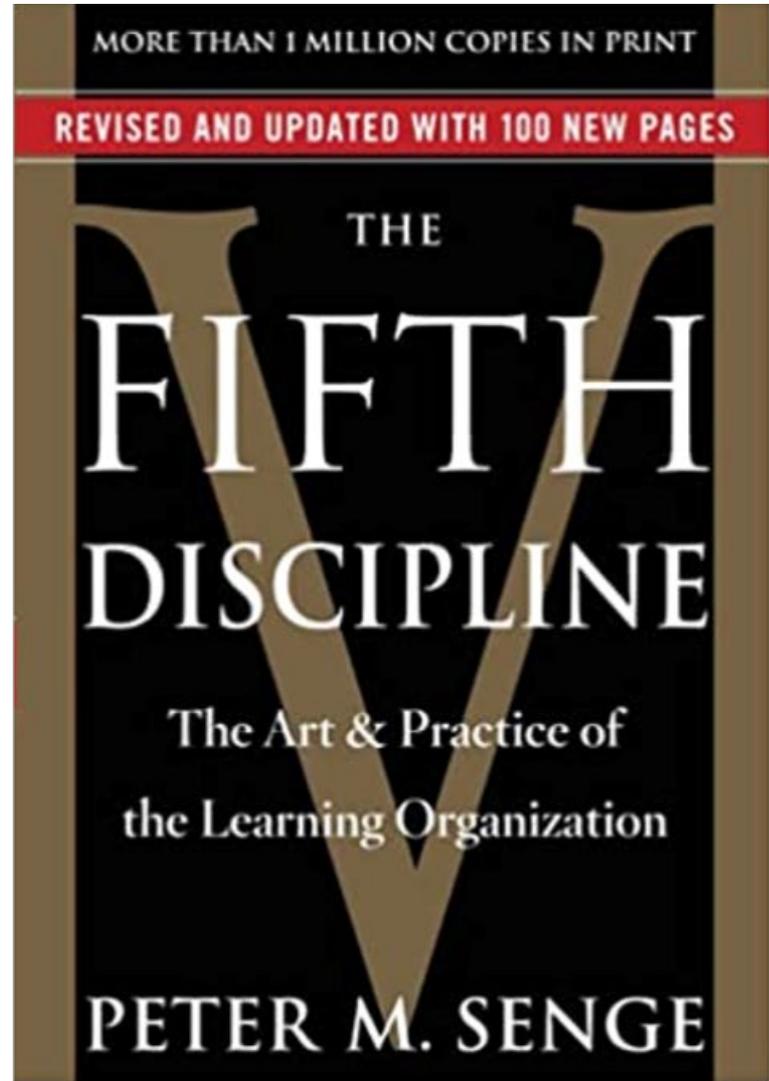*The quality of being able to continue over a period of time.*

Cambridge Dictionary

"I reflected a lot on this when I worked with NHS. I would watch managers fix immediate problems like 'waiting list targets' by not attending to anything else. But if you've done nothing to fundamentally change how the whole system is working , once you take your eye off it, the problem comes back. **If you take the time to figure out with people how you can get a system that is going to continue delivering better results, it takes a lot longer, but when you've got it, it doesn't walk away from you.** It may take me a bit longer to get there, but when I get there, I know what I've got is more sustainable."

Excerpted from *The Fifth Discipline*

SUSTAINABILITY means achieving significant long-term results.

ARCA National Respite Network And Resource Center

The Fifth Discipline

Peter Senge, faculty at MIT and expert in systems thinking has led major corporations and non-profits for more than 30 years.

MORE THAN 1 MILLION COPIES IN PRINT

REVISED AND UPDATED WITH 100 NEW PAGES

THE

FIFTH

DISCIPLINE

The Art & Practice of the Learning Organization

PETER M. SENGE

Systems include *parts that comprise a coherent whole*.

- *Sustainable* systems are thoughtfully organized so that each part is not only interdependent, but supportive of the whole.

- Systems are both a framework for your mental models (a logic model is one example of a mental model recorded on paper) and a dynamic, relational human enterprise.

RESPITE SYSTEMS
Leadership; Administration; Partners (formal and informal; planning and delivering); Funders

Services ⇔	Training ⇔	Community ⇔	Advocacy
• Vouchers	• On-boarding • Core Competencies (NASHP) • Evidence-based (REST) • Caregiver guided	• Access/ No Wrong Door/ 2-1-1/Registries/Resource Referral/Caregiver-to-Caregiver	• Agency partners • Funders • Community Partners Medical/Health/Social Services/Faith-based
• Pilot projects/Direct service/Discretionary/ Mini-grants	• Project Specific	• Outreach to Underserved Regions/Populations	• Community Elders/ Ambassadors
• Innovative & Exemplary • On-boarding	• Best Practices Webinars/Podcasts • Leadership training/ Advocacy (College/ University-based; Partners in Policymaking)	• Information/Education	• General Public • Agencies • Policy Makers • Legislators

Performance Measurement/ Continuous Quality Improvement/ Program Evaluation/ Focused Evaluation/ Research (ARCH Summit to advance a respite research agenda; CARR; The BREAK Exchange/ISBA)

Building Sustainable Respite Systems: Learning Communities

■ According to Peter Senge, a **Learning Community** uses an evidence-base and shared consciousness to:

1. Clarify ideas.

2. Identify tools for change.

3. Engage in applied projects.

4. Share a knowledge base.

5. Build systems with and in their own communities.