Investment Sustainability Strategies

Step 1: Separate currently funded activities into of the three overarching buckets

Educator Recruitment and Retention

High-Impact Investments

Student Wellbeing, Engagement, and Belonging

Step 2: Utilize CCNetwork's Investment Grid: Linking Costs and Outcomes to analyze the data and risks for activities. Then determine if they are serving their intended purpose. Complete one chart for each activity bucket.

The Investment Grid: Linking Costs and Outcomes

This investment grid template can be used to help leaders assess current investments and their expected outcomes and risks to finalize spending plans and do the most for students. Customize this tool to compare costs and expected outcomes for different strategies and dosages for a particular evidence-based intervention or across different interventions for the same students.

Example

All-Star Unified has 10 schools with 400 students per school and has $1,000,000 to put toward an investment. Fill in the shaded cells on a set of proposed investments (each $1M). Discuss: which makes more/less sense from a cost/value perspective?

	Investment	Major Cost Factors	Estimated # Students Served	Cost Per Participating Student	Desired Outcomes Estimated Effectiveness	Risks
1	Tutoring 1-to-1 student-teacher ratio 3x/week, 36 weeks	Tutors = $30/hour	308 students (Highest-needs students?)	$1,000,000/308= **$3,240**	Math and reading scores increase? Grades increase?	Some students may not attend; no peer interaction; difficulty hiring tutors
2	Tutoring 4-to-1 student-teacher ratio 3x/week, 36 weeks	Tutors = $30/hour	1,232 max			
3	Adding specialists staff to schools	$100,000 per FTE = 1 per school	4,000	**$250**		
4	High school recovery courses	Summer provider costs $875/ student		**$875**		
5	Length of school day 20 minutes/day	$3,600 stipend for all certificated staff	4,000	**$250**		
6	PD & planning time Teachers paid extra for SEL – one week before school starts plus 10 half-days	$3,600 stipend for all certificated staff	4,000	**$250**		

The Investment Grid: Linking Costs and Outcomes

	Investment	Major Cost Factors	Estimated # Students Served	Cost Per Participating Student	Desired Outcomes Estimated Effectiveness (High/Med/Low)	Risks
1						
2						
3						
4						
5						
6						

The Investment Grid: Linking Costs and Outcomes

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1						
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CCNETWORK
National Center

Educator Recruitment and Retention

High-Impact Investments

Student Wellbeing, Engagement, and Belonging

EDUNOMICS
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The Investment Grid: Linking Costs and Outcomes

	Investment	Major Cost Factors	Estimated # Students Served	Cost Per Participating Student	Desired Outcomes Estimated Effectiveness (High/Med/Low)	Risks
1						
2						
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4						
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6						

Step 2: Analyze data for activities and determine if they are serving their intended purpose

List activities that are meeting their intended purpose

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Step 2: Analyze data for activities and determine if they are serving their intended purpose

List activities that are not meeting their intended purpose

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Step 3: Determine what the current needs of the students are. The checklist below will guide you through the process. CDE's Comprehensive Needs Assessment Guide has more information to support you.

For your needs assessment, have you:

_____ Determined what data you need to collect?

- What is the question you need to answer regarding student needs?

- For whom is the evaluation being conducted?

- What is the purpose of the needs assessment?

- What information must you get? What is the minimum required by your stakeholders or your program?

- Who can help you determine where to find the information you need?

- Don't forget to document special needs and available resources.

_____ Chosen several key questions that your needs assessment will evaluate?

_____ Decided on your data collection methods?

- How will you get the information you need to answer your question? What collection methods will you use?

- Are you collecting enough OBJECTIVE data?

- Is it worth writing your own assessment measure?

- Who will you need to talk to regarding needs? Who will be your data sources?

- Are there any assessment measures you can use that fit your needs?

- How often will you need to collect data to get a representative picture?

_____ Decided how you will organize your data?

- Can your collected data answer the questions you asked?

- Is there any missing data?

_____ Decided how you will analyze your data?

- Can you define needed services?

- Can the information help you develop reasonable and appropriate program goals?

(Kubinski, 1999, ND, Region VI CC)

Step 3: Determine what the current needs of the students are. List the determined student needs below.

Step 4: Select the evidence-based activities that are successful and will support the current needs of the students

Step 5: Determine how the sustained activities are currently being funded

Activity	Current Funding Source(s)	Amount Allocated

Step 6: Determine if there are any unallocated funds in the budget

Funding Source	Total Available	Amount Allocated	Amount Left

Step 7: Determine if any ESSER funded sustained activities can be funded by any unallocated funds

Activity	Funding Source(s)	Amount Allocated

Step 8: Determine if any sustained activities still not funded can be funded through a different source

Activity	Potential Funding Source(s)