

# San Diego County Gang Prevention Summit

## Partnerships and Sustainability

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# Building Active Partnerships

- Generally One Agency is the Lead to Start
- Identify the Problem/Need
- Identify Key Stakeholders
- Identify Strength of Each Agency
- Identify Roles for Each Agency
- Build Trust

# Key Components

- Equal Status
  - Professionalism of All Groups
  - May Have to Build Capacity
- Common Language/Eliminate Acronyms
- Common Focus
- Each Agency Contributes
- Share Resources
- Create a Strategic/Action Plan

# Managing complex change

Components of Change					Potential Attitudes
	SKILLS	INCENTIVES	RESOURCES	ACTION PLAN	= CONFUSION
VISION		INCENTIVES	RESOURCES	ACTION PLAN	= ANXIETY
VISION	SKILLS		RESOURCES	ACTION PLAN	= GRADUAL CHANGE
VISION	SKILLS	INCENTIVES		ACTION PLAN	= FRUSTRATION
VISION	SKILLS	INCENTIVES	RESOURCES		= FALSE STARTS
VISION	SKILLS	INCENTIVES	RESOURCES	ACTION PLAN	= <b>CHANGE</b>

AN ACTION PLAN  
*includes:*  
 goals, objectives, and activities.

# Sustainability

- Programs That Survive:
  1. Have Multiple Funding Sources
  2. Build Internal Capacity – Knowledge and Skills
  3. Internalize the Key Concepts of the Grant/Program
    1. Systemic Change
    2. Cultural Change
  4. Strong Partnerships
  5. Commitment to Continue Efforts