

**OLES HONCHAR DNIPRO NATIONAL UNIVERSITY SUSTAINABILITY PLAN OF TEMPUS  
PROJECT “DEVELOPMENT AND INTRODUCTION OF MULTILINGUAL TEACHER EDUCATION  
AT UNIVERSITIES OF GEORGIA  
AND UKRAINE”  
(OCTOBER, 2016 - OCTOBER, 2021)**

**The aim of the sustainability plan** is to outline the future development of TEMPUS DIMTEGU and its application to optimize the introduction of knowledge and results achieved by the project and transfer them to various contexts – from labour market to the institutional policy and teaching methodology. The objectives of the development of the development of sustainability are the following:

- to disseminate methodology and results of the projects to a wider community, i. e. university and school teachers, educational authorities and politicians;
- to apply the results of the project for the improvement of the educational process at Oles Honchar Dnipro national university (introduction of the innovative methodology to the curriculum, development of new syllabi);
- to collaborate with partners of the project TEMPUS DIMTEGU in order to define the potential for the application of the project results. The strategy of the development is based not only on our ideas, but also on the ideas of our partners. This strategy deals with the use of the project results on the regional, national and international regions;
- to support discussion of the multilingualism and forms of multilingual education in Ukraine.

## SUSTAINABILITY ACTIONS

The Matrix below identifies the sustainability factors and sustainability objectives that projects need to target in order to build the potential for its sustainability for the period (October, 2016 – October, 2021).

<b>Project Implementation</b>		
<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
<p><b>Employing a change theory</b></p> <p>DNU Tempus DIMTEGU project team developed the theory of Multilingual education development, which is important to project sustainability. The theory includes clear definitions of the target population (students, school and university teachers of the region) , the needs to be met by the project (dissimination of the phenomenon Multilingual education), the expected outcomes of the project (popularity of the Master program “Multilingual Education”).</p>	<ul style="list-style-type: none"> <li>• Design project using evidence-based change theory or strategy</li> </ul>	<p>DNU project team will complete this section:</p> <p>Suggestions:</p> <ul style="list-style-type: none"> <li>• Adopt a theory of change or logic model for change</li> <li>• Utilize community-based participatory principles in choosing strategies and approaches</li> </ul>
<b>Demonstrable Effectiveness</b>		
<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
To mobilize resources required to sustain the	<ul style="list-style-type: none"> <li>• Evaluate project</li> </ul>	DNU project team <i>will</i>

<p>project TEMPUS DINTEGU beyond its initial grant (spread of literature, seminars on Multilingual education). Advertisement of the project's effectiveness not only to its stakeholders but also to the general public serves as a meaningful predictor of the sustainability of the project in that it enhances community support. (i.e., social marketing).</p>	<p>effectiveness</p> <ul style="list-style-type: none"> <li>Disseminate results to community</li> </ul>	<p><i>complete this section:</i></p> <p>Suggestions:</p> <ul style="list-style-type: none"> <li>Design and implment a comprehensive evaluation plan to assess the impact of the Tempus DIMTEGU strategies implemented</li> <li>Hold regular dissemination meetings with the stakeholder community and professional conferences to dissemination the results of the project and build recognition for success.</li> </ul>
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**Project Flexibility**

<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
<p>The ability of a project Tempus DIMTEGU to change in accord with changing circumstances can significantly affect its chances of survival.</p>	<ul style="list-style-type: none"> <li>Maintain project flexibility to adjust to project challenges and</li> </ul>	<p>DNU project team will complete this section</p> <p>Suggestions:</p>

	barriers	<ul style="list-style-type: none"> <li>• Get regular feedback from key stakeholder about progress and strategies (seminars and conferences with school and university teachers).</li> <li>• Develop a list of alternative TEMPUS DIMTEGU strategies and plan to implement them if chosen strategies do not work out (Introduce new subjects into the curriculum for Master Programm and change the ones that are present)</li> </ul>
<b>Human Resources</b>		
<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
Staff <b>training</b> in a range of matters, including strategic planning skills, knowledge of needs assessment and logic model construction, and leadership skills and fundraising expertise, is important to project TEMPUS DIMTEGU	<ul style="list-style-type: none"> <li>• Provide staff and community stakeholder training to support strategic planning skills, knowledge of needs</li> </ul>	DNU project team complete this section Suggestions: <ul style="list-style-type: none"> <li>• Hold regular</li> </ul>

sustainability.	assessment and logic model construction, leadership skills and fundraising expertise,	comprehensive staff training and preparation on key sustainability factors <ul style="list-style-type: none"> <li>• Conduct regular coalition trainings on key implementation and sustainability factors</li> </ul>
<b>Project Evaluation</b>		
<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
Ongoing project TEMPUS DIMTEGU evaluation is viewed as a valuable tool to promote sustainability.	<ul style="list-style-type: none"> <li>• Develop and conduct a comprehensive project evaluation</li> </ul>	DNU project team complete this section Suggestions: <ul style="list-style-type: none"> <li>• Design and implement a comprehensive evaluation plan to capture the effectiveness of the project.</li> </ul>
<b>Managerial support and flexibility</b>		
<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
Management's openness to new ideas and readiness to take risks for the project increase the project's chances of survival in the organization	<ul style="list-style-type: none"> <li>• Gain the endorsement and support of</li> </ul>	DNU project team complete this section Suggestions:

	<p>collaborative organizational managers (President of the DNU, Vice –Presidents, Dean of the faculty)</p>	<ul style="list-style-type: none"> <li>• Assess leadership support and implement a change process as needed</li> <li>• Recruit organizational leaders for coalitions</li> <li>• Disseminate program impacts to leaders and educate them on the project’s importance in meeting the organizational goals</li> </ul>
<p><b>Integration in the organization</b></p>		
<p><b>Sustainability Factor</b></p>	<p><b>Sustainability Objective</b></p>	<p><b>Sustainability Actions</b></p>
<p>The development of organizational policies and procedures that will assure that projects still remain part of the routine activities of the organization (Master Programm “Multilingual Education” is officiaaly lisensed and can be chosen by DNU students).</p>	<ul style="list-style-type: none"> <li>• Integrate the goals of the project with the goals of the host organization</li> </ul>	<p>DNU project team complete this section</p> <p>Suggestions:</p> <ul style="list-style-type: none"> <li>• Integrate project activities into the structure of the organization.</li> <li>• Building project responsibilites into job descriptions for existing and ononing funded staff</li> </ul>

### **Broader Community: Community support for the project**

<b>Sustainability Factor</b>	<b>Sustainability Objective</b>	<b>Sustainability Actions</b>
<p>Community support for a project, as manifested in the cooperation of community bodies (e.g., schools, HEIs, libraries, community organizations) with the project implementers</p>	<ul style="list-style-type: none"> <li>• Develop community support and ownership for the project in the targeted communities.</li> </ul>	<p>DNU project team complete this section</p> <p>Suggestions:</p> <ul style="list-style-type: none"> <li>• Recruit the cooperation of community bodies (e.g., schools, community organizations, government agencies, etc.) and engage them in the project implementation</li> </ul>