

PRIMARY OBJECTIVES:

1. Issue prevention and resolution.
2. Services that inform, empower and engage.
3. Innovation that leads and supports community development and positive social change.

Strategic Map 2022 - 2026

VISION

People with disability, their families and carers have equal opportunity to reach their potential and lead fulfilling lives.

MISSION

To provide community leadership and quality service options that empowers participation in society and improves the life outcomes of children and young people with disability, their families and carers.

***Strategic Goal 3** - The Australian Social Inclusion Board defines social inclusion as having the resources, opportunities and capabilities to:

- Learn (e.g. participate in education and training);
- Work (e.g. participate in employment, unpaid or voluntary work including family and carer responsibilities);
- Engage (e.g. connect with people, use local services and participate in local, cultural, civic and recreational activities); and
- Have a voice (influence decisions that affect them)

(Source - <https://humanrights.gov.au/about/news/speeches/social-inclusion-and-human-rights-australia>).

STAKEHOLDERS

STRATEGIC GOAL 1: Improve individual and population outcomes.

1.1 Empower young people with disability, their parents, carers and families to exercise their rights and overcome the barriers they face to their equal participation in society/community.

1.2 Collaborate with community leaders and stakeholders to encourage innovation to achieve our Mission and Vision.

1.3 Through issue prevention, resolution and community engagement, contribute to individual well-being and quality of life outcomes.

STRATEGIC GOAL 2: Strengthen and empower the capacity of young people with disability, their parents, carers and families with information, support and skills to advocate for themselves and their peers.

2.1 Deliver innovative and evidence informed practice in training and consultancy, case co-ordination, advocacy and peer assistance services.

2.2 Gather, develop, provide and improve access to relevant resources, information, networks and pathways for engaging with and gaining needed services and supports.

STRATEGIC GOAL 3: Increase government and community awareness of the social exclusion* challenges faced by children and young people with disability and their parents and carers, and actively seek to influence social change.

3.1 Use data and evidence informed approaches to improve decision making and stakeholder reporting.

3.2 Increase engagement with current and emerging peer leaders and networks to strengthen the capacity of the peer community of practice to engage in change making activities and have a voice on matters that have a direct impact on them and those they represent.

FINANCIAL

STRATEGIC GOAL 4: Through evidence informed governance and management practice ensure sustainable delivery of organisational outcomes for the benefit of Tasmanians.

4.1 Consolidate core business revenue and explore opportunities to diversify revenue.

4.2 Effectively manage finances to support sustainable operational achievement of strategic goals and objectives.

4.3 Achieve business sustainability through grant management and compliance, monitoring, assessing and mitigating risks, and undertaking finance audits and governance continuous improvement activity.

ORGANISATIONAL CAPACITY

STRATEGIC GOAL 5: Promote and continually develop creative, inclusive, supportive and responsive professional and peer informed organisational practices.

5.1 Recruit, train and develop skilled professionals, recognising the value of employees with lived disability experience, to maintain a culture of quality service delivery in a mutually supportive environment.

5.2 Foster and maintain a healthy, respectful, inclusive, positive, safe workplace.

5.3 Share knowledge to support accurate, timely and evidence-informed practice and ethical decision making.

GOVERNANCE

STRATEGIC GOAL 6: Be an ethical and socially responsible organisation.

6.1 Achieve robust organisational governance.

6.2 Strategically govern and operationally manage through the CEO, quality, safety and risk of the organisation.

6.3 Continually evaluate and drive accountability at all levels of the organisation.