

Strategic Plan 2017–2020



Noah's
EVERY CHILD.
EVERY OPPORTUNITY.

Key Area	Our Team	Our Community	Our Services	Our Sustainability
Goal	To <i>maintain</i> a supportive, passionate and engaged team that strives for professional excellence	To <i>improve</i> the lives of children and families through strong engagement with the community	To <i>deliver</i> effective services that meet the current and anticipated needs of children, their families and those around them	To <i>secure</i> our future as a leading provider of quality services
Strategies	<p>Promote a safe and flexible work environment that combines professional learning with compassionate and effective leadership across the whole organisation</p> <p>Develop improved communications to keep staff, Board and volunteers connected and informed</p> <p>Ensure our vision, values and purpose are referenced actively and consistently by the Board, staff and volunteers</p>	<p>Maintain and build trusted relationships with local businesses, service providers and funding bodies to engage support</p> <p>Promote awareness of inclusion in the community through targeted services, projects and information sharing</p> <p>Collaborate to create links and partnerships with other agencies and professional networks to ensure mutually beneficial outcomes</p> <p>Provide a voice for children and young people in our local community</p>	<p>Provide a wide choice of flexible, evidence-based services designed to engage and empower</p> <p>Develop innovative programs based on client need and current best practice</p> <p>Measure and analyse the outcomes of our programs and the impact on those who use them</p> <p>Ensure programs are culturally appropriate and sensitive to individual needs and circumstances</p>	<p>Govern with a committed and informed Board that supports management and staff to implement the Strategic Plan, provide strong risk management and fiscal oversight</p> <p>Review and continuously improve our internal processes and systems to promote usable, efficient work practices and maintain externally recognised quality assurance certification</p> <p>Demonstrate adaptability and innovation in response to client needs and the changing social, political and economic environments</p>
Targets	<p><i>Staff satisfaction</i></p> <p><i>Team engagement</i></p> <p><i>Professional development</i></p> <p><i>WHS compliance</i></p> <p><i>Informative, effective communication</i></p>	<p><i>Sponsorship</i></p> <p><i>Awareness</i></p> <p><i>Referrals</i></p> <p><i>Funding grants</i></p>	<p><i>Satisfaction</i></p> <p><i>Results</i></p> <p><i>Client centred</i></p>	<p><i>Financial viability and visibility</i></p> <p><i>Supportive technology</i></p> <p><i>Efficient business processes</i></p> <p><i>Robust and transparent business planning and reporting</i></p>
Measures	<p>WHS incidents</p> <p>Bi-annual Staff Survey</p> <p>Internal Communication Plan</p> <p>Training Register</p> <p>Staff retention and absenteeism</p>	<p>Fundraising revenue</p> <p>Quarterly Family Survey</p> <p>Stakeholder Report</p> <p>Conference presentations</p> <p>Echidna reports</p>	<p>Quarterly Family Survey</p> <p>Enrolments</p> <p>GAS goals</p> <p>Assessment of Learning</p> <p>Cancellations</p> <p>Program requests and usage</p> <p>External evaluations</p>	<p>External audits</p> <p>Financial reports</p> <p>System usage</p> <p>Industry forum involvement</p>

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Our Team

To *maintain* a supportive, passionate and engaged team that strives for professional excellence

Our Community

To *improve* the lives of children and families through strong engagement with the community

Our Services

To *deliver* effective services that meet the current and anticipated needs of children, their families and those around them

Our Sustainability

To *secure* our future as a leading provider of quality services

Noah's Inclusion Services is a community-based, not for profit organisation. Since 1981 we have been working with children of all abilities and their families to provide excellence in early childhood education, therapy and support.

Our Vision

A community where every child belongs and is given every opportunity to thrive.

Every child.
Every opportunity.

Our Purpose

We provide therapy, education and support for children, young people, their families and carers so they are included and can participate meaningfully in their home, early childhood centre, school and community.

Our Values

Inclusiveness

Making sure that all our families feel accepted and valued

Collaboration

Working together with our families and the wider community to achieve our vision

Adaptability

Changing what we do to suit the needs of each family

Respectfulness

Valuing each individual and communicating with understanding and openness

Evidence-based practice

Delivering effective programs using the latest knowledge and research

