



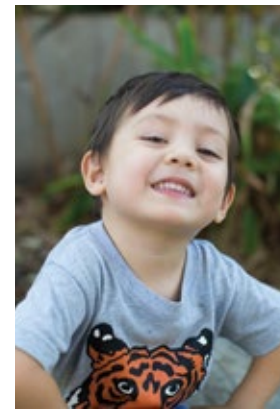
Strategic Plan

2019-2023

Our planned outcomes for 2019–2023

SDN's *vision* is for an equitable world where all children thrive.

Our *purpose* is to promote and enhance children's wellbeing, learning and development in inclusive environments.



Our 2019–23 strategic direction

SDN will grow its current reach and deliver coordinated children's services, including for children experiencing disadvantage

Our goal

We want to have consistent, quality services that are desirable for families, are sustainable and have impact.

Quality

- ▶ have the child at the centre of everything we do, in safe and supportive environments
- ▶ be coordinated when more than one service is involved
- ▶ be staffed by people with foundational knowledge of child wellbeing, learning and development, family wellbeing and functioning, inclusion and relevant service systems.

Desirable

- ▶ access to staff with specialist skills so barriers to access, participation and inclusion are addressed.
- ▶ work in partnership with families for their children's wellbeing, learning and development
- ▶ have a consistent value proposition that reflects our target markets and that is communicated and demonstrated clearly and can be replicated.

Sustainable

- ▶ use our assets and resources effectively and efficiently
- ▶ ensure we have revenue from across multiple service streams
- ▶ ensure we have a growing portfolio mix within our service streams that collectively deliver mission and surplus.

Impactful

- ▶ share our expertise externally
- ▶ collaborate and/or partner with others to help address service gaps
- ▶ deliver and advocate for policies, programs and services that promote and enhance the wellbeing, learning and development of children and their families
- ▶ support access, participation and inclusion.

Priority actions

1

Implement the SDN Way, our inter-disciplinary value commitment to children and families across all SDN services.

2

Increase the reach and impact of early learning places with a balanced portfolio of centres.

3

Have a stronger voice on behalf of children, their families and the services that support them.

4

Extend our reach with our specialised services for children with Autism Spectrum Disorder, developmental delay and with the impacts of trauma.

5

Develop innovative solutions for children who are not in safe and supportive family environments.

SDN's values. In carrying out our purpose, we commit ourselves to being:

Trustworthy and reliable

Inclusive and respectful

Creative and innovative.



The SDN Way forward

The wellbeing, learning and development of children from birth to transition to high school is our primary focus.

Between birth and the first five years is a period of rapid brain development for children, and by school age children are building on this early foundation.

We want all children to have a solid foundation. We apply our expertise during the early years, and ensure children transition successfully from preschool to school, and can build on a solid foundation until they reach high school.

Partnerships with families are vital

While SDN's purpose focuses on outcomes for children, we can't achieve these outcomes without working as a trusted partner with families and supporting the wellbeing of the whole family.

Safe and supportive environments are necessary for wellbeing an optimal learning and development, and families are the most important provider of these environments. We help families to provide these environments by sharing our expertise.

A vision for an equitable world starts with inclusive attitudes.

We foster inclusive attitudes in children, and model and advocate for inclusion. We actively support access and we nurture participation. We do this because inclusive attitudes will help to shape an equitable world, and because we want all children of diverse backgrounds and abilities to be part of the SDN community.

Our workforce

We want to attract and retain a quality workforce, as the quality of our workforce has the most influence on our ability to keep our commitments to children and families. So we value and advocate for a quality, well-educated, appropriately rewarded workforce.

Quality means hiring people aligned to our values. Well-educated means selecting people with specific skills and knowledge in an individual discipline, and providing interdisciplinary training in-service so that we can deliver on our commitment to children and families.

Appropriately rewarded means having an attractive employee value proposition and effective employee journey.

The SDN Way is our difference

We put children first, we use our wide expertise, and we are a trusted advisor and honest broker for families.

The SDN Way brings together our commitments to children and families, our workforce strategy, our physical look and feel and our core program elements. We have quality services that put children's best interests at the centre of everything we do, and we work in partnership with families in ways that are desirable for, and valued by, them. We do this through consistent implementation of the SDN Way.

