



Kids+

2021-2025 Strategic Plan

“All of Zeke’s amazing team at Kids+ have gone above and beyond for him. And I can see the amazing benefits of early intervention, watching your child achieve a goal is so incredible. And having knowledgeable, kind, passionate people alongside these kids? Watch out! They are raising a whole new generation of people who will take the world by storm! We as a family feel so blessed, and so thankful to be a part of the Kids+ family.” Parent

“We are truly blessed to have a foundation that has all the therapies under one roof, staff who have a true passion for what they do – it is a one in a million place.” Parent

“Although scared, at no stage did we feel alone with the support of the Kids+ therapists. The experience, knowledge, and dedication of the Kids+ staff is world class. From our very first appointment, the Kids+ team became part of our family.” Parent

“It’s a scary ride being thrust into the world of having a child with special needs, as a parent you have no choice but to learn quickly. It’s overwhelming and at times heart breaking, but I can honestly say that I have always felt kindness, respect and understanding from Owen’s entire Kids+ therapists. I really don’t know where we would be without all of the support of Kids+. Thank you just doesn’t do it justice to how grateful we are.” Parent

“Witnessing a young person tell his parents for the first time that he loves them with his new communication device, or seeing a young person communicating more confidently than they have before are what comes to mind when I reflect on my work as a speech pathologist at Kids Plus. I get to be a part of our young people and their family’s special moments; to play a role in informing and influencing a young person’s social world, to change attitudes so that those around them can presume in their potential; to share these experiences and support our participants to achieve their goals and live a more self-determined life is an overwhelming privilege.” Team member

“When I think about the support Kids+ has provided Juliette and our family over the years, it is rather incredible. Everything from physiotherapy and speech therapy to specialised training for us as parents, not to mention equipment trials and helping us navigate many challenges along the way.” Parent

Part 1: Introduction

Since inception, Kids+ impact has, for the most part, been limited to our local community. Ongoing organisational development and expansion provide the opportunity to see where, and how else, we might make our mark. Over the coming five-year period, we intend to extend our reach and influence via an extended therapy program, and greater involvement in research, professional development training, and broader community engagement. We are committed to shaping the way in which services and supports are delivered more broadly to maximise participant outcomes wherever they may be.

Part 2: About Kids+

Kids+ provides specialist allied health related therapy, training and research services. We have particular expertise working with children and young people with cerebral palsy and similar neurodevelopmental conditions. We work in partnership with children, young people, their families and the broader community. We value sharing our knowledge to create communities that are more inclusive. Our programs aim to enhance participation in everyday activities. We aim to advocate, innovate, inform and influence.

Part 3: Vision, Values and Purpose

Vision

- A world of possibilities; to be recognised nationally and internationally as a leading expert in service provision for children and young people with cerebral palsy, influencing community practices, attitudes, and expectations, here and abroad

Purpose

- To provide families with guidance and support; to create opportunities for the children and young people we work with

Values

- **Care:** we care for each other and the families we work with
- **Commitment:** we are committed to professional excellence and in providing the best supports possible
- **Collaboration:** we respect and value the insights and experiences of others and we willingly share our expertise
- **Creativity:** we are passionate about striving to do things differently and better
- **Celebration:** we enjoy what we do and have fun doing it

Part 4: Pillars

- + **Therapy:** *be your best*
- + **Research:** *find the best*
- + **Training:** *share the best*
- + **Community:** *it's for the best*

Part 5: Focus Areas

- + **Participate:** ensure that the lived experience and goals of young people with disabilities are at the forefront of service delivery and organizational design and thinking
- + **Educate & Advocate:** shape the development and delivery of disability services; publicly support the interests and empowerment of young people with disabilities
- + **Innovate:** encourage and embrace new ideas that improve and enhance participant outcomes and organisational competitiveness and effectiveness
- + **Elevate:** invest in organisational capacity building to enhance service delivery capability

Part 6: Key Initiatives

+ Participate

We recognise the central role of families in participant's lives, and that family life, and family priorities and choices, drive what happens in service planning and provision. To promote a shared ownership model, we will ensure that:

- P1 we will embrace and align our practice with a family-centred and strengths-based approach;
- P2 every participant will be treated as an individual and intervention processes will reflect their preferences, priorities, learning styles and cultural beliefs;
- P3 interventions with participants will be based on validated practices and best available research;
- P4 we will have clear governance arrangements that create an organisational culture that fosters participant safety and wellbeing;
- P5 we will guide families through the early and ongoing experiences of having a child with a disability;
- P6 we will continue to create opportunities and initiatives that support participants achieve their objectives.

+ Educate & Advocate

To enhance our reach and reputation, to support service delivery improvement, and to raise community awareness more broadly, we will:

- EA1 design and deliver a range of professional development training programs for participants, families, and allied health professionals;
- EA2 ensure training materials are easily accessible and available in a variety of formats;
- EA3 prioritise participant perspective in content creation and program delivery;
- EA4 curate and convene a bi-annual conference of national significance;
- EA5 support specialist research activity, and its translation, to positively impact participants and their families in day-to-day life;
- EA6 ensure that our involvement in research is collaborative in design and practice, values knowledge generated in different ways, builds on existing knowledge, aligned with preferred areas of activity, and places a high value on participant perspectives;
- EA7 publish, in a variety of formats, and in systematic ways, ideas and stories that are meaningful to participants, their families, and the broader public.

To embrace the opportunity and responsibility to advance issues that are in the interests of young people with disabilities, we will:

- EA8 publicly speak or act in favour or against matters of policy or practice impacting a person's ability, regardless of their needs, to participate fully in their family and community life, and to have the same choices, opportunities and experiences as other people;
- EA9 lend support to participants who are self-advocating and in need of organisational assistance;
- EA10 implement and model inclusive practices within all areas of our work.

+ Innovate

With the aim of improving efficiency, effectiveness, competitive advantage, and greater participant opportunities and outcomes, we will

- I1 provide a variety of options for participants to access our programs and supports, particularly for those in regional, rural and remote locations;
- I2 develop and introduce specific programs that support participants transition through various key life stages, including entry and exit strategies;
- I3 recognise the transformative capabilities of existing and emerging technologies and be early adopters of their implementation into practice

+ Elevate

To support organisational development and service delivery expansion, we will:

- E1 become an employer of choice, attracting and retaining the best candidates, with an emphasis on culture, conditions, employee engagement and wellbeing, personal and professional development;
- E2 have clear career development pathways, recognising that progression can take various forms;
- E3 add scale and specialisation to our organisational design to cover skill shortages and service delivery gaps;
- E4 nurture and build community partnerships and provide opportunities for community participation;
- E5 market ourselves and our work, to grab attention, grow profile, and build trust;
- E6 invest in infrastructure needs