



STRATEGIC PLAN 2023



GROWTH OF BUSINESS

Partnerships

Diversity

ReBRAND



GREAT PLACE TO WORK

Remuneration & Reward

Learning Organisation

Values Driven Culture



GOOD PRACTICE

Staged Accreditation

Embedded Practice

Evaluation Framework



GROWTH OF BUSINESS

Partnerships

Diversity

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KEY GOALS

1

We GROW and advance Strategic Partnerships with a specific focus on partnering with Aboriginal and Torres Strait Islander Organisations and Corporate Structures for the benefit of our services.

2

We consider opportunities to diversify our services in order to provide culturally relevant and holistic family and child services.

3

We seek to reposition and rebrand DVSM to ensure we are aligned with a diversification of income and enhanced market recognition.



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KEY GOALS

1

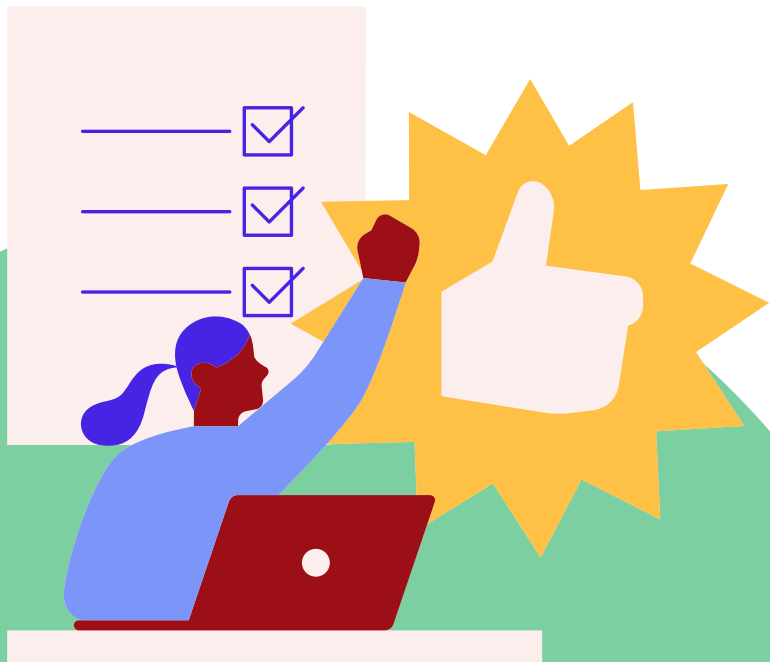
We have clear and transparent processes to reward and recognise our staff that meet and surpass industry standards, are sustainable in the longer term and enhance the value of DVSM as an employer.

2

We position ourselves as a learning organisation. Learning and Development is both a value and an experience for all staff to ensure our services are optimised. Learning is formal and informal, and reciprocal. All staff will contribute to an organisation wide learning development plan that supports an employee through their lifecycle with the organisation.

3

Organisational culture is reflected in the values of person-centeredness, respect, integrity and excellence. All staff will understand these values and what behaviours they represent. Engagement and connection will be enhanced through teams and their commitment to these values.



GOOD PRACTICE

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Evaluations Framework

KEY GOALS

1

DVSM is committed to ensuring our services are compliant and accredited at all times. Services demonstrate ongoing and continuous improvement pathways that meet requirements and standards for safeguarding all those that work and utilise our services.

2

Domestic Violence Informed; Trauma Informed and Response Based Practice is understood and demonstrated and embedded in a culturally competent, skillful and knowledgeable way. We utilise evidence to demonstrate ongoing improvement and increased knowledge for the benefit of all we serve.

3

DVSM is able to demonstrate outcomes and assess skills and knowledge through the development of an effective Evaluation Framework that accurately tracks progress; provides evidence and optimises effectiveness of our services.