



xavierTM

Enabling Families

**STRATEGIC
PLAN**

2018-2021

VISION

Provide innovative solutions to support children with significant health and disability needs

MISSION

Empower families in a nurturing and compassionate environment

VALUES

We pledge ourselves to these values and principles and seek to embody them in all our activities and services:

Each child with a disability is treated with dignity and as a valued member of their community.

Children with a disability have a right to and are best placed within a nurturing family environment.

Each child with a disability has the right to reach their individual potential and an appropriate level of independence.

Children with a disability have the right to participate in inclusive community activities available to all children.

Each child with a disability and their family has the right and is empowered to make decisions concerning the services they receive.

PRINCIPLES OF SERVICE PROVISION

Family centered support practice.

Inclusion in family and community is promoted.

Natural family supports are valued.

A flexible and individual support response is ensured.

Family integrity is protected.

Family empowerment and responsibility must be strengthened.

STRATEGIC INITIATIVES

Xavier is committed to achieving five strategic initiatives by 2021 as follows:

01

FAMILY CENTRED SERVICE MODEL

Xavier will develop and implement an innovative model of practice and establish a new multidisciplinary service hub for children and their families with significant health and disability needs

- Design and commence the Xavier Multidisciplinary Hub for Families of Children with Health and Disability Needs
- Service Model development are driven by research and evidenced by Customer Metrics, behaviours, choices and expressed needs
- Using Project Methodology explore service models across the Xavier Five Core Streams responding to our specific customer needs
- Xavier Service standards are aligned to respond to existing and emerging legislative and compliance requirements

02

DEVELOP OUR PEOPLE AND WORKPLACE CULTURE

Xavier will continue to invest in the development of its people; the Board, Management and Staff, in an environment of support and accountability delivering professional care, support and clinical services to children (and their families) with significant health and disability services

- Fit for purpose Governance and Management implemented to support a multi-disciplinary service model
- The Xavier Way is developed into the Model of Service Culture
- Xavier is a brand recognised for developing talent for the sector

03

ENGAGE WITH CATHOLIC & COMMUNITY PARTNERS

Xavier will engage with Catholic Archdiocesan Directors to reduce administrative cost and improve alignment to Catholic governance and policy frameworks.

Xavier will pursue community partnerships to deliver services and support for children and their families with significant health and disability needs

- Xavier leverages its Catholic origins for Corporate and Governance Support
- Partnerships are established for Service Streams where rapid commencement of pilots are required
- Our reputation for complex care is rebuilt through networking with collaborators

04

CREATE OUR BRAND

Xavier will re-establish a brand aligned to its mission, values and future model of practice. Xavier will be widely known and acknowledged as a specialist provider of services and support to children (and their families) with significant health and disability needs

- Re-establish the Xavier name and brand
- Develop and Implement Philanthropic / Crowd funding model for Multidisciplinary Hub
- Incorporate a Marketing & Communication Plan into the Xavier Planning Framework

05

ENSURE OUR FINANCIAL SUSTAINABILITY

Xavier will ensure it is a financially viable and sustainable organisation through the implementation of a commercial business model, financial plans, disciplines and targets, systems, processes and practices that support an efficient operation of our services

- Develop and implement Capital Development Plan as part of the Xavier Planning Framework
- Xavier financial systems support commercial business operations and the Five Core Service streams