

Nintirri Centre Inc.

STRATEGIC PLAN | 2017 - 2024

The background of the cover features a large, light gray gear. Overlaid on this gear are several interlocking segments in various colors: blue, yellow, red, purple, and brown. Each segment is composed of a circular center and a curved, gear-like outer edge. The text 'nintirri centre' is positioned in the center of the cover, below the main title and above the gear segments.

nintirri
centre



Enriched lives. Thriving Communities

Creating resilient places where people can live safe, healthy and empowered lives in the Pilbara.

HONESTY

ACTING FAIRLY, TRANSPARENTLY AND WITH ACCOUNTABILITY.

INCLUSION

VALUING DIVERSITY, CONNECTION, BELONGING AND PARTNERSHIPS.

RESPECT

EMBRACING PEOPLE, COMMUNITY AND COUNTRY.

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NINTIRRI CENTRE INC. GOVERNANCE & ACCOUNTABILITY

2017 - 2024



ACTIVITIES

- 1 People development framework
- 2 Effective administration and information, communication and technology systems
- 3 Effective human resources approach; recruitment, retention
- 4 Communication and marketing plan
- 5 Effective financial management plan
- 6 Quality governance approach and plan development

KEY GOVERNANCE AND ACCOUNTABILITY STANDARDS

- 1 Effective leadership, promoting a positive organisational culture and a professional learning environment
- 2 Commitment to continuous improvement
- 3 Administrative systems enable the effective management of quality service delivery

EVALUATION MECHANISM

- 1 Self assessment tool
- 2 Audit - external
- 3 CEO performance evaluation
- 4 Annual Report

OUR DESIRED OUTCOMES

We have developed an outcome-based framework to measure success in each focus area that will demonstrate our collective impact in partnership with our key stakeholders.

OUR WAY OF WORKING

We encourage and support community members to work together to take collective action and generate solutions to shared problems or issues they see in our communities

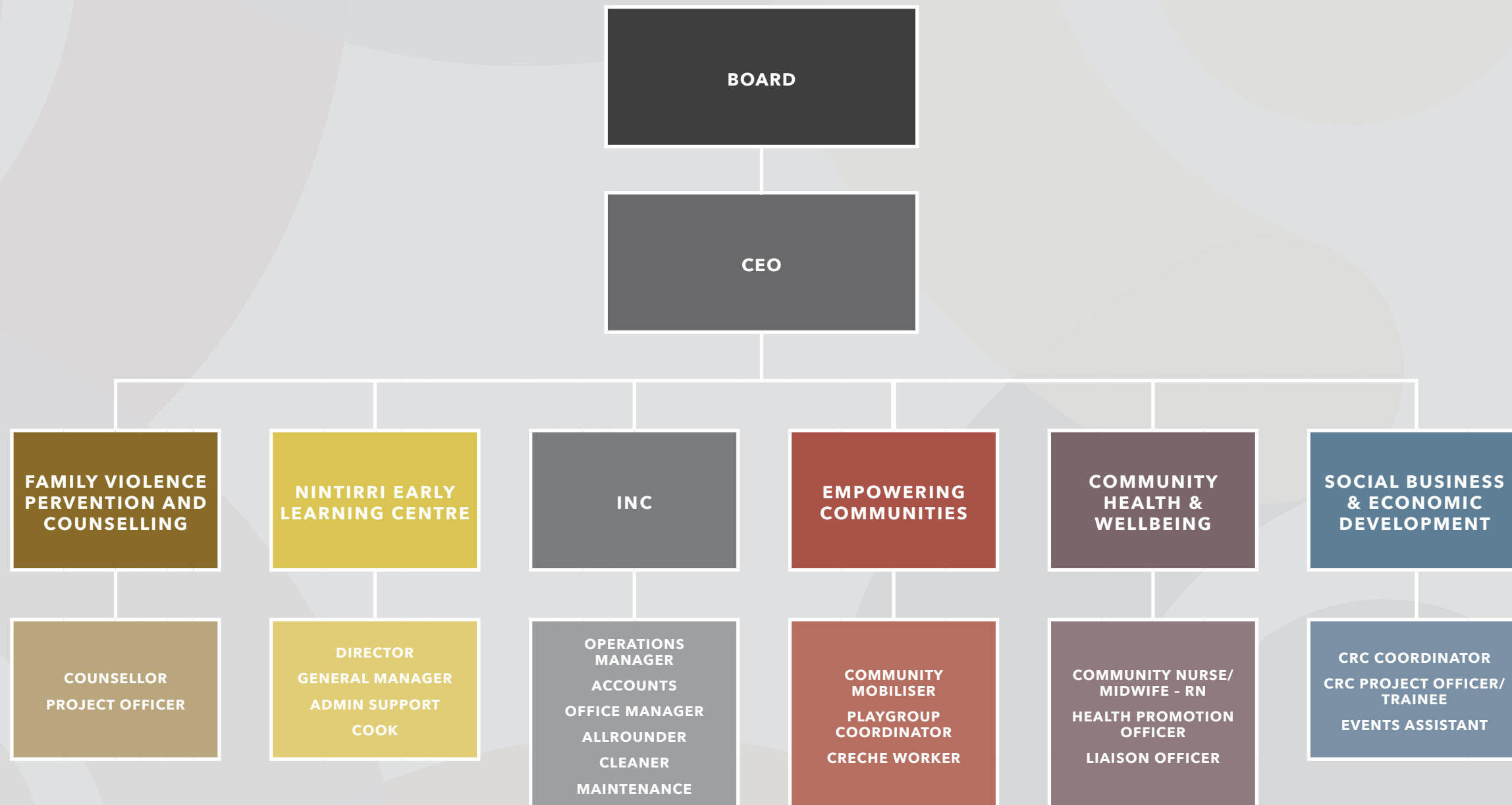


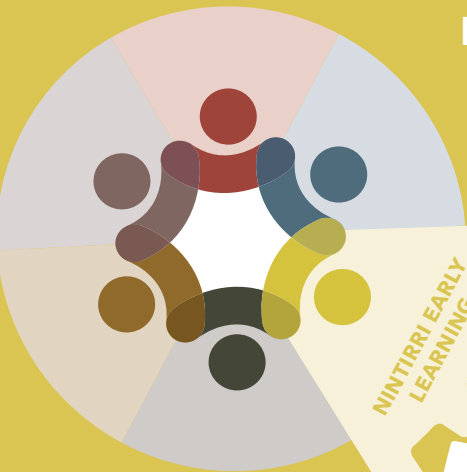
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Organisational Chart





NINTIRRI EARLY LEARNING

2017 - 2024



- 1 Long day care (babies, toddlers, kindy)
- 2 After school care
- 3 School readiness program
- 4 Vacation care program

COMMUNITY LEVEL OUTCOMES	
1	Children have a strong sense of identity
2	Children are connected with and contribute to their world
3	Children have a strong sense of wellbeing
4	Children are confident and involved learners
5	Children are effective learners
ORGANISATIONAL LEVEL OUTCOMES	
1	Provide quality early childhood education in a safe, caring and educational environment
2	A sustainable Early Childhood parent reference group who provides guidance and support
3	A sustained staff development and recruitment framework is operational
SERVICE LEVEL OUTCOMES	
1	Educational program and practice
2	Children's health and safety
3	Physical environment
4	Staffing arrangements
5	Relationships with children
6	Collaborative partnerships with families and communities
7	Leadership and service management

IMPACT	
Output	
1	Utilisation rates for each activity area
2	New enrolments
3	Wait list for each activity area
Outcome Measure	
1	ACECQA Assessment ratings demonstrate all standards are met or exceeded
2	Number of percentage of parents who are satisfied with the service provided



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EMPOWERING COMMUNITIES

2017 - 2024



- 1 The Arts Hub
 - a. Community Arts Activities and Learning Space
 - b. School Holiday Activities
 - c. Outreach
- 2 Playgroup
- 3 Toy Library
- 4 Pay it Forward
- 5 Targeted events

COMMUNITY LEVEL OUTCOMES	
1	Development of vibrant and sustainable regional communities
2	Regional communities improve their social cohesion and capacity
3	Communities respond creatively when the focus is on resources, capacities, strengths, aspirations and opportunities
ORGANISATIONAL LEVEL OUTCOMES	
1	People feel safe in their communities
2	People contribute to their communities
3	Local community members are actively involved in decision making about the services we deliver and are contributing to the development of our activities
SERVICE LEVEL OUTCOMES	
1	Safe place where parents can meet while their children are engaged in social and educational play
2	People are learning new skills and knowledge
3	People have social connections with their community

IMPACT	
Output	
1	Playgroup Tuesdays and Thursdays
2	Toy Library weekly
3	Arts based workshops
4	Public art space open Monday - Friday for community use
Outcome Measure	
1	Record the number of people attending the program each week
2	Record the numbers of other activities those people attend at the Centre
3	Record the number of volunteers involved in planning and delivering the activity
4	Surveys through the ABCD community engagement process and the Annual Customer Perception Survey
5	Testimonials and story-telling from the community
6	Record the number of PIFP projects that are completed or substantially completed. Baseline data from our pilot year indicates that about 25% of ideas generated move into planning and implementing stage.



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COMMUNITY HEALTH & WELLBEING

2017 - 2024



FAMILY VIOLENCE & COUNSELLING

2017 - 2024



COMMUNITY LEVEL OUTCOMES	
IBN	
1	Relief of sickness and positive health and wellbeing in Aboriginal communities
WHS	
1	Improve and promote the health and wellbeing of WA women
ORGANISATIONAL LEVEL OUTCOMES	
1	Develop and sustain a Community Health and Wellbeing hub in partnership with key stakeholders
2	Skilled staff who have current qualifications with a learning & development plan
3	Sustained working partnership with acute, chronic and clinical service providers
SERVICE LEVEL OUTCOMES	
IBN	
1	Primary nursing care that promotes health and wellbeing, including health checks, wound care, immunisation and women's health checks
WHS	
1	Individual and Group Intervention
a	Women experience improved health and wellbeing and have opportunities to address their health challenges
2	Health Promotion and Prevention
a	Women have greater awareness of resources that can be accessed to assist in meeting health challenges and make healthier choices; greater awareness of social determinate of women's health
b	Health professionals have increased knowledge of gender specific health issues in the diverse population and increased knowledge to support women to respond to health needs

IMPACT	
WHS Individual and Group Intervention	
1	80% of women report improved health/wellbeing on completion of program/ service
2	85% of women report having more strategies/awareness for better health care
3	80% of women who report improved health 6-12 months later
WHS Health Promotion and Prevention	
1	90% of women report increased knowledge/skills to address health challenges
2	80% of women report making healthier choices and overall improved health 6-12 months later
3	90% of women report feeling more connected to support services
4	80% of professionals report increased knowledge/skills to address health challenges

COMMUNITY LEVEL OUTCOMES	
1	Families and individuals overcome their risk and crises and keep themselves and family members safe
ORGANISATIONAL LEVEL OUTCOMES	
1	A reduction in the number of repeat cases
2	Increased awareness and stigma free reporting of family violence
3	Increased resources for the delivery of family violence services
SERVICE LEVEL OUTCOMES	
1	Clients exposed to family violence are assisted to enhance their safety
2	Clients, including children who have been adversely affected by family violence, have harmful effects reduced and have improved resilience
3	Perpetrators of family violence are actively supported to cease their violent behavior
4	Clients who are disadvantaged by family and domestic violence have access to emergency relief services

IMPACT	
Output	
1	Number of clients who have risk assessments and safety plans developed
2	Number & % of clients who report increased knowledge/skills regarding their safety/future plans on exit
3	Number & % of clients assessed as having the harmful effects of family violence reduced on exit
4	Number of clients who report having increased knowledge/skills to manage future problems on exit
Outcome Measure	
1	Proportion of clients who achieved case management goals on exit
2	Number and % of worker assessments that report perpetrators have developed knowledge/skills to change violent behavior
3	Number of clients formally referred to appropriate services
4	Number and type of support services provided to clients, including children
5	Number of perpetrators who have risk assessment and risk management undertaken
6	Number of perpetrators engaged in therapeutic/behavior change programs targeting family violence
7	Number and % of perpetrators who have completed therapeutic/behavior change programs



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SOCIAL, BUSINESS & ECONOMIC DEVELOPMENT

2017 - 2024



ARTS, CULTURE & TOURISM DEVELOPMENT

2017 - 2024



COMMUNITY LEVEL OUTCOMES
1 Development of vibrant and sustainable regional communities
2 Regional communities have improved access to State Government and community information
3 Regional communities improve their economic health
4 Regional communities improve their social cohesion and capacity

ORGANISATIONAL LEVEL OUTCOMES
1 A strong and cohesive business community
2 A more diversified local economy
3 Businesses have access to sustained business improvement and professional development services

SERVICE LEVEL OUTCOMES
1 Community members are provided access to State Government and community information services
2 Local business and the workforce have access to activities and initiatives that improves skills and capacity to foster economic growth in the local community
3 Community members have access to activities and initiatives that create or improve community connectedness and capacity

IMPACT
Output
1 180 access point users per annum
2 4 VCF users per quarter
3 4 hot office users per quarter
4 10 referral relationships
5 6 commercial hot office users per annum
6 8 training/workshops, business development focus
7 2 business information sessions per year
8 7 referral relationships per year
9 10 users of community training/workshop
10 2 Community development focus local initiatives per annum, 20 users per event

Outcome Measure
1 User survey with business and residential community. Analysis of local economic conditions



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COMMUNITY LEVEL OUTCOMES
1 Development of vibrant & sustainable regional communities
2 Regional communities improve their economic health
3 Regional communities improve their social cohesion and capacity

ORGANISATIONAL LEVEL OUTCOMES
1 A network in place that fosters local and regional arts and culture
2 Resources allocated to develop an annual program of social, cultural and economic activities

SERVICE LEVEL OUTCOMES
1 Build creativity, capacity and connection in, and between communities, to further develop our arts, culture and tourism sector

IMPACT
Output
1 Number and % increase of people engaged in arts, culture and tourism related activities
2 Increased awareness of arts, culture and tourism activities

Outcome Measure
1 User satisfaction surveys



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