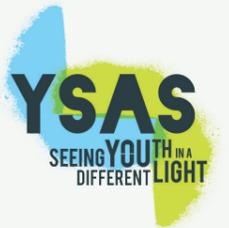


OUR STRATEGIC PLAN 2015/18

Focusing on consolidation & excellence in service delivery.



Our young people have many strengths but their lives are affected by serious disadvantage.

OUR VISION

A community where all young people are valued, included and have every opportunity to thrive.

OUR PURPOSE

To enable young people experiencing serious disadvantage to access the resources and support they require to lead healthy and fulfilling lives.

OUR VALUES

Honesty: We are authentic in how we relate to people within and outside of our organisation.

Empowerment: We create a safe and positive environment for young people and staff to make valuable contributions.

Accountability: We set high standards and we are answerable for our decisions and actions.

Respect: We accept and value the diversity and rights of people, their culture and their life experience.

OUR BELIEFS

Young people are not mini adults or children. They are developing and every experience matters

Health is a complete state of physical, mental and social well-being, and not merely the absence of disease or infirmity (World Health Organisation)

With opportunity, every young person can improve their health and make a valuable contribution to community life

Social justice and health are inextricably linked

To be inclusive of our young people we must embrace complexity and take risks that we can defend

Our success is measured by health improved or maintained and harm reduced

OUR PRIORITIES		OUTCOMES	ACTION 1	ACTION 2
YOUNG PEOPLE	Young People will be central to setting the direction for YSAS	Youth Participation integrated organisation-wide	Incorporate young people's guidance in decision making at all levels	Invest in building young people's capacity to participate effectively
TEAM	To build a skilled team, united by our purpose and vision	A capability framework and employee self-care program	Honour staff by accurately representing each of their roles in a capability framework	Create the conditions that foster employee self care
SERVICES	To respond to emerging need and alleviate disadvantage	Excellence in working with diverse populations & families	Create safe and effective services for diverse populations needing our assistance	Demonstrate that YSAS practice is family inclusive
		A resilience based model of care	Implement a resilience based model of care across all YSAS services	Promote resilience based care planning throughout the youth sector
PARTNERS	To cultivate partnerships that improve outcomes for Young People	Proactive partnership management	Formulate an agreed approach to forming and maintaining relationships with partners	Implement a system to manage and monitor the health of partnerships
EXPERTISE	To demonstrate leadership in developing and sharing our expertise	National practice leadership in the youth alcohol and drug field	Bring together practitioners and researchers to develop effective practices	Cultivate practice excellence in the youth alcohol and drug field
ADVOCACY	To protect Young People's rights and accurately represent their needs	Effective promotion of primary health care for disadvantaged young people	Define best practice primary health care for disadvantaged young people	Champion better primary health care for disadvantaged young people
		Systematic social justice advocacy	Articulate the YSAS position on key issues that influence young people's health and well being	Execute targeted advocacy campaigns that promote YSAS positions
SYSTEMS & PROCESSES	Transparency, efficiency and accountability	Stronger operational effectiveness	Implement a new Client Information Management System across YSAS	Improve organisational performance through effective project management
FINANCE & GOVERNANCE	Financial sustainability, strong governance and community support	Sound corporate governance and a sustainable financial base	Better identify and respond to funding opportunities through investing in business development	Strengthen governance standards and practices to ensure integrity and transparency