

St Michaels' Strategic Plan 2015-2017

Our vision

Developing independence through maximising the individual capabilities & qualities of Tasmanians living with “Special Needs”.

Our mission

To assist in the physical and emotional needs of our participants and their families through the provision of personalised active support programs, training and a variety of accommodation services.

Our values

Value One: St Michaels will treat all people with care and respect

Value Two: St Michaels will encourage fairness, openness and equity in all relationships

Value Three: St Michaels will innovate and create supportive programs through listening to the needs of our participants, their carers, their families and the community

Value Four: St Michaels will build on the programs to create fun and a rewarding community through quality processes and continuous improvement

Value Five: St Michaels will provide strong governance through leadership, relationships and transparency

Value Six: St Michaels will encourage families to be involved and decide on the type, kind and level of support they may need

Value Seven: St Michaels will continue to foster trust and honesty through regular, transparent and open communication

Value Eight: St Michaels will continue to build and maintain the right culture, attitude and value systems for our participants, their families, carers and key stakeholders

St Michaels' approach

We believe

- In life-long learning
- In a world that celebrates diversity
- In participation for everyone
- In people being in control of their own lives

We work

- Courageously
- Alongside people
- In partnership with government and others
- Resourcefully
- To use funding responsibly

We offer

- High quality services and supports
- Flexibility to meet individual needs
- Support to people with mild to complex needs
- Support to families and informal networks

We challenge

- Current ways to anticipate the future
- Barriers
- Attitudes of intolerance
- Ourselves to be relevant

We celebrate

- New ways of thinking
- Working in uncharted territory
- Leaving no stone unturned
- The achievements of people with disabilities and our staff
- Success through goal achievement

Our strategic intentions

The future has never contained more possibilities and challenges.

STMA is operating in a fast changing and fluid environment driven by changing community expectations, emerging government policies, significant resource shifts and complex compliance requirements.

STMA is therefore embracing new ways of working, radical innovation and seeking to be more agile.

STMA Strategic Plan 2015 – 2017 sets the strategic priorities for the next three years. Annually, the strategic plan will be supported by an operational plan, which will guide the key activities for STMA for that year.

Intent 1 Putting the person at the Centre

- Empowerment through Person Centred Planning models
- Empowering decision making of individuals, families, carers and advocacy
- Transitioning support from block funding to participant packaging

Intent 2 Governance, Strategic Direction & Leadership

- Strategy that is agile, flexible and responsive
- Creating strategy and thought leadership to influence the future

Intent 3 Build on Quality, Information and Knowledge

- Quality and Growth
- Achieving on-going organisational growth and development of support options, revenue, quality and efficiency

Intent 4 Strengthening Informal & Community Supports

- Collaboration that supports contribution to a participant's social and economic participation
- Building community capacity and expanding our sphere of influence to achieve better outcomes

Intent 5 People, Capability & Sustainability

- Workplace that is mobile, flexible – yet with the right values
- Ability, skills and tools to meet participant needs