

## Our vision is for all children and young people to grow up safe, happy, healthy and nurtured to reach their full potential.

Our purpose is to care for and protect at risk children and young people by working together to address abuse and neglect and to keep them safe from further harm. In all that we do, we value children's voices and reflect their views.

Our commitment to First Nations and Language groups: We acknowledge and respect Aboriginal people as the state's First Peoples and nations, and recognise Aboriginal people as Traditional Owners and occupants of South Australian land and waters.

Aboriginal children and young people have the right to grow up in a safe and nurturing environment where their culture, community, spiritual identity and traditional ownership of the land is supported, respected and celebrated by the people who care for them.

Priorities	Achieving practice excellence	Honouring the Aboriginal Child Placement Principle	Partnering with carers	Supporting our staff	Working together	Designing a care system based on need	Delivering quality and safety
Objectives	Staff are supported to develop and use best practice in their work with children, young people, families and carers	We will address the disproportionate number of children in care by involving Aboriginal families and communities in decisions about the care of their children	Carers are respected and valued as partners in the care team and are supported to meet the needs of children and young people in their care	We recruit, develop and support our staff with systems, processes and workplaces that enable them to be effective and efficient in their work and maintain their wellbeing	We team up with our service partners to improve outcomes for families, children, young people and carers	The individual needs of children and young people are well understood and inform the services and support we provide	We are accountable and transparent in the services we provide and invest to strengthen quality and safety
Key directions	<ul style="list-style-type: none"> <li>Develop a practice approach, specific to South Australia, that is child-centred, trauma-responsive, developmentally informed, relationship and strengths based</li> <li>Embed culturally-responsive practices</li> <li>Support NGO partners to adopt the practice approach</li> <li>Ensure all children and young people are involved in all decisions that affect them</li> <li>Trial new models of working with families</li> <li>Embed clinical leadership and reflective professional supervision (Aboriginal and non-Aboriginal)</li> <li>Practice leaders, at all levels, support staff to develop their professional expertise</li> </ul>	<ul style="list-style-type: none"> <li>Embed the Aboriginal Child Placement Principle through active efforts that:</li> <li>Grow the Aboriginal workforce and cultural accountability of non-Aboriginal staff</li> <li>Develop and implement new approaches that promote self-determination of Aboriginal children and families</li> <li>Increase and build capacity of Aboriginal Community Controlled Organisations to meet service needs</li> <li>Strengthen partnerships with Aboriginal stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Build capacity of carers to deliver trauma-responsive, developmentally informed care</li> <li>Enhance support, training and resources available to family based carers</li> <li>Increase our understanding of carers' strengths and needs in caring for children and young people</li> <li>Promote positive and transparent engagement with carers at all levels of the organisation</li> </ul>	<ul style="list-style-type: none"> <li>Nurture staff development, wellbeing, resilience, safety, culture and leadership to build a sustainable workforce</li> <li>Build leadership capability</li> <li>Scope and deliver enhancements to the client management system and innovative solutions that integrate with it</li> <li>Continue to improve learning, development, training and recognition opportunities</li> <li>Build a strong employment brand</li> <li>Develop and implement a project management function</li> <li>Formalise the change management approach</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate the whole of government child protection strategy</li> <li>Further develop an industry partnership approach including refreshed NGO sector partnerships and private sector engagement</li> <li>Share our learnings and successes</li> <li>Partner with Human Services and NGOs to establish an 'early-help' pathway and service referrals for families in need</li> <li>Partner with Human Services, Education, Health, SAPOL, Housing, Courts and other agencies to improve outcomes for children in and transitioning from care</li> <li>Maximise supports for children in care with disabilities and mental health, including those available through the NDIS and mental health services</li> </ul>	<ul style="list-style-type: none"> <li>Develop a system of care that prioritises opportunities for family based care, reunification and permanency</li> <li>Implement a strategic commissioning approach to be applied throughout the system</li> <li>Implement a robust assessment and placement matching system</li> <li>Use data and research to inform service design</li> <li>Implement contract reforms</li> <li>Implement a therapeutic approach throughout our services</li> <li>Continue to support our volunteer program</li> </ul>	<ul style="list-style-type: none"> <li>Increase service co-design and engagement with children and young people</li> <li>Enhance the collection and availability of evidence, including insights from children, carers and staff and recommendations from oversight bodies, to plan and deliver better services</li> <li>Enhance and integrate incident management systems to address risk in service delivery</li> <li>Drive performance improvement through performance measurement and evaluation</li> <li>Embed clinical governance and other quality systems throughout the department</li> <li>Consolidate data and information for access by staff, children, carers and our partners</li> </ul>
How we will know we are on track	<ul style="list-style-type: none"> <li>Increased staff participation in learning and professional development</li> <li>Increased case plans for children and young people in care</li> <li>Increased response to screened in notifications</li> </ul>	<ul style="list-style-type: none"> <li>Increased Aboriginal employment</li> <li>Increased and expanded procurement from Aboriginal Community Controlled Organisations</li> <li>Increased number of children placed in accordance with the Placement Principle</li> </ul>	<ul style="list-style-type: none"> <li>Increased net number of foster carers (at least 50 new foster carers above annual attrition)</li> <li>Increased carer participation in annual case planning</li> <li>Increased proportion of carers who have a child in their care</li> </ul>	<ul style="list-style-type: none"> <li>Increased work health and safety</li> <li>Increased digitisation of services</li> <li>Increased engagement with the I WORK FOR SA Your Voice Survey</li> </ul>	<ul style="list-style-type: none"> <li>Increased stakeholder engagement</li> <li>Increased participation of children in education, training and employment</li> <li>Increased family engagement in support services</li> <li>Reduced rate of children coming into care</li> </ul>	<ul style="list-style-type: none"> <li>Reduced average length of stay per child in emergency (commercial) care placements</li> <li>Increased percentage of children placed in family based care</li> <li>Reduced number of children who experience more than 2 placements</li> </ul>	<ul style="list-style-type: none"> <li>Reduced time taken to finalise investigations of serious care concerns</li> <li>Increased percentage of complaints resolved within policy timeframes</li> <li>Improved outcomes in quarterly performance reviews</li> </ul>