

Strategic Framework

2022-2025



Introduction

On behalf of the Board and the Executive Leadership Team of Language Disorder Australia, we are pleased to share with you our new Strategic Framework. The Framework documents show our core strategic goals for 2022 to 2025 and aim to ensure a shared focus in relation to our ambitious plans for growth and development.

Language Disorder Australia is committed to ensuring extraordinary outcomes, beyond what anyone imagined possible, for children and young people with Language Disorder. We have more than 40 years' experience providing high-quality education, support, and advocacy for our students, clients and their families.

We stand strong in our belief that all children have the right to access education and support which addresses their needs, because everyone, no matter our differences, deserves to belong. It's up to us to build a world of greater understanding and connection, to allow children and young people with Language Disorder to unleash their potential and unlock their own extraordinary.

The Strategic Framework will inform development planning across Language Disorder Australia and anchor key initiatives to our Vision, Mission and Values. It will also provide a structure for ongoing review and enable us to track and evaluate progress.

Our passion for enhancing the lives of the children and young people we work with is the driving force behind everything we do. We are boldly spearheading a better future for all children and young people with Language Disorder, unafraid to do things differently in the pursuit of extraordinary outcomes. We know that when everyone works together towards a common set of goals, more is achieved. The Framework aims to provide clarity and transparency to our community and stakeholders and is an invitation to be part of what promises to be an exciting journey over the next four years.

Peter Seldon

Chair of the Board

Mark Yeowell

Chief Executive Officer

CONNECT

UNDERSTAND

BELONG



Our Vision

Our vision is to ensure extraordinary outcomes, beyond what anyone imagined possible, for children and young people with Language Disorder.

Our Mission

Our mission is to educate, support and advocate for children and young people with Language Disorder, so they can connect, belong and achieve.

Our Values

Service

We put the interests of others above our own and actively seek out opportunities to help.

Passion

We love what we do and show this through our enthusiasm, energy and positive mindset.

Excellence

We have high expectations of ourselves and each other, and continually strive to be better tomorrow than we were today.

Accountability

We accept responsibility, do what is expected of us and are answerable to each other.

Kindness

We are friendly, generous and considerate in everything we do.

Empowerment

We deliberately enable others, develop their agency and voice, and are committed to their success.

Respect

We show through our everyday actions that we value others as unique individuals, entitled to our high regard and dignity; honouring their difference and contribution.



Individual and collective potential

We are passionate about helping children and young people with Language Disorder to achieve extraordinary outcomes in their lives. Language Disorder Australia will do this by providing high quality direct services, but also by building a connected network of those who can support them. Together we are stronger and can achieve more, by realising the enormous individual and collective potential of these young people, their families and the diverse range of professionals who work alongside them.

Quality independent, specialist education

We believe that every child and young person has the right to a high-quality education, tailored to their needs and uncompromising in its high expectations of what can be achieved. Language Disorder Australia will continue to provide high quality, specialist independent education for children and young people with Language Disorder to ensure that their unique needs are met and they are enabled to achieve and thrive.

Multidisciplinary support and intervention

Every child and young person is unique. Those with Language Disorder require ongoing, connected, multidisciplinary support and intervention to enable them to achieve, live their best lives and to belong. Language Disorder Australia will continue to provide and advocate for greater access to these essential services.

Innovative and evidence-informed practice

Knowledge and understanding about Language Disorder is rapidly growing through ongoing research. Language Disorder Australia will ensure that all of its services are evidence-informed and whilst innovative, always underpinned by contemporary research. We will continue to undertake, support and disseminate research that builds understanding in this critically important space.

Maximum profile and reach

Language Disorder is a prevalent, lifelong condition, impacting the lives of approximately one in ten people. With greater understanding and equitable access to the ongoing, tailored supports they need, people with Language Disorder can find success, connection and a genuine sense of belonging. Language Disorder Australia will continue to look for ways to expand its profile and reach so that we can educate and support more children and young people with Language Disorder across an increasingly wide geographical area.

Strategic drivers
2022-2025

Growth, sustainability and diversity of funding

Language Disorder Australia is committed to expanding our organisation, not only to reach more people, but to ensure our ongoing sustainability and effectiveness. We will continue to explore and establish differing revenue sources beyond relying solely on grant funding.

Advocacy and voice

Despite its prevalence, Language Disorder remains widely unknown, undiagnosed, misunderstood and underfunded. This leaves people with Language Disorder struggling to be recognised, understood and supported, and at an increased risk of negative outcomes across all facets of life. Language Disorder Australia will continue to work relentlessly to build awareness and understanding, and to ensure that the voice of those with Language Disorder is heard.

High performing teams

Our success as an organisation in achieving our vision will only be achieved through the organised collective work of an outstanding team of professionals. Language Disorder Australia will actively recruit, develop and retain, dedicated and skilled people, who by working effectively together as a team, achieve more than they would individually. We trust and care for our people so that they can produce extraordinary work for the benefit of children and young people with Language Disorder.

Partnership and collaboration

Language Disorder Australia will actively build connections and partnerships with individuals and organisations who will help us to ensure extraordinary outcomes, beyond what anyone imagined possible, for children and young people with Language Disorder.

Respected, national peak body

Creating, collating and disseminating knowledge and understanding about Language Disorder in a coordinated, accessible and systematic way is essential to ensuring that children and young people with Language Disorder are educated and supported effectively. Language Disorder Australia will continue to develop its role as a national peak body for Language Disorder, becoming widely recognised and respected for its work in this space.

Strategic drivers 2022-2025

1 – Establish a culture authentically driven by our values

Objective: To ensure that our values are explicitly driving our behaviours and actions in everything we do.

Outcome: Our stated values are evident in everything we do, across all areas of the organisation.

2 – Recruit, develop and retain a high performing team

Objective: To bring together a diverse and talented group of aligned professionals, relentlessly focused on realising our vision, mission and values.

Outcome: Language Disorder Australia attracts, retains and develops outstanding professionals to work with our clients and is recognised as an employer of choice.

3 – Ensure that learning is at the centre of all we do

Objective: To enable everyone connected with our organisation to be actively engaged in high quality continuous learning that ensures extraordinary outcomes.

Outcome: Language Disorder Australia deliberately and explicitly embeds learning in all that we do and is widely recognised for being a learning centred organisation.

4 – Build our profile and reputation

Objective: To ensure that Language Disorder Australia is known across Australia and beyond, and its services are recognised as contemporary, high quality and leading edge.

Outcome: That Language Disorder Australia is demonstrably a trusted and respected brand across Australia and seen as the leader in educating, supporting and advocating for children and young People with Language Disorder.

Strategic Goals

5 – Develop and deliver exceptional services

Objective: To provide a comprehensive range of outstanding education and support services for children and young people with Language Disorder, their families and the professionals who support them.

Outcome: Language Disorder Australia is widely recognised and sought after for its high-quality services that enable children and young people with Language Disorder to achieve extraordinary outcomes.

6 – Provide outstanding facilities and resources

Objective: To ensure that across all areas of our organisation our employees, clients and their families have access to contemporary and high-quality facilities and resources that enable them to provide and access extraordinary education and support.

Outcome: Language Disorder Australia facilities and resources are second to none in the sectors we operate and being fully utilised to maximum potential.

7 – Increase our capacity, scale and reach

Objective: To expand our organisation and its operations so that we can provide services to a greater number of clients towards becoming a truly national organisation.

Outcome: Language Disorder Australia and its services are increasingly accessible across Australia.

8 – Strengthen our partnerships and networks

Objective: To proactively identify, initiate and develop key partnerships with other organisations, universities, government and others in support of our vision and mission.

Outcome: Language Disorder Australia has established networks of connections and partners who are actively working with us in making a difference for children and young people with Language Disorder.

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