

Autism Spectrum Australia (Aspect) commits to a rolling three yearly strategic plan to set directions and identify the goals, actions and ongoing practices to continuously develop, grow and improve the organisation. In order to do this, Aspect develops, implements, measures and reviews its rolling strategic plan.

The plan is reviewed every year and stepped out one more year using a three year window, allowing the flexibility to respond to changes in the external and internal environment.

The Board approves the new and updated strategic plan for the coming three years annually, along with the new and annual business plan for the year ahead. This means that Aspect can be very nimble in its planning process.

Aspect's strategic plan is built on a system which ensures that:

- strategies produce competitive advantage;
- strategies are linked to quantifiable measures; and
- strategies are implemented.

Aspect's strategic planning process implements Aspect's Purpose, Vision, Mission and Values by identifying those particular Core Strategies that will drive the plan for the coming three years.

As Aspect develops its strategy, it concurrently assesses its identified risks which must be mitigated in order to achieve the strategy, whilst also remaining alert to possible significant changes in the external environment which could impact on Aspect.

Each Core Strategy in the Plan has a number of multi-year goals from which actions for the year ahead are derived, along with a list of any ongoing practices that are already established for that Core Strategy. The actions and the ongoing practices form the basis for the budget for the coming year.

The input of autistic people is critical to Aspect's strategic planning process. Accordingly, one or more members of Aspect's Advisory Council participate in all the key stages of annual strategic planning process.

Each goal, action and ongoing practice is the responsibility of a single manager or member of the Executive. All actions are time-lined and the plan has a series of measurable Key Performance Indicators endorsed by the Board. Most actions being implemented in the current year also require

managers and their teams to develop a series of milestones in order to accomplish the action specified in the plan.

The actions and ongoing practices are updated at each Board meeting by management to indicate the extent to which the action is being achieved and any particular activity associated with ongoing practices.

The extent to which the business plan for the previous year is achieved is reported at the first Board meeting in the new year.

Aspect communicates its Core Strategies through information available on the Aspect website and social media, including Aspect's Purpose, Vision, Mission and Values. The outcomes of each strategic plan are communicated annually through the Annual Report along with the results of the most important KPIs.

External Framework

The Strategic Planning Framework policy illustrates Aspect's adherence to the:

- NDIS Practice Standards (2018) and NDIS Code of Conduct, specifically within the NDIS Practice Standards & Quality Indicators:
 - Core Module: 2. Provider Governance and Operational Management, under the relevant Outcomes.
 - Core Module: 3. Provision of Supports, under the relevant Outcomes
 - Supplementary Module 3: Early Childhood Supports, under the relevant Outcomes.
- Disability Standards for Education (2005), specifically:
 - Part 3: Making reasonable adjustments.
 - Part 7: Standards for student support services.
- NESA Registered and Accredited Individual Non-government Schools (NSW Manual), specifically:
 - 3. Requirements for Registered Non-government Schools, under requirements for Management and Operation of the School.
- Standards for Registration and Review of Registration of Schools in South Australia, specifically the relevant quality related criteria for:
 - Standard 1 School Governance.
 - Standard 2 Student Learning and Assessment.
 - Standard 3 Student Safety, Health and Welfare.

Critical Definitions

Key stakeholders - organisations and people with whom an organisation interacts and on whom it is dependent for success.

Legislation References

National

Australian Charities and Not-for-profits Commission Act 2012 (Cth)

Australian Charities and Not-for-profits Commission Standards 2013 (Cth)

Australian Securities and Investments Commission Act 2001 (Cth)

Corporations Act 2001 (Cth)

Disability Services Act 1986 (Cth)

Disability Standards for Education 2005 (Cth)

National Disability Insurance Scheme Act 2013 (Cth)

National Disability Insurance Scheme Amendment (Quality and Safeguards Commission and other measures) Bill 2017 (Cth)

National Disability Services Standards 2014 (Cth)

National Standards for Disability Services 2014 (Cth)

New South Wales

Education Act 1990 (NSW)

Victoria

Disability Act 2006 (VIC)

Human Services Standards Victoria 2012 (VIC)

South Australia

Education Act 1972 (SA)

Education and Early Childhood Services (Registration and Standards) Act 2011 (SA)