



Empowered Aboriginal Girls and Women

VISION

PURPOSE

GOALS

STRATEGIES

MEASURES

EMPOWER PEOPLE AND COMMUNITIES

To empower Aboriginal girls and women by growing their confidence, identity, cultural connection, capacity, and resources to make informed decisions for themselves

PROGRAMS

Develop and deliver a range of programs that strengthen and empower Aboriginal girls and women and their communities

Identify and create leadership opportunities within schools, communities, and Shooting Stars for young women to aspire to and pursue

Enhance participant engagement across all Shooting Stars sites using site-specific strategies and yarning circles feedback

Strengthen participants' connection to country and culture, while building community inclusion across programming

Develop health and wellbeing resources with site-specific strategies using yarning circles feedback

100 participants in leadership roles with schools, communities, and/or Shooting Stars

80% of participants are attending school and Shooting Stars program activities

50% of participants are eligible for Shooting Stars rewards

50% of participants are confident with their connections to culture, country and community

Relevant health and wellbeing and engagement resources are accessible to all participants

PEOPLE

Empower and support our people to ensure our programs operate to their full potential

Continued development and delivery of a professional development and succession planning framework for staff and management, maximising leadership opportunities for staff

Engage external expertise to facilitate the development of a staff wellbeing, practice, and supervision model, complimenting the Shooting Stars Way

Review the Board Charter to include a skills matrix, training options, and selection process for the recruitment of Directors

50% of staff have undertaken professional development and leadership opportunities annually

80% annual staff retention rate

A wellbeing practice and supervision model has been implemented

Succession plan has been endorsed

Board composition is 2/3 ATSI representation

PATHWAYS

Prepare and mentor participants for their postschool endeavours; empowering them to make decisions and work toward their post-school pathway goals

Create a structured pathways program to transition participants from school into the workforce or further study, including support when women first enter the workforce

Create a self-managed platform for Shooting Stars alumnae to maintain connections and support emerging leaders

80% of alumnae are engaged in post school employment or tertiary education

A self-managing alumnae platform is established

100% of year 12 participants have completed portfolios and post-school pathway plans

STAY TRUE TO THE SHOOTING STARS WAY

To strengthen and grow the Shooting Stars program sustainably while honouring and upholding the Shooting Stars Way

INTEGRITY

Grow the impact of program delivery while maintaining the integrity of the Shooting Stars Way, incorporating our values and behaviours

Define and role model the culture, values, nonnegotiables, and characteristics of the "Shooting Stars Way", including the method of genuine, two-way collaboration with communities

Undertake research to identify and document the key success factors and characteristics of the Shooting Stars Way service delivery model

Pilot sites and test the expansion model based on serving communities with the greatest need

Documented "Shooting Stars Way", including culture, values, nonnegotiables, and characteristics, including evaluation and accountability protocols

Shooting Stars Induction & Operational Manual developed and utilised by new and existing staff

Agreement developed for schools and service providers outlining the "Shooting Stars Way"

SUSTAINABILITY

Ensure the financial and operational sustainability of the Shooting Stars Way

Recruit a Reporting and Compliance Manager to maintain and strengthen best practice reporting and compliance systems

Recruit a Government Relations Manager to strengthen government relations and commercial income streams

Explore partnership opportunities with Aboriginal Community Controlled Organisations for service delivery

WA & SA States and Federal Government financial support increased year on year by 20%.

Annual commercial income targets met.
2021 \$2million
2022 \$3million
2023 \$4 million

A dedicated resource is responsible for managing compliance and reporting obligations

Government relations strategy revised and driven by a dedicated resource

CHALLENGE THE STATUS QUO

To challenge the systems and institutions that disempower Aboriginal girls and women

SYSTEMIC ADVOCACY

Use evidence, impact and research to challenge the systems and institutions that adversely impact Aboriginal girls and women

Undertake research in collaboration with Aboriginal girls, women, and their communities to identify barriers and facilitators to their empowerment

Develop a media and communications strategy to share research results across government, education, and other relevant audiences to drive change

Engage brand and philanthropic partners to grow research capacity and amplify the reach of research results

Prepare an advocacy strategy to promote the Shooting Stars Way to other service providers and agencies working with Aboriginal communities

Publish one paper in a peer-reviewed, academic context per annum, present one paper at an academic conference per annum

The communications targets outlined in the media and communications Strategy are being achieved

Research outreach, impact, and evaluation strategies are developed

Advocacy strategy developed which identifies clear accountabilities for Board and staff