



STARTING EARLY FOR A BETTER FUTURE



Implementation Plan 2018-22





Updated: 2 August 2018

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Background

Every Northern Territory child deserves, and must have, the best possible start in life – and the Northern Territory Government has made its commitment to children in its ten year early childhood development strategic plan, *Starting Early for a Better Future*.

Both *Starting Early for a Better Future* and its *Implementation Plan 2018-22* have involved collaboration and shared responsibility for planning for the early childhood development sector as a whole. There has been recognition of the need to prioritise universal, targeted and tertiary services across the traditional silos of health, education and child protection.

This document, *Starting Early for a Better Future Implementation Plan 2018-22* sets in motion the actions to be undertaken in the first four years and is couched in the following four themes.

Ready to Learn: to ensure Northern Territory children are born ready to learn, and continue to learn in nurturing and stimulating relationships and successfully transition to school.

Strong Families: to ensure Northern Territory children are safe, cared for and living in a healthy environment.

Getting it Right for Life: to ensure Northern Territory children are born healthy, remain healthy and thrive.

Quality Early Childhood Development System: to position the Northern Territory at the forefront of Australia in integrated and community-driven early childhood development.

The *Starting Early for a Better Future Implementation Plan 2018-22* describes the shared targets and outcomes for all children in the early years, across the early childhood development sector, in a comprehensive approach. It links shared goals and activities under a single strategic vision. It relies upon the established and emerging partnership between government agencies and non-government agencies.

Within the 25 **Actions**, there is a description of each of the reform initiatives for 2018-22, including related targets and key milestones.

Under **Targets**, there is a description of each of the 30 targets over four and ten years, detailing how each shall be measured.

OUR TOP TEN TARGETS

Target 1.1

Progressive improvements in the quality of all regulated and unregulated early learning services, with all regulated services meeting or exceeding the National Quality Standard

Target 1.2

Increased attendance and participation of 0-3 in quality early learning programs, including preschool

Target 2.3

Increase from 28% to 50% of children aged 0-5 accessing approved child care services

Target 2.5

All children will be safe from harm, and there will be less than 1% of Territory children in the child care protection system and out-of-home care, down from the current rate of around two in 100 children

Target 2.7

More families experiencing homelessness will successfully transition into long term stable housing

Target 3.1

94% of children are born with a healthy weight, up from current rate of 91%

Target 3.5

Double the number of programs where health professionals visit families at home

Target 3.7

All vulnerable women, children and families receive early and effective interventions

Target 4.3

Establish comprehensive early childhood development baseline data

Target 4.9

Communities will drive their own service planning and development.

Cornerstones to Implementation 2018-22

The *Starting Early for a Better Future Implementation Plan 2018-22* has three cornerstones to growing the early childhood development service system in the Territory.

Integrated early childhood development services

Integrated services draw together a range of programs such as health, family support and early childhood education. A truly integrated approach encompasses universal, targeted and intensive services. It enables families to access multiple services for their children and themselves without navigating several different service systems.

Services work together in a cohesive manner to enable families and communities to foster good overall early childhood development. Services may be co-located or not, however the intent is for families to access them as a comprehensive whole. Connected or aligned services, which offer a range of mainstream and intensive services at once, can be an efficient and non-stigmatising way to support families to access the full range of support services they may need.

A key feature in *Starting Early for a Better Future* and the response to the Royal Commission into the Protection and Detention of Children in the Northern Territory *Safe, Thriving and Connected: Generational Change for Children and Families* is the expansion of Child and Family Centres, providing a network of integrated services across 17 sites by 2023. Funding allocated through *Starting Early for a Better Future* will enable an expansion of the service model to deliver targeted early childhood services based on local community needs and aspirations.

Local Decision Making

Local Decision Making (LDM) is a process to empower Aboriginal communities in the design and delivery of their own community's services. LDM will provide a clear and flexible process for communities to work with government to identify priorities, make decisions, and

in some cases take control of government services. This allows for a place-based approach for local solutions to improve early childhood outcomes.

Given the high representation of Aboriginal children and families as users of secondary and tertiary services in the Territory, it is critical to engage Aboriginal families and organisations in local early childhood development planning and implementation. Through *Starting Early for a Better Future* there is an ambitious target for communities in the Territory, through the LDM process, to articulate their own early childhood development needs and co-design the appropriate responses.

Building our knowledge

Current data-gathering and reporting is fragmented and analysed in silos, hampering the development of effective services to address the needs of Territory children and families. *Starting Early for a Better Future* initiates a systematic collection of outcomes for accountability, maintaining commitment and focus on reforms and continuous improvement. This includes initiatives to better collate and share data, and the development of an Early Childhood Development Shared Outcomes Framework.

Measuring outcomes is complex and challenging, at both agency and system level and links between intervention, and outcomes and impact are not always straight forward. The associated targets and measures may need to be adjusted over time and when necessary. This will enable us to ensure actions are achieving the desired results. With evidence in hand, the Northern Territory Government and its non-government partners will be better informed to make decisions to commit to programs over a longer period of time, providing a greater opportunity to create high impact social change.

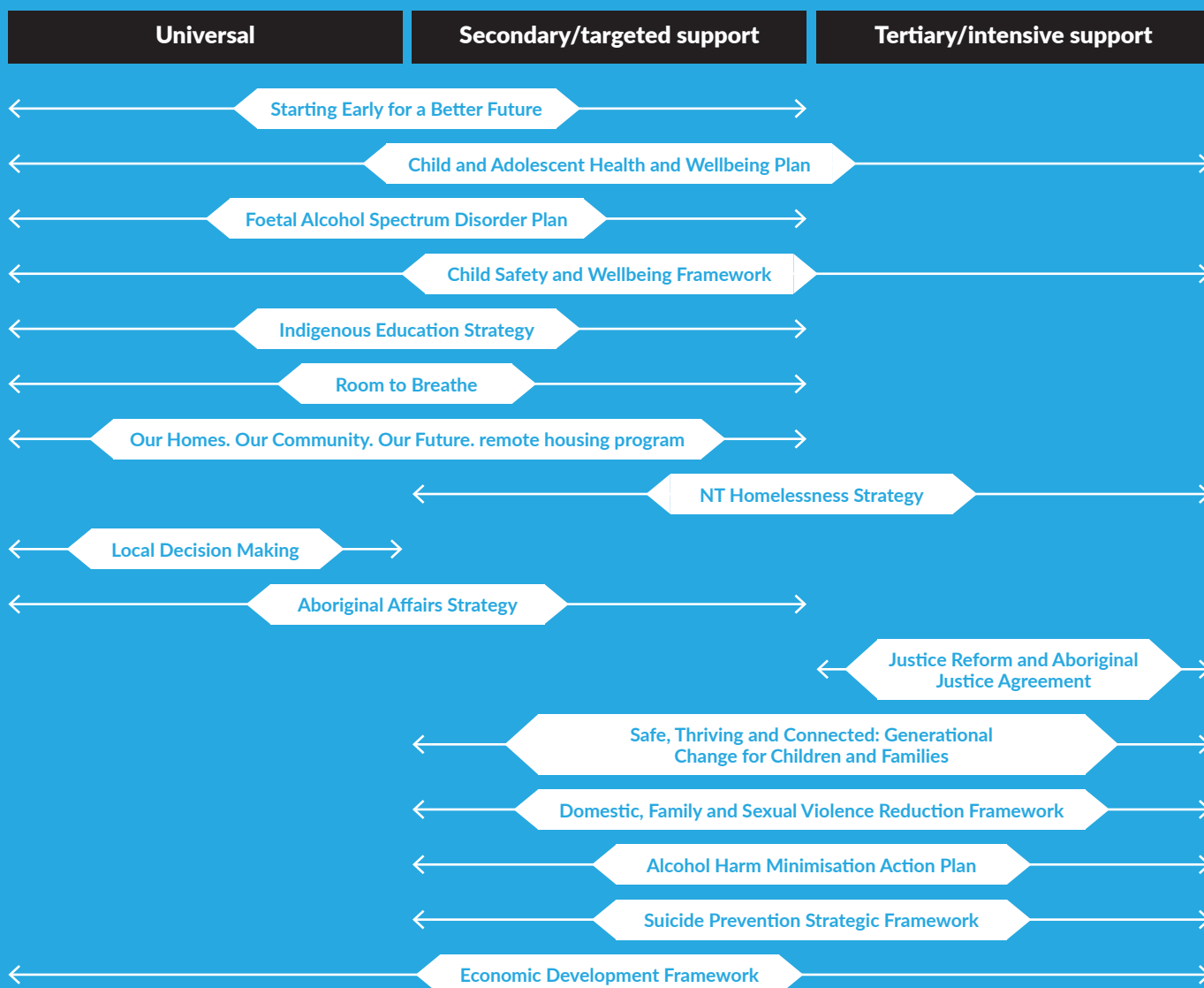
Northern Territory Government's Reform Agenda

Intrinsic to the *Starting Early for a Better Future Implementation Plan 2018-22* has been the alignment of key Northern Territory Government strategic plans and priorities. Some of these strategies are currently underway, while others are subject to development

or phased roll out. Some of the actions, therefore, will be updated within the *Starting Early for a Better Future Implementation Plan 2018-22* as more detailed information becomes available.

Strategy	Description and link to the work of early childhood development	Related Action(s)
Safe, Thriving and Connected: Generational Change for Children and Families 2018-23	The implementation plan for recommendations from the Royal Commission into the Protection and Detention of Children in the Northern Territory. It has an emphasis on supporting and working with families earlier and improving the child protection and youth justice systems.	3.1 4.1
Our Homes. Our Community. Our Future.	The Northern Territory remote housing program to improve housing amenity and living conditions in remote Aboriginal communities. It will contribute to reducing overcrowding and assist to improve outcomes for Aboriginal children and families across a range of social indicators.	2.1
NT Homelessness Strategy and Five Year Action Plan 2018-23	The strategy and action plan to improve pathways out of homelessness and strengthen assistance to families and children at risk of homelessness.	2.2
NT Domestic, Family and Sexual Violence Reduction Framework 2018-28	<i>Action Plan 1: Changing Attitudes, Intervening Earlier and Responding Better</i> will focus on the first phase of implementation of this framework. It is critical to ensuring women and children are safe, and families are supported.	2.3
Child and Adolescent Health and Wellbeing Plan	This plan will focus on improving the health and wellbeing of young Territorians aged 0-24 years. The plan will strengthen the integration and coordination of a wide range of health, human and justice services that focus on children and young people.	3.2 3.4 3.7
Child Safety and Wellbeing Framework	This framework will embed a public health approach in child protection and emphasise the collective role that different sectors, communities and individuals have in relation to protecting children from harm.	2.4

NORTHERN TERRITORY GOVERNMENT KEY STRATEGIC PLANS AND PRIORITIES



PERFORMANCE MANAGEMENT AND EVALUATION

Success of the *Starting Early for a Better Future Implementation Plan 2018-22* will be measured against actions and targets. Progress will be reported to the Minister for Children, the Children's Sub-Committee of Cabinet via the Children and Families Standing Committee and the Ministerial Advisory Council for Children and Young People.

An initial evaluation will be conducted in 2020, mid-phase, to review the success of new funding allocated in 2018-19.

Evaluation of the actions and progress against targets will be conducted towards the end of the establishment phase in 2022.

Ready to Learn

All Northern Territory children are born ready to learn, and continue to learn in nurturing and stimulating environments, and successfully transition to school.



Actions and Targets



Action 1.1

Establish new programs using the Abecedarian Approach Australia to deliver quality early learning and parent capacity building, linking with primary health and other support services

Action 1.2

Drive quality in all preschools and other early childhood education and care services

Action 1.3

Expand a range of language, conversational reading and pre-numeracy programs for children and families throughout a range of services

Action 1.4

Promote family involvement and child attendance in quality early learning programs, with an emphasis on school readiness, literacy and numeracy.

Target 1.1

Progressive improvements in the quality of all regulated and unregulated early learning services, with all regulated services meeting or exceeding the National Quality Standard

Target 1.2

Increased attendance and participation of 0-3 in quality early learning programs, including preschool

Target 1.3

Greater family involvement in community programs, such as *Families as First Teachers* and children's play, sporting and cultural activities

Target 1.4

All Territory children will participate in quality early childhood education programs with an overall target of at least 600 hours of participation for all 3 and 4 year olds

Target 1.5

All children will successfully transition to school.

ACTION 1.1

Start Date:
July 2018

Finish Date:
December 2020

Establish new programs using the Abecedarian Approach Australia to deliver quality early learning and parent capacity building, linking with primary health and other support services.

SUMMARY:

Establish *Families as First Teachers (FaFT): Stay Play Learn* programs in 14 communities over two years to provide quality early learning programs for children aged 0-4 years and their families in small flexible settings.

RELATED TARGETS:

T1.2 Increased attendance and participation of 0-3 year olds in quality early learning programs, including preschool

T1.3 Greater family involvement in community programs, such as *FaFT* and children's play, sporting and cultural activities

T2.4 All families have access to support and information about raising children and keeping them safe from harm.

T3.7 All vulnerable women, children and families receive early and effective interventions

T3.8 90% of children will start school with no significant developmental problems

DETAIL:

FaFT: Stay Play Learn programs provide a partnership between schools, parents and the community to improve the home learning environment and education outcomes of children in the community. *FaFT: Stay Play Learn* programs will use the Abecedarian Approach Australia to build the capacity of parents to engage in their children's early learning. They are designed to include a supported playgroup approach in small, flexible settings.

Site selection will be based on the number of children aged 0-4 years in each community; the vulnerability of children in the community as measured by the Australian Early Development Census 2015; the make-up of local staff at the school; and the preparedness of senior school leaders and the community to engage in a quality early learning program.

FaFT: Stay Play Learn runs on a school year calendar.

LOCATION or REGION(S):

To be determined.

MILESTONES:

DUE DATE:

Project plan, methodology for site selection and identification of program data	→	December 2018
Year 1 site selection and implementation	→	July 2019
Establish professional learning network	→	July 2019
<i>FaFT: Stay Play Learn</i> programs are linked to health and other support services in their communities	→	Ongoing from July 2019
Year 2 site selection and implementation (totalling 14 sites).	→	July 2020



ACTION 1.2

Start Date:
June 2018

Finish Date:
June 2022

Drive quality in all preschools and other early childhood education and care services.

SUMMARY:

Supporting education and care services to meet or exceed National Quality Standard, and more training and professional development to increase access to and participation in accredited early childhood qualifications.

RELATED TARGETS:

T1.2 Increased attendance and participation of 0-3 year olds in quality early learning programs, including preschool

T1.3 Greater family involvement in community programs, such as *Families as First Teachers* and children's play, sporting and cultural activities.

DETAIL:

As part of the *Driving Quality Action Plan* there will be a review of the quality rating of all government preschools, non-government preschools and other early childhood education and care services in the Territory. Following this, a number of targeted quality improvement goals for in-scope services will be developed. Quality improvement goals for government preschools will also be established to assist them raise their quality to meeting or exceeding National Quality Standard.

Extended training and professional development will be delivered through the *Early Years Rewarding Careers* program and the Early Childhood Education and Care VETiS program. VETiS will offer Certificate III in Early Childhood Education and Care to Aboriginal and non-Aboriginal students enrolled in Year 10 or Year 11 in Northern Territory Government schools. VETiS encompasses work experience and work placement in quality education and care settings. The program commenced in Darwin in January 2018 and will be extended to Nhulunbuy, Katherine and Alice Springs in Semester 2, 2018 and Semester 1, 2019. The program will include Aboriginal traineeships in early years school environments, including preschools, child and family centres and *Families as First Teachers* programs. The trainees will study Certificate III in Early Childhood Education and Care, undertake Abecedarian Approach Australia training and complete 120 hours of practical placement within a regulated long day care service.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

DUE DATE:

Develop targeted quality improvement goals for in-scope services	→	September 2018
Implement <i>Vocational Education and Training in Schools</i> (VETiS) in four locations across the Northern Territory	→	June 2019
Develop partnerships with schools, training providers and long day care services to support students	→	June 2019
Establish Aboriginal traineeships in early childhood in early years school environments	→	June 2019
Continue to provide Abecedarian Approach Australia training across the Territory.	→	Ongoing



ACTION 1.3

Start Date:
September 2018

Finish Date:
Ongoing

Expand a range of language, conversational reading and pre-numeracy programs for children and families throughout a range of services.

SUMMARY:

Expanding the availability of the *Little Scientists* modules to deliver age appropriate science and mathematics programs to children aged from three to six years; releasing the *Northern Territory Assistant Teacher Preschool Package*; and trial services based on the Reggio Emilia approach.

RELATED TARGETS:

T1.1 Progressive improvements in the quality of all regulated and unregulated early learning services, with all regulated services meeting or exceeding the National Quality Standard.

DETAIL:

Little Scientists is a program of high quality workshops for early childhood professionals in Science, Technology, Engineering and Mathematics. The *Little Scientists* program provides early learning services with a valuable tool to support teachers and educators through the provision of quality, practical and hands-on experiences. The *NT Preschool Maths Games*, developed by the University of Melbourne, are designed to be fun for children and easy to use for teachers and educators of children aged from three and a half to five years of age.

The *Northern Territory Assistant Teacher Preschool Package* offers tiered and scaffolded support for remote assistant teachers leading out of scope preschool programs.

The package is designed to be implemented by regionally based support staff and aims to improve the quality of early learning offered to preschool children in very remote communities through upskilling both the assistant teacher and teaching principal in each site. Ongoing support will be provided to schools during implementation.

The service trials will develop a guiding coalition to introduce a new culture of early childhood learning using the Reggio Emilia approach in a Northern Territory education context. The trials will leverage the experience in South Australia.

LOCATION or REGION(S):

Northern Territory wide. The locations of the trial sites based on the Reggio Emilia approach are yet to be determined.

MILESTONES:

MILESTONES:		DUE DATE:
Provide <i>Little Scientists</i> training sessions	→	Ongoing
Continue to roll out <i>NT Preschool Maths Games</i>	→	Ongoing
<i>Northern Territory Assistant Teacher Preschool Package</i> and supporting resources offered to remote and very remote schools	→	September 2019
Establish trial sites based on the Reggio Emilia approach and identify program data	→	December 2019
Delivery of adult literacy program in four sites to 60 parents and guardians.	→	December 2020



ACTION 1.4

Start Date:
July 2018

Finish Date:
Ongoing

Promote family involvement and child attendance in quality early learning programs, with an emphasis on school readiness, literacy and numeracy.

SUMMARY:

Increased parent and child involvement in early learning programs, establishment of a *Literacy for Parents Program* and review of the impact of the *NT Early Childhood Transitioning Policy Package*.

RELATED TARGETS:

T1.2 Increased attendance and participation of 0-3 year olds in quality early learning programs, including preschool

T1.4 All children will participate in quality early childhood education programs with an overall target of at least 600 hours of participation for all 3 and 4 year olds

T1.5 All children will successfully transition to school

T2.4 All families have access to support and information about raising children and keeping them safe from harm

T3.2 95% of children are fully immunised

T3.7 All vulnerable women, children and families receive early and effective interventions

T3.8 90% of children will start school with no significant developmental problems.

DETAIL:

Increasing parent and child involvement in all FaFT programs including *FaFT: Stay Play Learn* will be achieved through utilisation of community members to encourage parents and children to participate in FaFT, preschool and *FaFT: Stay Play Learn*. Awareness of the importance of the early years and quality early learning for children's readiness for school and their later education and wellbeing outcomes will also be increased.

The *Literacy for Parents Program* will be established in four Child and Family Centre sites, and will support participants to achieve age appropriate benchmarks in literacy equipping them to commence employment, training or higher education opportunities and build parenting capacity.

The *NT Early Childhood Transitioning Package* supports schools and the early childhood sector to provide families with inclusive and welcoming transition to school experiences. The package comprises an overview, fact sheets, a sample action plan and transition statement templates. A series of information sessions across all regions commenced in Term 2, 2017 and will continue in Semester 2, 2018 for educators and leaders from government and non-government schools, long day care and FaFT. The review will examine the impact of the package.

LOCATION or REGION(S):

Northern Territory wide. The *Literacy for Parents Program* will be established in Maningrida, Gunbalanya, Yuendumu and Ngukurr.

MILESTONES:

Develop attendance targets for FaFT and *FaFT: Stay Play Learn*



December 2018

Embed attendance targets in programs



July 2019

Review the impact of the *NT Early Childhood Transitioning Policy Package*



December 2020

Ongoing delivery of professional learning and support to Northern Territory childhood development services across the sector.



Ongoing

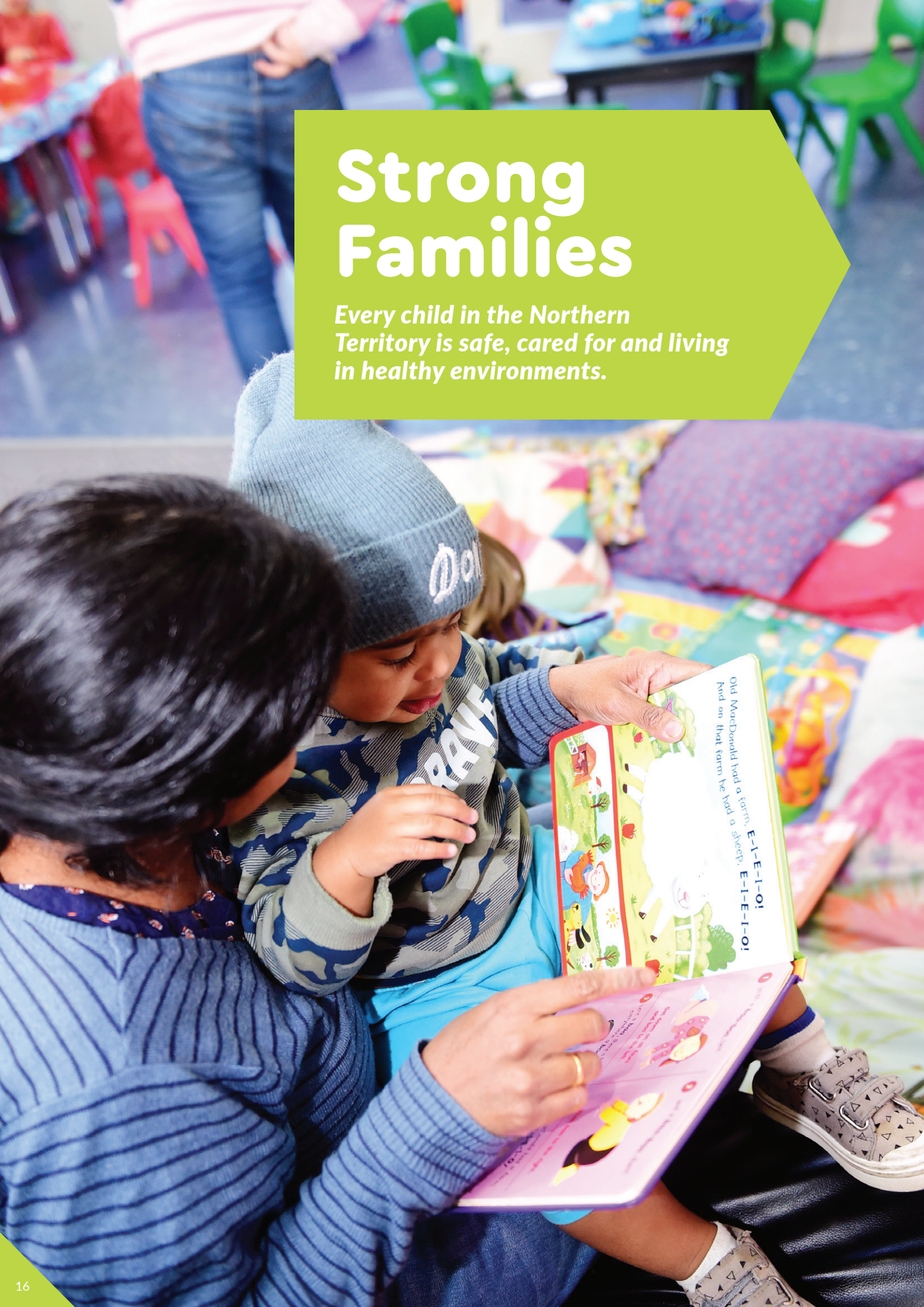
TARGETS

TARGET		HOW IT WILL BE MEASURED
Four Year Targets		
T1.1	Progressive improvements in the quality of all regulated and unregulated early learning services, with all regulated services meeting or exceeding the National Quality Standard	National Quality Standard service ratings, made available by the Australian Children's Education and Care Quality Authority, will be utilised to measure this target
T1.2	Increased attendance and participation of 0-3 year olds in quality early learning programs, including preschool	Increased attendance and participation will be measured using enrolment and attendance data of children attending Child Care Subsidy approved services for children aged 0-5 years and enrolment data for children attending preschool
T1.3	Greater family involvement in community programs, such as <i>Families as First Teachers</i> and children's play, sporting and cultural activities	Greater family involvement in community programs will be measured through collection of enrolment and attendance data for preschools, <i>Families as First Teachers</i> and a number of early learning programs
Ten Year Targets		
T1.4	All children will participate in quality early childhood education programs with an overall target of at least 600 hours per year of participation for all 3 and 4 year olds	Participation in quality early childhood education programs will be measured through the collection of enrolment and attendance data for preschools
T1.5	All children will successfully transition to school.	Successful transition will be measured using population, enrolment, attendance and academic progress data. The Northern Territory Government collects data on how many children are of school age, it also collects data on the number of students enrolled in transition, their attendance and academic progress.



Strong Families

Every child in the Northern Territory is safe, cared for and living in healthy environments.



Actions and Targets

Action 2.1

Increase social housing and invest in improved living arrangements through the \$1.1 billion remote housing reforms

Action 2.2

Implement the *Northern Territory Homelessness Strategy* and *Five Year Action Plan 2018-23*

Action 2.3

Work with our non-government partners to implement the Northern Territory Domestic, Family and Sexual Violence Reduction Framework 2018-28 to ensure women and children are safe and families are supported

Action 2.4

Reform family support in the Northern Territory by expanding the range and scope of family support services provided by the non-government and Aboriginal controlled sectors, and connecting families experiencing vulnerability due to domestic and family violence, mental health or substance misuse to the services they need.

Target 2.1

All families have access to affordable, nutritious and fresh food

Target 2.2

Communities are actively involved in local decision making

Target 2.3

Increase from 28% to 50% of children aged 0-5 accessing approved child care services

Target 2.4

All families have access to support and information about raising children and keeping them safe from harm

Target 2.5

All children will be safe from harm, and there will be less than 1% of Territory children in the child protection system and out-of-home care, down from the current rate of around two in 100 children

Target 2.6

Fewer homes will experience overcrowding

Target 2.7

More families experiencing homelessness will successfully transition into long term stable housing.

Strong Families

ACTION 2.1

Start Date:
2017

Finish Date:
June 2028

Increase social housing and invest in improved living arrangements through the \$1.1 billion remote housing reforms.

SUMMARY:

Construction of new dwellings and living spaces in remote Aboriginal communities across the Territory.

RELATED TARGETS:

T2.6 Fewer homes will experience overcrowding.

DETAIL:

Deliver the \$1.1 billion remote housing program *Our Homes. Our Community. Our Future.* to improve housing amenity and living conditions in remote Aboriginal communities.

Our Homes. Our Community. Our Future. will contribute to reducing overcrowding in remote Aboriginal communities, and assist to improve outcomes for Aboriginal people living in remote communities across a range of social indicators.

LOCATION or REGION(S):

Remote Aboriginal communities across the Territory.

MILESTONES:

Increase the number of dwellings and bedrooms available in remote Aboriginal communities



Ongoing from July 2017

Reduce the rate of overcrowding in remote public housing dwellings across the Territory.



Ongoing from July 2017

DUE DATE:

ACTION 2.2

Start Date:
December 2018

Finish Date:
June 2023

Implement the Northern Territory Homelessness Strategy and Five Year Action Plan 2018-23.

SUMMARY:

Implement the *NT Homelessness Strategy* and associated *Five Year Action Plan* to prevent, reduce and minimise homelessness in the Territory. The Action Plan contains a comprehensive suite of concrete actions to improve homelessness outcomes.

RELATED TARGETS:

T2.7 More families experiencing homelessness will successfully transition into long term stable housing.

DETAIL:

The *Five Year Action Plan* contains a comprehensive suite of actions which include:

- interagency responses to reduce exits into homelessness from other service systems, such as correctional services, health services and out-of-home care
- preventative support for people at risk of homelessness
- improving policy and practice to better respond to homelessness
- improve access to and supply of private rental, affordable housing and social housing
- improve specialist homelessness sector responses.

The *NT Homelessness Strategy* implementation will strengthen family support and coordination initiatives with a focus on prevention and early intervention responses for families and children at risk of homelessness.

LOCATION or REGION(S):

Greater Darwin, Katherine, Tennant Creek, Alice Springs, Nhulunbuy.

MILESTONES:

NT Homelessness Strategy and *Five Year Action Plan* launched



December 2018

Increase the proportion of "homeless" children aged 0-9 years who exit specialist homelessness services into stable housing



June 2023

Increase the proportion of "at risk of homelessness" children aged from 0-9 years who exit specialist homelessness services with stable housing.



June 2023

DUE DATE:

ACTION 2.3

Start Date:
2018

Finish Date:
2028

Work with our non-government partners to implement the Northern Territory Domestic, Family and Sexual Violence Reduction Framework 2018-28 to ensure women and children are safe and families are supported.

SUMMARY:

This action will be implemented through the NT Domestic, Family and Sexual Violence (DFSV) Reduction Framework 2018-28; *Action Plan 1: Changing Attitudes, Intervening Earlier and Responding Better*.

RELATED TARGETS:

T3.7 All vulnerable women, children and families receive early and effective interventions.

DETAIL:

The NT DFSV Reduction Framework 2018-28 was released in 2018 and the *Action Plan 1: Changing Attitudes, Intervening Earlier and Responding Better 2018-21* (the first action plan) is under development.

The first action plan includes the following priority actions:

- supporting and developing prevention initiatives in both education and community settings which promote healthy and respectful relationships and consent

- targeting and supporting individuals and groups at risk through multiple pathways, including an expansion of outreach services
- broadening the reach and participation in the Family Safety Framework and improving training to enable agencies to identify and act on risk
- developing a DFSV hub in Tennant Creek, which will support women and children of the Barkly region to be safe, recover and thrive
- reforming the service model for women experiencing DFSV in remote communities
- trialling a specialist approach in the Alice Springs Local Court to improve the safety, experience and outcomes for people affected by DFSV
- aligning perpetrator outcomes with National Outcome Standards for Perpetrator Interventions
- developing a model to inform the investment in DFSV resources
- investing in the sector by establishing an inaugural biennial DFSV conference for front-line workers and practitioners.

Actions under the first action plan will be delivered by 2021. Progress against the first action plan will be reported on annually against an accountable and robust outcomes reporting framework.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

		DUE DATE:
Release of the first action plan	→	December 2018
Establishment of a DFSV hub in Tennant Creek	→	December 2021
Trial of specialist approach in the Alice Springs Local Court	→	December 2021
Establishment of biennial DFSV conference.	→	December 2021

Strong Families



ACTION 2.4

Start Date:
2017

Finish Date:
2019

Reform family support in the Northern Territory by expanding the range and scope of family support services provided by the non-government and Aboriginal controlled sectors, and connecting families experiencing vulnerability due to domestic and family violence, mental health or substance misuse to the services they need.

SUMMARY:

This action will be delivered through the phased implementation of the *Family Enhanced Support Service* (FESS) reform.

RELATED TARGETS:

T2.4 All families have access to support and information about raising children and keeping them safe from harm

T2.5 All children will be safe from harm, and there will be less than 1% of Territory children in the child protection system and out-of-home care, down from the current rate of around two in 100 children.

DETAIL:

The Northern Territory Government is continuing to work with the community sector to implement the FESS reform, previously referred to as the dual pathways model. The FESS reform supports families experiencing vulnerability, diverting them from entering the child protection system by referring them to support services.

Phased implementation of the FESS reform:

- Phase one - diverting families away from the child protection system and building the evidence base and sector capacity to enable outsourced service coordination
- Phase two - creating cross-agency strategic approaches that recognise the shared investment and responsibility for child and family wellbeing
- Phase three - making the necessary legislative amendment and procurement process changes to move to a fully outsourced family support model.

The *Child Safety and Wellbeing Framework* will embed a public health approach in child protection and emphasise the collective role that different sectors, communities and individuals have in relation to protecting children from harm. A community education campaign will promote early support services, prompt families to ask for help before a crisis and remove the stigma associated with seeking help. Redesigning the procurement approach for new family support services to five year contracts in alignment with the investment direction laid out in the *Child Safety and Wellbeing Framework*.

LOCATION or REGION(S):

To be determined.

MILESTONES:

Development of a strategic procurement approach for family support services



DUE DATE:

April 2019

Release of the *Child Safety and Wellbeing Framework*



June 2019

Delivery of a community education campaign on child safety and wellbeing.



June 2019

TARGETS

TARGET		HOW IT WILL BE MEASURED
Four Year Targets		
T2.1	All families have access to affordable, nutritious and fresh food	Market Basket Survey data will be used to show the average number of varieties of vegetables (fresh, frozen, canned) and fresh fruit varieties by region and all remote stores. It will also track the proportion of income needed to purchase the healthy food basket in remote stores compared to a Darwin supermarket
T2.2	Communities are actively involved in local decision making	This target will measure the number of communities who have been engaged in a Local Decision Making planning process focused on early childhood development
T2.3	Increase from 28% to 50% of children aged 0-5 accessing approved child care services	Increased attendance will be measured through enrolment and attendance data of children attending Child Care Subsidy approved services, and enrolment of children attending preschool
T2.4	All families have access to support and information about raising children and keeping them safe from harm	This target will be measured using the number of initiatives that have been implemented to provide information to families
Ten Year Targets		
T2.5	All children will be safe from harm, and less than 1% of Territory children will be in the child protection system and out-of-home care, down from the current rate of around two in 100 children	The substantiation rate per 1000 children aged 0-17 years and the rate of children aged 0-17 years in at least one out-of-home care placement during a year will be used to measure this target
T2.6	Fewer homes will experience overcrowding	Fewer homes experiencing overcrowding will be monitored using data that shows the number of remote and urban public housing dwellings and the proportion of overcrowding in these dwellings
T2.7	More families experiencing homelessness will successfully transition into long term stable housing.	Australian Institute of Health and Welfare data will demonstrate the number of children aged 0-9 who were homeless or at risk of homelessness upon entry to a specialist homelessness service and the number of children aged 0-9 who were stably housed upon exit.

A newborn baby is lying on a blue, textured blanket. A hand is reaching towards the baby's hand. The baby's skin is covered in dark, irregular markings, possibly from a medical procedure or a condition. The background is a soft, out-of-focus light blue.

Getting it Right for Life

*All Northern Territory children are born healthy,
remain healthy and thrive.*

Actions and Targets

Action 3.1

Expansion of universal, targeted and tertiary services to local children and families through 11 new Child and Family Centres, and transitioning the existing six Child and Family Centres to an increased service model

Action 3.2

Expand the *Healthy Under 5 Kids Partnering with Families* Program to new locations throughout the Territory

Action 3.3

Promote the National Disability Insurance Scheme's *Early Childhood Early Intervention* scheme to Territory families with children aged 0-6 years with developmental delay. The scheme will engage providers to deliver services to this group of children

Action 3.4

Establish four additional Hearing Health Partnerships integrated with *Families as First Teachers* sites to employ local community members to promote healthy hearing

Action 3.5

Establish a joint venture to access philanthropic funds to help address hearing health services gaps and reduce chronic ear disease

Action 3.6

Develop and implement the Northern Territory Foetal Alcohol Spectrum Disorder plan, aligning with the national Foetal Alcohol Spectrum Disorder plan

Action 3.7

Expand home visiting family partnerships to support more families with pregnancy, new babies and the first years of life

Action 3.8

Develop and promote a Northern Territory Workplace Breastfeeding policy for employers to support working mothers.

Target 3.1

94% of children are born with a healthy weight, up from current rate of 91%

Target 3.2

95% of children are fully immunised

Target 3.3

An ongoing reduction in the incidence of the anaemia rate in children from 6 months to 2 years

Target 3.4

Improved rates of Northern Territorians who don't smoke, and who consume alcohol responsibly

Target 3.5

Double the number of programs where health professionals visit families at home

Target 3.6

Increased uptake and continuation of breastfeeding

Target 3.7

All vulnerable women, children and families receive early and effective interventions

Target 3.8

90% of children will start school with no significant developmental problems

Target 3.9

It should be a rare event for children to be affected by Foetal Alcohol Spectrum Disorder

Target 3.10

There is a steady reduction in Otitis Media related hearing loss.

ACTION 3.1

Start Date:
May 2018

Finish Date:
June 2023

Expansion of universal, targeted and tertiary services to local children and families through 11 new Child and Family Centres, and transitioning the existing six Child and Family Centres to an increased service model.

SUMMARY:

Expand the current integrated service model within existing and new Child and Family Centres (CFCs), to deliver universal, targeted and tertiary services and community-led programs designed to improve outcomes in early childhood.

This measure is linked to Action 4.1 and Action 4.2.

RELATED TARGETS:

T2.4 All families have access to support and information about raising children and keeping them safe from harm

T2.5 All children will be safe from harm, and less than 1% of Territory children will be in the child protection system and out-of-home care, down from the current rate of around two in 100 children

T3.7 All vulnerable women, children and families receive early and effective interventions

T3.8 90% of children will start school with no significant developmental problems.

DETAIL:

The Northern Territory Government's response to the Royal Commission into the Protection and Detention of Children in the Northern Territory calls for CFCs to be expanded to include more services for families experiencing vulnerability. The role of CFCs will be expanded to include specialist services for families experiencing vulnerability and additional funding will be allocated for communities and service providers to address local early childhood needs and aspirations. Additional services may be purchased, including targeted health programs, parental education, abuse prevention, workforce development and/or child and adult learning.

LOCATION or REGION(S):

Existing sites: Alice Springs (Larapinta), Palmerston, Gunbalanya, Maningrida, Ngukurr and Yuendumu.

Committed future site: Tennant Creek.

The selection of other sites will be determined within LDM.

MILESTONES:

Service development and establishment.



DUE DATE:

December 2018



ACTION 3.2

Start Date:
July 2018

Finish Date:
December 2020

Expand the *Healthy Under 5 Kids Partnering with Families* Program to new locations throughout the Northern Territory.

SUMMARY:

Northern Territory wide roll out of the *Healthy Under 5 Kids Partnering with Families* (HU5KPF) Program, to provide comprehensive, universal child and family health care from conception to five years of age across Northern Territory Primary Health Centres. This includes the adaption of client information systems within the government and non-government sector.

RELATED TARGETS:

- T3.1 94% of children are born with a healthy weight, up from current rate of 91%
- T3.2 95% of children are fully immunised
- T3.3 An ongoing reduction in the incidence of the anaemia rate in children from 6 months to 2 years
- T3.6 Increased uptake and continuation of breastfeeding
- T3.7 All vulnerable women, children and families receive early and effective interventions
- T3.8 90% of children will start school with no significant developmental problems.

DETAIL:

The HU5KPF Program is a standardised universal child health program, which provides a platform to build a partnership between the health practitioner and families to enable parents to become capable and confident caregivers. The program introduces a new approach to the universal child health visits whereby every family with a child 0-5 years has access to a universal and consistent platform of primary health care, support and information.

The program incorporates regular assessment and screening of physical growth and development; child and family mental health; the family environment including safety; breastfeeding and nutrition; anticipatory guidance; family health and wellbeing and immunisations. The program reinforces families are primarily responsible for raising their children and health services support this process. In addition, the key contacts schedule provides standardisation in the benchmark for each contact and assessment of children 0-5 years.

The adaption of the HU5KPF Program to provide the ability for the non-government sector to implement the program.

LOCATION or REGION(S):

Darwin, Palmerston, Nhulunbuy, Katherine, Tennant Creek and Alice Springs Urban Centres; West and Central Top End Regions; East Arnhem Region; Katherine Region; Barkly Region; Central Australia Region.

MILESTONES:

DUE DATE:

HU5KPF Program implemented in Tennant Creek, Katherine, Nhulunbuy and remote Central Australia Primary Health Care Centres	→	June 2019
HU5KPF Program implemented in Alice Springs, Darwin, Palmerston and remote Top End Health Primary Health Care Centres	→	June 2020
Adaptation of the HU5KPF Program for the non-government sector to implement	→	December 2020
Increased coverage, compliance and timeliness of the HU5KPF Program across the Northern Territory Health sector.	→	Annually



ACTION 3.3

Start Date:
July 2018

Finish Date:
July 2019

Promote the National Disability Insurance Scheme's *Early Childhood Early Intervention* scheme to Territory families with children aged 0-6 years with developmental delay. The scheme will engage providers to deliver services to this group of children.

SUMMARY:

Assisting the implementation of the National Disability Insurance Scheme's (NDIS) *Early Childhood Early Intervention* (ECEI) scheme in the Northern Territory.

RELATED TARGETS:

T3.7 All vulnerable women, children and families receive early and effective interventions.

DETAIL:

Disability services in the Territory are transitioning to the NDIS. The service system is due to be fully transitioned by 1 July 2019. One element within the NDIS is the ECEI scheme, which targets children aged 0-6 years experiencing disability or developmental delay. The aim of the ECEI is to develop appropriate plans for these families, broker appropriate services as needed, and act as a gateway to the NDIS where appropriate. In each region, an ECEI partner will be contracted to provide individual planning with clients and brokerage of services.

This action is being developed by the Northern Territory and Commonwealth governments under the NDIS Bilateral Agreement. Further information will be provided as the implementation is rolled out.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Darwin ECEI partner announced

Remaining ECEI partners announced.

DUE DATE:

May 2018

To be confirmed



ACTION 3.4

Start Date:
July 2018

Finish Date:
December 2020

Establish four additional Hearing Health Partnerships integrated with *Families as First Teachers* sites to employ local community members to promote healthy hearing.

SUMMARY:

Progressive establishment of four additional Hearing Health Partnerships integrated with the four new *Families as First Teachers* (FaFT) sites.

RELATED TARGETS:

T3.10 There is a steady reduction in Otitis Media related hearing loss.

DETAIL:

The Hearing Health Partnership is a coordinated primary health response, which employs local community members to work as part of the FaFT team to promote healthy hearing. The partnership is already effectively operating in four FaFT sites in Galiwin'ku, Gunbalanya, Maningrida and Ngukurr.

In this model local community members are employed as Community Hearing Workers (CHWs) and undertake upskilling in their community to provide this program. CHWs will deliver hearing and language based play activities to families who attend FaFT as well as deliver ear disease prevention health promotion activities in FaFT and to other stakeholders within the community. The CHWs also work with clinical staff from hearing services during clinical outreach trips. They are responsible for educating families and carers about preventing ear disease and encouraging families and carers to present their children to the clinic for follow up.

The four additional Hearing Health FaFT Partnerships will be delivered by the Aboriginal Community Controlled Health Sector and the Northern Territory Government Primary Health Care Centres.

LOCATION or REGION(S):

Top End and Central Australia. Suggested priority locations include Tennant Creek, Katherine, Alice Springs, Palmerston and Wadeye.

MILESTONES:

First two sites implemented

Second two sites implemented

Increased awareness of prevention strategies by families who attend FaFT.

DUE DATE:



June 2019



June 2020



Ongoing

ACTION 3.5

Start Date:
July 2018

Finish Date:
To be advised

Establish a joint venture to access philanthropic funds to help address hearing health services gaps and reduce chronic ear disease.

SUMMARY:

Establish a joint public-private venture focused on hearing health with the aim to address hearing health services gaps in identified remote Northern Territory communities, and to expand the evidence base on how to reduce chronic ear disease.

RELATED TARGETS:

T3.10 There is a steady reduction in Otitis Media related hearing loss.

DETAIL:

The Northern Territory Government is aware of interest in the academic and business sectors in exploring the potential for joint venture public-private partnership arrangements with government to help address hearing health service gaps across the Territory.

The aim of the joint venture would be to increase childrens' access to regular community-based early detection and treatment of ear disease in a number of regional and remote sites across the Territory to reduce the prevalence of chronic ear disease and consequential hearing loss. It is likely that there would also be a research component (involving data gathering, analysis and reporting) in such a joint venture.

Leveraging non-government investment has the potential to deliver large scale improvement in ear health for young Territorians.

There are a number of ways in which these partnerships may be approached – through accessing large scale philanthropic organisations, approaching private trusts, targeting health-related private industry (such as the pharmaceutical sector) or packaging the program of works as an investment opportunity. Further exploration is needed to determine a preferred option which maintains public trust and accountability.

LOCATION or REGION(S):

To be advised.

MILESTONES:

Explore options for targeting partnership opportunities



2018

First partnership finalised.



2019



ACTION 3.6

Start Date:
Commenced

Finish Date:
December 2021

Develop and implement the Northern Territory Foetal Alcohol Spectrum Disorder plan, aligning with the national Foetal Alcohol Spectrum Disorder plan.

SUMMARY:

The Northern Territory Foetal Alcohol Spectrum Disorder (NT FASD) plan will be released in October 2018, with a three year timeframe. It will reflect and align with the National Strategic FASD Action Plan.

RELATED TARGETS:

T3.9 It should be a rare event for children to be affected by Foetal Alcohol Spectrum Disorder.

DETAIL:

The development and implementation of the National Strategic FASD Action Plan and the NT FASD plan are being conducted in tandem. The Northern Territory Government is a member of the national committee thereby ensuring commonality and alignment of both plans.

The draft National Strategic FASD Action Plan was released for consultation on 1 May 2018 with proposed focus areas of prevention, screening and diagnosis, support and care, and priority groups. The NT FASD plan will use the national focus areas, once finalised, to inform its framework.

Formal consultations on the NT FASD plan commenced in May 2018 with government agencies, non government organisations and community members. Further consultations will occur as the National Strategic FASD Action Plan is finalised.

The NT FASD plan will be publically released in October 2018, with a three year timeframe. It is expected that the National Strategic FASD Action Plan will be launched in November 2018.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

NT FASD plan launched



Further milestones will be detailed in the plan once it is launched.

DUE DATE:

October 2018



ACTION 3.7

Start Date:
July 2018

Finish Date:
Ongoing

Expand home visiting family partnerships to support more families with pregnancy, new babies and the first years of life.

SUMMARY:

A progressive implementation of home visiting family partnerships, Sustained Nurse Home Visiting Programs (SNHVPs), in four Aboriginal Community Controlled Health Sector (ACCHS) organisations over a three year period once licensing and grants for the programs have been confirmed.

RELATED TARGETS:

T3.5 Double the number of programs where health professionals visit families at home.

DETAIL:

SNHVPs is a service delivery strategy that aims to provide a range of supports for families provided by registered nurses. Home visiting is not a single uniform intervention, but a strategy for delivering a multiplicity of services.

There are currently four Commonwealth Government funded SNHVP sites operating in the Territory using the *Australian Nurse Family Partnership Program (ANFPP)*. These are Congress in Alice Springs, Wurli Wurlinjang in Katherine, Danila Dilba in Darwin and Top End Health Service in Wurrumiyanga, Gunbalanya, Maningrida and Wadeye. Further expansion will be NT funded and delivered either through the ANFPP or the *Maternal Early Childhood Sustained Home Visiting (MECSH) Program*. Both are structured, enhanced and sustained nurse home-visiting programs.

It is intended that ACCHS organisations deliver the programs. The Northern Territory Government is engaged with ACCHS organisations in the East Arnhem, Barkly and Katherine regions to negotiate the delivery of either of the programs to the communities they service.

The Northern Territory Government is finalising both a license with the Australian Research Alliance for Children and Youth Limited for the delivery of the MECSH Program, and a memorandum of understanding with the Commonwealth Government that will enable the ANFPP to be implemented in the Territory regions dependent on which program is chosen by the ACCHS organisation.

LOCATION or REGION(S):

East Arnhem, Katherine and Barkly regions.

MILESTONES:

Licence Agreement finalised with one SNHVP
Grants for SNHVPs finalised with two ACCHS organisations
Grants for SNHVPs finalised with two ACCHS organisations.

DUE DATE:

→ August 2018
→ August 2018
→ August 2019



ACTION 3.8

Start Date:
Commenced

Finish Date:
December 2020

Develop and promote a Northern Territory Workplace Breastfeeding policy for employers to support working mothers.

SUMMARY:

Development and implementation of a new workplace policy for the Northern Territory which protects and encourages working mothers to breastfeed and implementing a breastfeeding key performance indicator for the whole of the Territory (not workforce-specific) and an associated target.

RELATED TARGETS:

T3.6 Increase uptake and continuation of breastfeeding.

DETAIL:

The Northern Territory Government is contributing to an *Enduring National Strategy for Breastfeeding*, which is in the consultative phase. A workplace breastfeeding policy for the Territory will be developed, consistent with the *Enduring National Strategy* to support mothers to continue breastfeeding when returning to work.

The Northern Territory Government will implement targets for breastfeeding in the Territory, based on the national breastfeeding key performance indicators for proportions of women exclusively breastfeeding their babies at four and six months of age. Data will be collected through the Healthy Under 5 Kids Partnering with Families (HU5KPF) Program. The HU5KPF Program will be expanded across all Northern Territory Government health clinics by May 2020, then adapted to enable Aboriginal Community Controlled Health Sector Organisations to deliver the program. As this program rolls out, it will collect baseline data as well as ongoing performance data to measure progress against the breastfeeding target for the Territory. The breastfeeding target will be incorporated into relevant frameworks, including the early childhood development shared outcomes framework.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Workplace Breastfeeding Policy consultation draft finalised



January 2019

Breastfeeding performance data definition, indicator and target finalised



December 2019

Monitoring and reporting arrangements for breastfeeding indicator implemented.



December 2020

DUE DATE:

TARGETS

TARGET		HOW IT WILL BE MEASURED
Four Year Targets		
T3.1	94% of children are born with a healthy weight, up from current rate of 91%	This target will be measured using the Australian Institute of Health and Welfare <i>Australia's Mothers and Babies Report</i> which collects data on the proportion of births with birthweight of between 2500 grams and 4499 grams and the Northern Territory Aboriginal Health Key Performance Indicators Public Release Report, which collects data on resident Aboriginal babies by birth weight normal for the previous 12 months
T3.2	95% of children are fully immunised	This target will be monitored by data that records the number of children fully immunised at age 12 months and two years
T3.3	An ongoing reduction in the incidence of the anaemia rate in children from six months to two years	The Northern Territory Aboriginal Health Key Performance Indicators Information System collects data on incidences of anaemia in Aboriginal children aged six months to two years
T3.4	Improved rates of Northern Territorians who don't smoke, and who consume alcohol responsibly	Surveys and reports on the number of adults smoking and the number of pregnant women smoking will be utilised in the measuring of this target. Surveys conducted by the Australian Bureau of Statistics also measure the alcohol consumption of adults
T3.5	Double the number of programs where health professionals visit families at home	The number of nurse-led home visiting program sites across the Northern Territory will be utilised to monitor this target
T3.6	Increased uptake and continuation of breastfeeding	This target will be measured using the data collected from the Australian National Infant Feeding Survey by the Australian Institute of Health and Welfare on the proportion of children breastfed aged four months, with more precise data becoming available in 2020-21 when the Healthy Under 5 Kids Partnering with Families Program is operating across the Territory and the new Core Clinical Renewal computer system is online
T3.7	All vulnerable women, children and families receive early and effective interventions	This target will be measured based on the number of activities and services that have been implemented to provide information to families, the number of family support cases commenced to support families with identified needs and the proportion of children who were the subject of a substantiation in the previous financial year and subject of a subsequent substantiation within 12 months



Ten Year Targets

T3.8	90% of children will start school with no significant developmental problems	The number of children who start school with no significant developmental problems will be measured using data collected through the Australian Early Development Census. Data will show how children have developed as they commence their first year of full time school
T3.9	It should be a rare event for children to be affected by Foetal Alcohol Spectrum Disorder	This target will be measured by collecting data on the percentage of women screened in the antenatal period for alcohol consumption during pregnancy, through the NT Midwives Collection, and the percentage of women drinking alcohol in pregnancy, provided by the NT Mothers and Babies Report-Midwives Collection
T3.10	There is a steady reduction in Otitis Media related hearing loss.	The percentage of remote Aboriginal children diagnosed with moderate/severe/profound hearing impairment is reported in the Department of Health Annual Report, and will be used to measure Otitis Media related hearing loss.

Quality Early Childhood Development System

The Northern Territory leads Australia in integrated and community driven early childhood development.



Actions and Targets

Action 4.1

Build one new Child and Family Centre in Tennant Creek, and establish 10 new Child and Family Centres, targeting improved outcomes for children and families, using place based solutions to address local challenges and issues

Action 4.2

Develop a systematic framework for Early Childhood Integrated Services, through the Integrated Service Strategic Forum

Action 4.3

Advance information sharing and data linking systems for early childhood development

Action 4.4

Release de-identified early childhood development data as open data as part of the Northern Territory's Digital Strategy

Action 4.5

Develop a Northern Territory early childhood development shared outcomes framework, and research and evaluation strategy

Action 4.6

Develop an early childhood development workforce action plan, providing innovative workforce development opportunities, particularly supporting the Aboriginal workforce

Action 4.7

Establish the Ministerial Advisory Council for Children and Young People to advise the Northern Territory Government on the systems, structure and investment needed to support positive child development and family functioning and secure better lives for children and young people in the Northern Territory

Action 4.8

Publish biennial State of the Children reports commencing 2019, providing status reports presenting data on key indicators, trends and progress on achievement

Action 4.9

Develop community-driven early childhood development plans in remote communities under the Local Decision Making framework.

Target 4.1

By 2020, 74 communities will have identified their interest in developing their own early childhood development plan as part of Local Decision Making

Target 4.2

Priority localities for implementing place-based services and programs are identified

Target 4.3

Establish comprehensive early childhood development baseline data

Target 4.4

Increased number of qualified professionals in the early childhood development workforce

Target 4.5

Increased proportion of Aboriginal people in the early childhood development workforce

Target 4.6

A system of information sharing will occur between all relevant early childhood development agencies, to ensure the best interests of children and their needs are met

Target 4.7

The early childhood development sector as a whole will be a multi-skilled and integrated workforce, which meets the diverse needs of Northern Territory children, families and communities

Target 4.8

Aboriginal employment across the early childhood development sector will increase

Target 4.9

Communities will drive their own service planning and development

Target 4.10

The Northern Territory Early Childhood Shared Outcomes Framework, including research and evaluation strategy, will be complete.

ACTION 4.1

Start Date:
May 2018

Finish Date:
June 2023

Build one new Child and Family Centre in Tennant Creek, and establish 10 new Child and Family Centres, targeting improved outcomes for children and families, using place based solutions to address local challenges and issues.

SUMMARY:

Build one new Child and Family Centre (CFC) in Tennant Creek, and establish 10 new CFCs, expanding the total to 17 in the Territory. All of the CFCs will focus on improved outcomes for children and families, using place-based solutions to address local challenges and issues.

This measure is linked to Action 3.1 and Action 4.2.

RELATED TARGETS:

T1.3 Greater family involvement in community programs, such as *Families as First Teachers* and children's play, sporting and cultural activities

T2.2 Communities are actively involved in local decision making

T2.4 All families have access to support and information about raising children and keeping them safe from harm

T2.5 All children will be safe from harm, and less than 1% of Territory children will be in the child protection system and out-of-home care, down from the current rate of around two in 100 children

T3.7 All vulnerable women, children and families receive early and effective interventions

T3.8 90% of children will start school with no significant developmental problems

T4.9 Communities will drive their own service planning and development.

DETAIL:

There are six CFCs across the Territory. *Safe, Thriving and Connected: Generational Change for Children and Families* provides for the establishment of an additional ten sites, in addition to an already committed site in Tennant Creek. Non-government organisations will manage each CFC, delivering a range of services based on a community-driven Local Decision Making (LDM) process. A plan and process for the identification of priority locations, engagement with local communities, mapping of existing infrastructure, identification of capital works needs and procurement will be developed. An operational model will define the processes to be used across all sites. Existing CFCs will be gradually expanded into the increased service model, which will be in place at commencement of the new CFCs.

LOCATION or REGION(S):

Existing sites: Alice Springs (Larapinta), Palmerston, Gunbalanya, Maningrida, Ngukurr and Yuendumu.

Committed future site: Tennant Creek.

The selection of other sites will be determined through LDM.

MILESTONES:

DUE DATE:

Location selection	→	June 2018
First three new CFCs established	→	January 2019
Further two new CFCs	→	June 2020
Further two new CFCs	→	June 2021
Further two new CFCs	→	June 2022
Further two new CFCs.	→	June 2023



ACTION 4.2

Start Date:
July 2018

Finish Date:
Ongoing

Develop a systemic support framework for Early Childhood Integrated Services, through the Integrated Service Strategic Forum.

SUMMARY:

The systemic support framework will describe the approach for supporting the growing network of integrated services in the Northern Territory. The intent is to establish a strategic approach to service planning, outcomes and evaluation.

This measure is linked to Action 3.1 and Action 4.1.

RELATED TARGETS:

T4.3 Establish comprehensive early childhood development baseline data

T4.6 A system of information sharing will occur between all relevant early childhood agencies, to ensure the best interests of children and their needs are met.

DETAIL:

The framework will assist in data sharing and the sharing and fostering of innovation and empowerment. The framework will support integration across the early childhood development sector.

Integrated service models include, but are not limited to, the Child and Family Centres, *Families as First Teachers* and *Connected Beginnings*.

The Integrated Service Strategic Forum is an established group comprising representatives of integrated service initiatives (both government and non-government); senior regional representatives and other senior staff from both Northern Territory Government and Commonwealth Government agencies to:

- establish a systemic support framework for Integrated Services in the Territory
- explore operational challenges and pursue systemic remedies
- share and foster innovation.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Consultation and training throughout



July 2020

Establishment of NT Integrated Early Childhood Services Support Framework.



December 2022

ACTION 4.3

Start Date:
March 2017

Finish Date:
December 2019

Advance information sharing and data linking systems for early childhood development.

SUMMARY:

New framework and legislation to enable and authorise Northern Territory Government agencies and providers/contractors to share and analyse sensitive data.

This data analysis could be used to tackle complex and cross-government challenges including early childhood development.

RELATED TARGETS:

T4.3 Establish comprehensive early childhood development baseline data

T4.6 A system of information sharing will occur between all relevant early childhood agencies, to ensure the best interests of children and their needs are met.

DETAIL:

New legislation will enable Northern Territory Government agencies to share sensitive data for data analytics.

A framework will be developed to provide context and structure for policy and standards that guide agencies to safely share sensitive data, consistent with the legislation. The data sharing framework will enable agencies to have a clear understanding of when and how to share data and information that improves government services, policy and outcomes. Complex policy problems will be able to be analysed using data from across the Northern Territory Government, with analytics projects approved by very senior levels of the Government.

Until data sharing legislation is in place, there may be a need for other legislative considerations where agencies wish to share sensitive data outside of their boundaries.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Public and stakeholder consultation on data sharing legislation and framework



December 2018

Publish Data Sharing Framework



March 2019

Progress the Data Sharing Legislation following public and stakeholder consultation.



December 2019

ACTION 4.4

Start Date:
March 2017

Finish Date:
December 2020

Release de-identified early childhood development data as open data as part of the Northern Territory's Digital Strategy.

SUMMARY:

Implement an Open Data Policy and Standard to make non-sensitive government data available to stakeholders to enable innovation and other opportunities.

RELATED TARGETS:

T4.3 Establish comprehensive early childhood development baseline data

T4.6 A system of information sharing will occur between all relevant early childhood agencies, to ensure the best interests of children and their needs are met.

DETAIL:

The term "open data" describes data is freely available to everyone to use and republish as they wish, without restrictions from copyright, patents or other mechanisms of control. The underlying concept is the value of data is maximised when data is shared as widely as possible. Since 2012, there has been an increasing interest in accessible, open data. Internationally and in Australia, open data policies have progressed significantly. It is now evident the effective use of data is becoming increasingly integral to the efficient functioning of communities and economies.

Under the Open Data Policy, release of de-identified childhood development data will be up to the decision of agencies as custodian of their datasets.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Funding and deployment of open data portal



2020

Liaising with agencies to identify datasets and data readiness.



Ongoing



ACTION 4.5

Start Date:
May 2018

Finish Date:
June 2020

Develop a Northern Territory early childhood development shared outcomes framework, and research and evaluation strategy.

SUMMARY:

A shared outcomes framework will be developed to provide a common basis for setting policy frameworks, planning service delivery and agreement on program objectives.

RELATED TARGETS:

T4.3 Establish comprehensive early childhood development baseline data

T4.10 The Northern Territory Early Childhood Shared Outcomes Framework, including research and evaluation strategy, will be complete.

DETAIL:

A shared outcomes framework will underpin the partnerships necessary to drive the changes the Territory needs, and support common understandings of measuring the impact of work with children and families. Having common measures and outcomes for those involved in early childhood development, both for government and non-government organisations, will allow for better integrated delivery of services to children in the formative years of their lives. The indicators identified in a shared outcomes framework will be used to inform the State of the Children reports, as appropriate (*Action 4.8*).

A shared outcomes framework will drive the evidence base to inform policy, programs and funding for early childhood development in the Territory. A research and evaluation strategy will closely align to the shared outcomes framework and provide a means of evaluating progress made on the outcomes and research priorities for early childhood development.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

DUE DATE:

Release shared outcomes framework



June 2019

Release research and evaluation strategy.



June 2020

ACTION 4.6

Start Date:
July 2018

Finish Date:
December 2019

Develop an early childhood development workforce action plan, providing innovative workforce development opportunities, particularly supporting the Aboriginal workforce.

SUMMARY:

Develop an integrated workforce action plan across the early childhood development sector to improve quality, increase the number of qualified staff and provide innovative development opportunities. An important aspect of the plan will be a specific strategy for attraction, retention and career development for Aboriginal staff.

RELATED TARGETS:

T4.4 Increased number of qualified professionals in the early childhood development workforce

T4.5 Increased proportion of Aboriginal people in the early childhood development workforce

T4.7 The early childhood development sector as a whole will be a multi-skilled and integrated workforce, which meets the diverse needs of Northern Territory children, families and communities

T4.8 Aboriginal employment across the early childhood development sector will increase.

DETAIL:

Within key early childhood development agencies, there are existing workforce plans and reviews in development. To build on these and support the integrated early childhood development service system, an integrated workforce strategy will be developed. Culturally competent service delivery is also an essential part of improving outcomes for Territory children, as is increasing the level of Aboriginal employment within the sector.

Relevant early childhood development workforce initiatives and funding arrangements within the Territory will be identified to ensure a consistent approach. A workforce action plan which incorporates all the necessary elements will be subject to stakeholder consultation.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Draft consultation plan developed

Release Workforce Action Plan.

DUE DATE:



June 2019



December 2019



ACTION 4.7 ACTION 4.8

Start Date:
June 2018

Finish Date:
December 2028

Establish the Ministerial Advisory Council for Children and Young People to advise the Northern Territory Government on the systems, structure and investment needed to support positive child development and family functioning and secure better lives for children and young people in the Northern Territory.

Publish biennial State of the Children reports commencing 2019, providing status reports presenting data on key indicators, trends and progress on achievement.

SUMMARY:

Establish the Ministerial Advisory Council for Children and Young People (the Council) to provide expert advice and recommendations to the Northern Territory Government about the systems, structure and investment needed to support positive early child development. The Council will lead development of the State of the Children report, tracking progress on outcomes over time.

RELATED TARGETS:

T4.3 Establish comprehensive early childhood baseline data

T4.6 A system of information sharing will occur between all relevant early childhood agencies, to ensure the best interests of children and their needs are met.

DETAIL:

The Council will provide expert advice and recommendations to the Minister for Children and the Children's Sub-Committee of Cabinet about improving outcomes for children. The Council will also monitor and evaluate the progress of Northern Territory Government plans affecting children including *Starting Early for a Better Future*, the *Child and Adolescent Health and Wellbeing Plan*, and the *Child Safety and Wellbeing Framework*. The Council will meet quarterly with meetings being held alternatively in Darwin and Alice Springs.

The Council will lead the development of the State of the Children reports, which will provide a comprehensive picture of the health, education and wellbeing of children in the Territory. The parameters of the report will be determined through the Council. The report will contain data and evidence, including key indicators over the life of *Starting Early for a Better Future* to track outcomes and provide for a strong focus on monitoring and evaluation. The report is to be a useful and motivating tool for government and community sectors to evaluate collective impact on early childhood development outcomes.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Membership and terms of reference of the Council finalised
 Quarterly meetings
 Release of the first State of the Children report
 Release of the second State of the Children report.

DUE DATE:

→ October 2018
 → Ongoing
 → November 2019
 → November 2021



ACTION 4.9

Start Date:
June 2018

Finish Date:
July 2029

Develop community-driven early childhood development plans in remote communities under the Local Decision Making framework.

SUMMARY:

Implement early childhood development service planning across remote NT communities to enable communities to drive their own early childhood development service system design.

RELATED TARGETS:

T2.2 Communities are actively involved in local decision making

T4.1 By 2020, 74 communities will have identified their interest in developing their own early childhood development plan as part of Local Decision Making

T4.2 Priority localities for implementing place-based services and programs are identified

T4.9 Communities will drive their own service planning and development.

DETAIL:

Currently, a Local Decision Making (LDM) framework exists to guide local service system planning at the community level. A policy framework has been finalised, and operational guidelines for LDM are currently in the consultation phase with key stakeholder agencies. Tools are also being developed to assist agencies to work within the LDM framework. At present, the focus is on supporting government agencies to improve the way they undertake service system development and service delivery. Work will also be undertaken in partnership with 74 identified communities to ensure that they are supported to participate fully and meaningfully in these processes.

Through *Starting Early for a Better Future*, it was determined community-driven service system plans would be a priority action towards achieving better early childhood outcomes. Specific early childhood development service planning will be made part of the planning process in the 74 communities already identified under the LDM framework.

LOCATION or REGION(S):

Northern Territory wide.

MILESTONES:

Initial consultation with communities.



DUE DATE:

December 2018

TARGETS

	TARGET	HOW IT WILL BE MEASURED
Four Year Targets		
T4.1	By 2020, 74 communities will have identified their interest in developing their own early childhood development plan as part of Local Decision Making	This target will be measured based on the number of communities who have identified their interest in developing their own early childhood development plan, through the Local Decision Making framework
T4.2	Priority localities for implementing place-based services and programs are identified	The localities identified for implementing Local Decision Making and Child and Family Centres will be utilised to achieve this target
T4.3	Establish comprehensive early childhood development baseline data	The measurement and completion of this target will occur through the release of a biennial State of the Children report, a publicly available report tracking outcomes for children in their early years. The first report in 2019 will provide base line data across key indicators
T4.4	Increased number of qualified professionals in the early childhood development workforce	Data on the number of registered practitioners in early child development will be utilised to measure this target
T4.5	Increased proportion of Aboriginal people in the early childhood development workforce	Data on the number of Aboriginal registered practitioners in early child development will be utilised to measure this target
T4.6	A system of information sharing will occur between all relevant early childhood development agencies, to ensure the best interests of children and their needs are met	This target will be accomplished through the establishment of a cross-agency implementation group for <i>Starting Early for a Better Future</i> , in addition to cross-agency collaboration through the Children and Families Standing Committee and the Children's Sub-Committee of Cabinet
Ten Year Targets		
T4.7	The early childhood development sector as a whole will be a multi-skilled and integrated workforce, which meets the diverse needs of Northern Territory children, families and communities	This target will be measured through the development, and eventual monitoring and evaluation, of an integrated workforce action plan across the early childhood development sector. This plan will improve quality, increase the number of qualified staff and provide innovative development opportunities
T4.8	Aboriginal employment across the early childhood development sector will increase	Data on the number of Aboriginal registered practitioners in early child development will be utilised to measure this target
T4.9	Communities will drive their own service planning and development	The number of communities actively engaged in Local Decision Making will be utilised to measure the results for this target
T4.10	The Northern Territory Early Childhood Shared Outcomes Framework, including research and evaluation strategy, will be complete.	This target will be accomplished with the completion of the NT Early Childhood Shared Outcomes Framework and the release of a research and evaluation strategy.

STARTING EARLY
FOR A **BETTER FUTURE**

