



Pathways
from
Homelessness

From Vision to Impact

Anchor's Journey in Implementing Evaluation Work

Established:

- ~ 50 years ago

Services:

- Out of Home Care (foster care, kinship care)
- Youth Development (foyer, MyLife)
- Homelessness services

Locations:

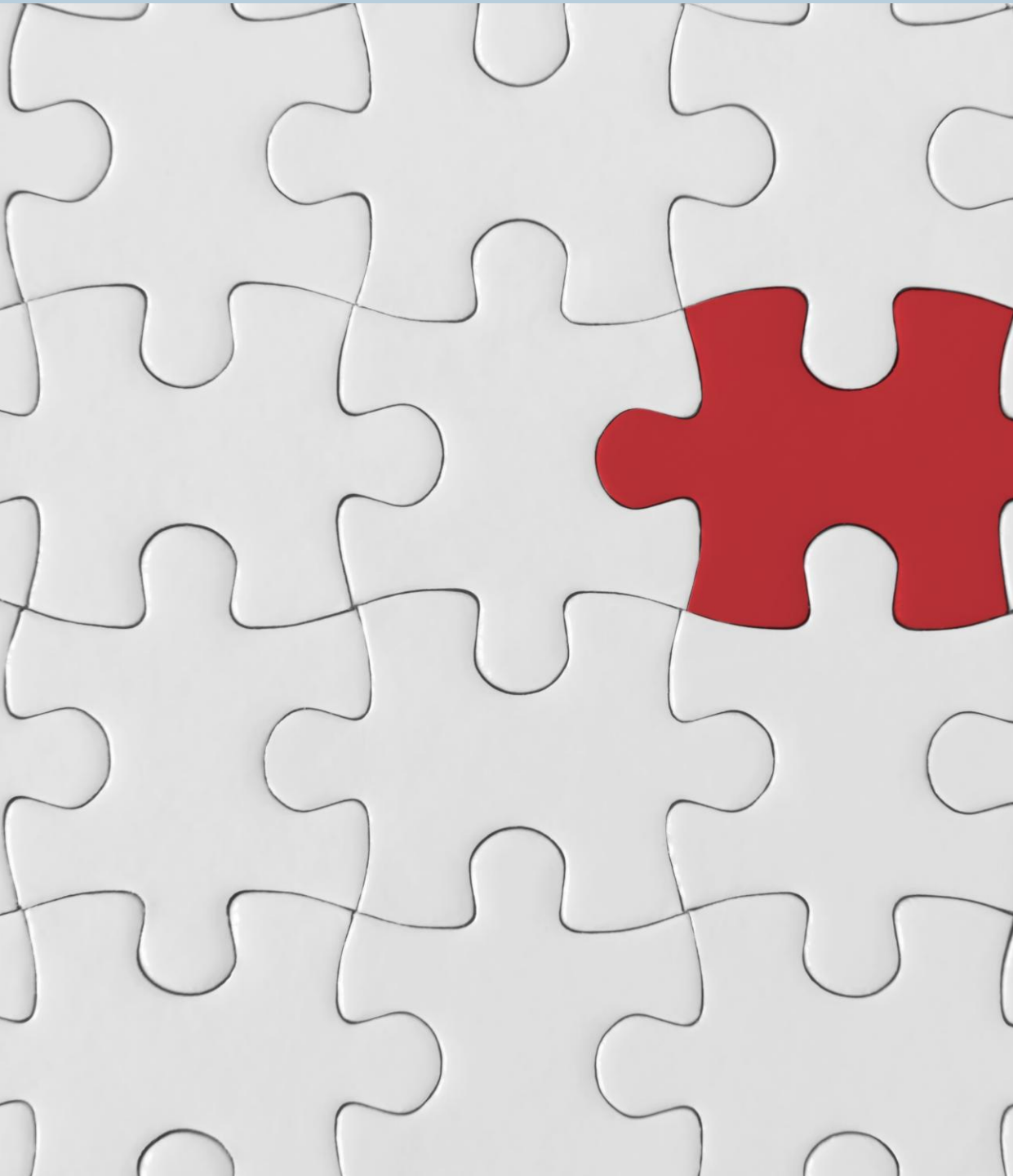
- Offices (Scoresby, Lilydale)
- MyLife hubs (Pakenham, Lilydale, Sale)
- Foyer (Lilydale)

Headcount:

- Approximately 60

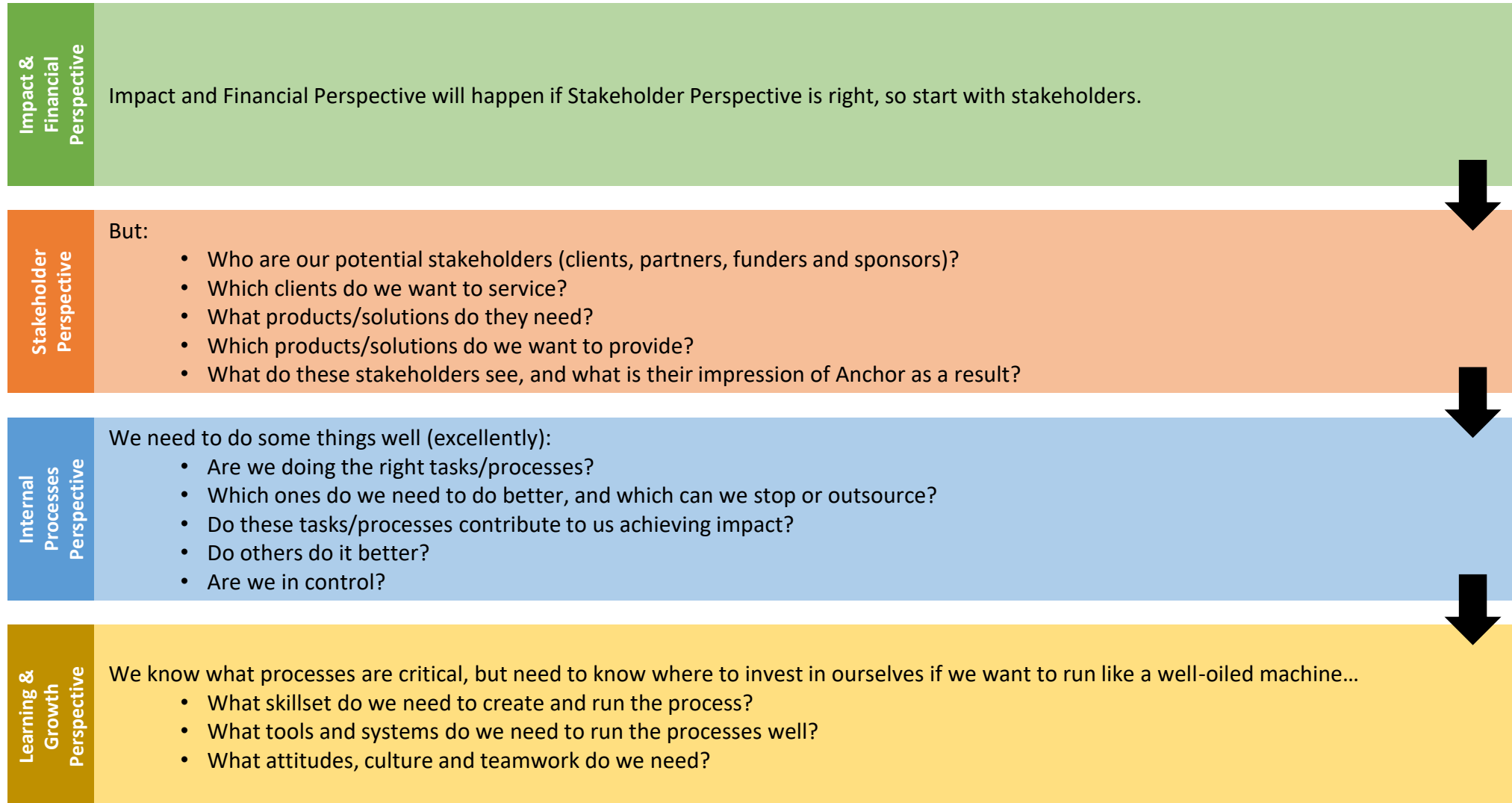
Why is this important?

1. We're relatively small.
2. Funding is generally spent on service delivery.
3. Little data infrastructure.
4. Focus on "doing".
5. No dedicated resource.

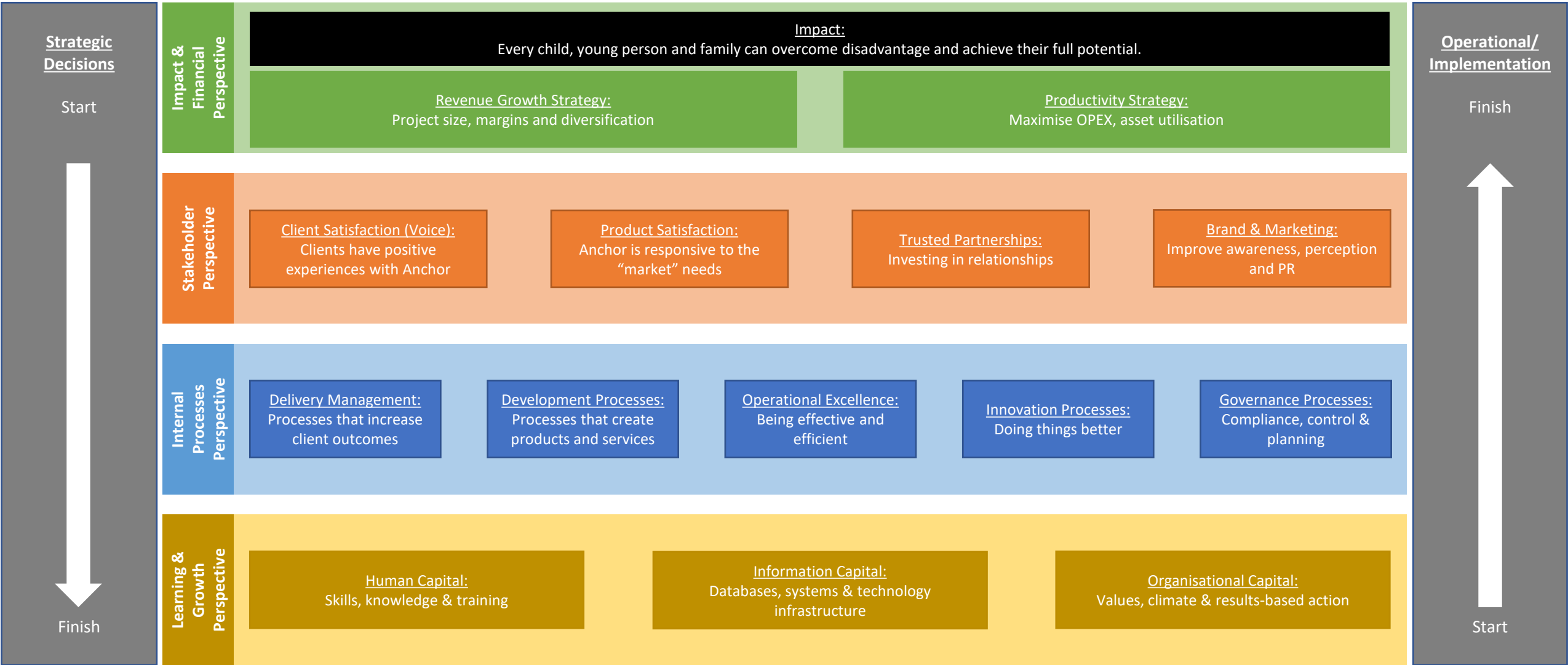


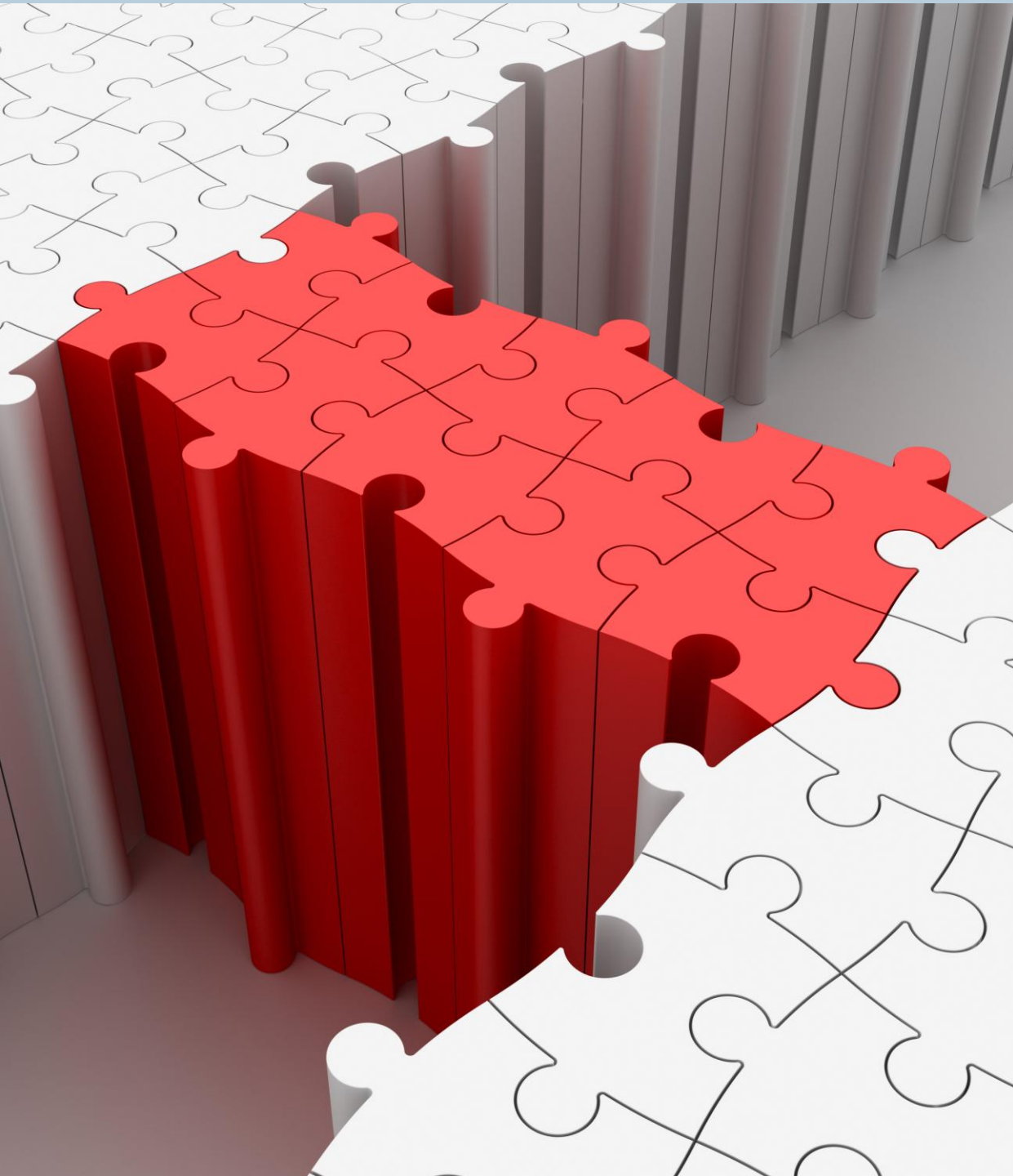
**Let's talk
about
strategy**



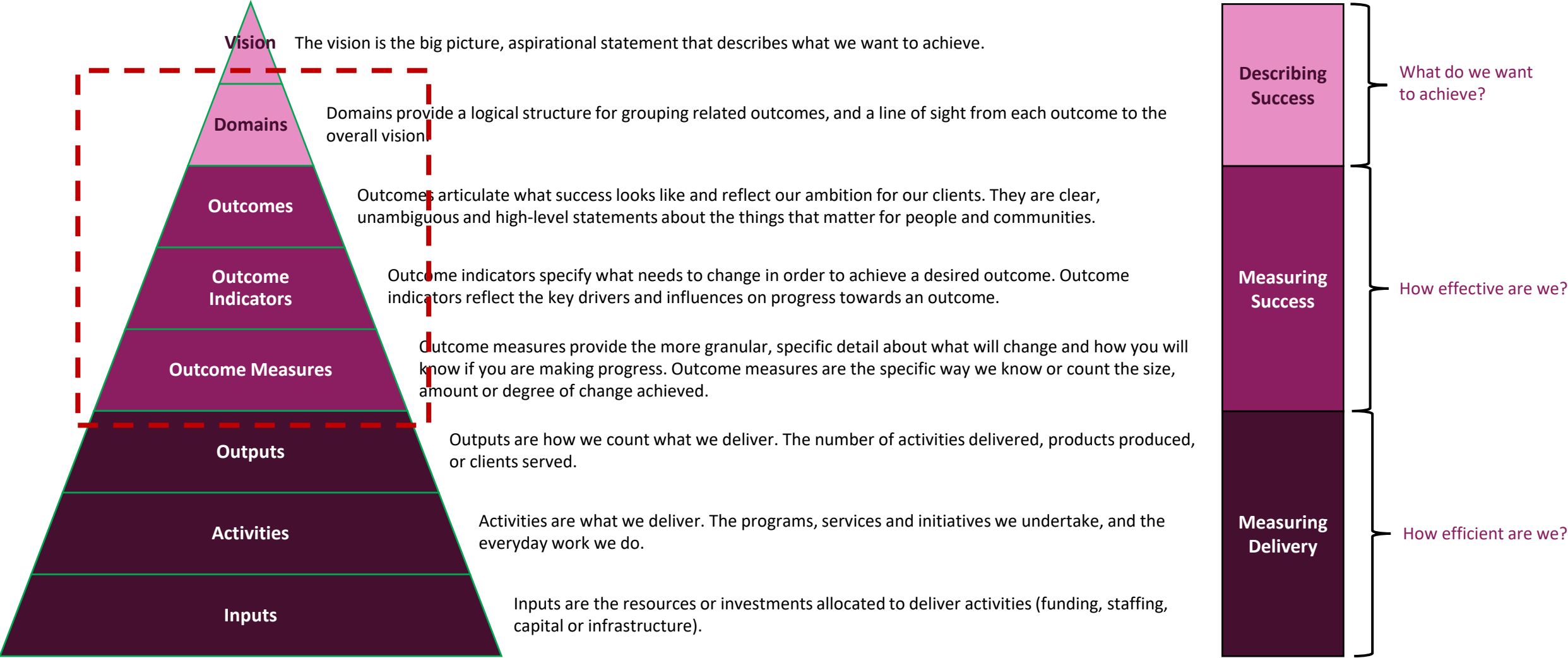


Strategy Map

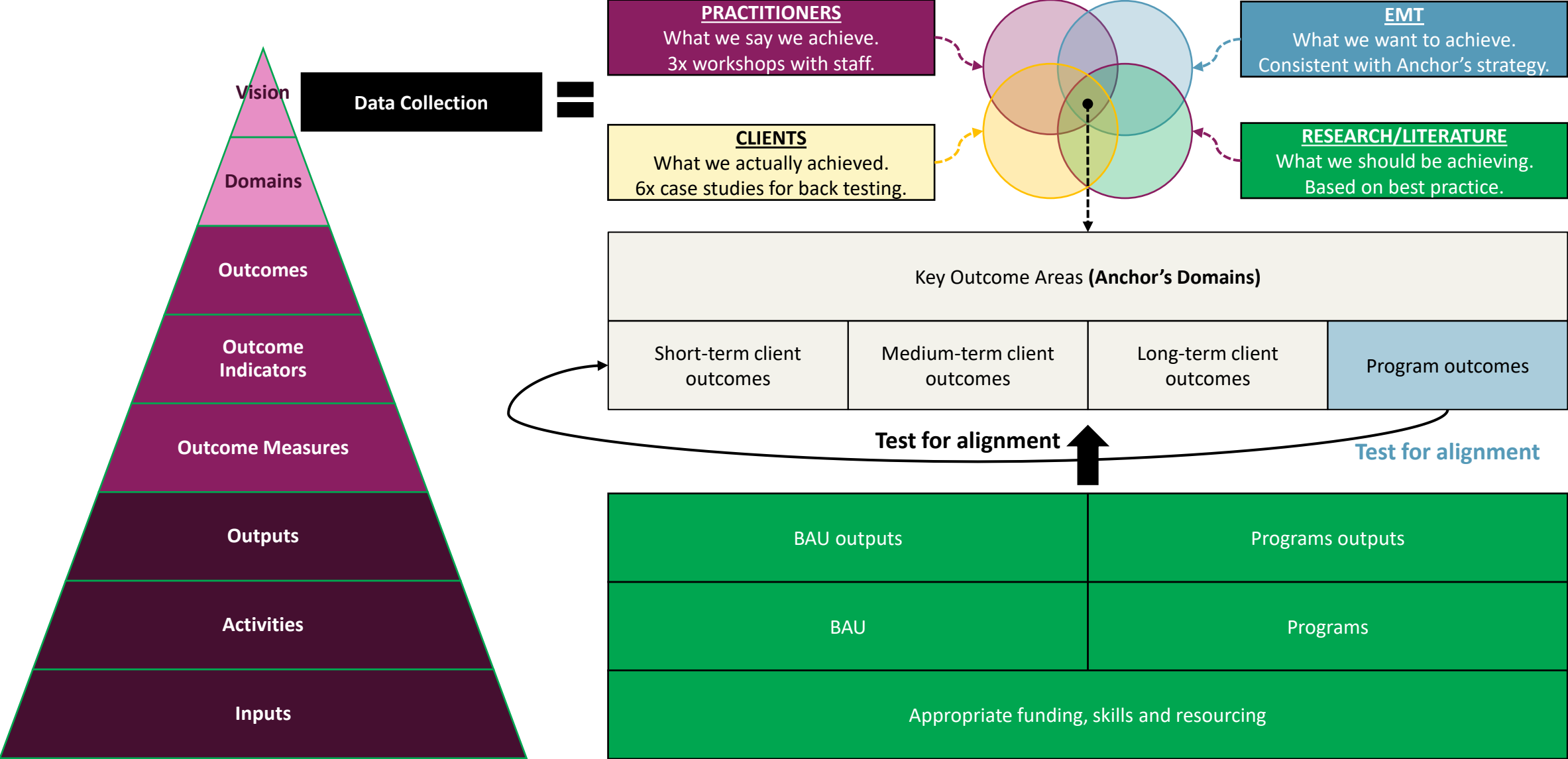




**Let's talk
about
evaluation**



1: Adapted from [Outcomes Reform in Victoria](#)



What does Anchor do?



Vision	The vision is the big picture, aspirational statement that describes what we want to achieve.			
	Every child, young person and family can overcome disadvantage and achieve their full potential			
Domains	The groups of outcomes that Anchor wants to influence that will realise our vision.			
	1. A safe and stable place	2. Learning, education and employment	3. Healthy relationships and connections	4. Wellbeing

What does Anchor do?

At Anchor, we improve the long-term wellbeing of our clients by firstly providing them with a safe and stable place. We then support our clients to increase their learning, education and employment outcomes while developing healthy relationships and connections. This combination will result in sustainable and lasting impacts for our clients.

What does Anchor do?

Vision

The vision is the big picture, aspirational statement that describes what we want to achieve.

Every child, young person and family can overcome disadvantage and achieve their full potential

Domains

The groups of outcomes that Anchor wants to influence that will realise our vision.

1. A safe and stable place

2. Learning, education and employment

3. Healthy relationships and connections

4. Wellbeing



Outcomes

1. Clients are and feel **safe**

2. Clients are living in a **stable** and “sustainable” environment

3. A suitable place is **available** when it is needed

1. Clients are **learning** and utilising **self-care** and **independent living skills**

2. Clients are developing **personal skills** (social, organisational, problem solving)

3. Clients are participating in **education**

4. Clients find and retain **employment**

1. Clients know how to **ask for help** and where to seek it

2. Clients have **access** to help and assistance when they need it

3. Families **reconcile**, are reunified, and are sustainable, or **permanent care** arrangements are put in place

4. Clients have **contact and strong support systems** and connections from family, friends, community and services

1. Clients are **motivated** to improve their wellbeing

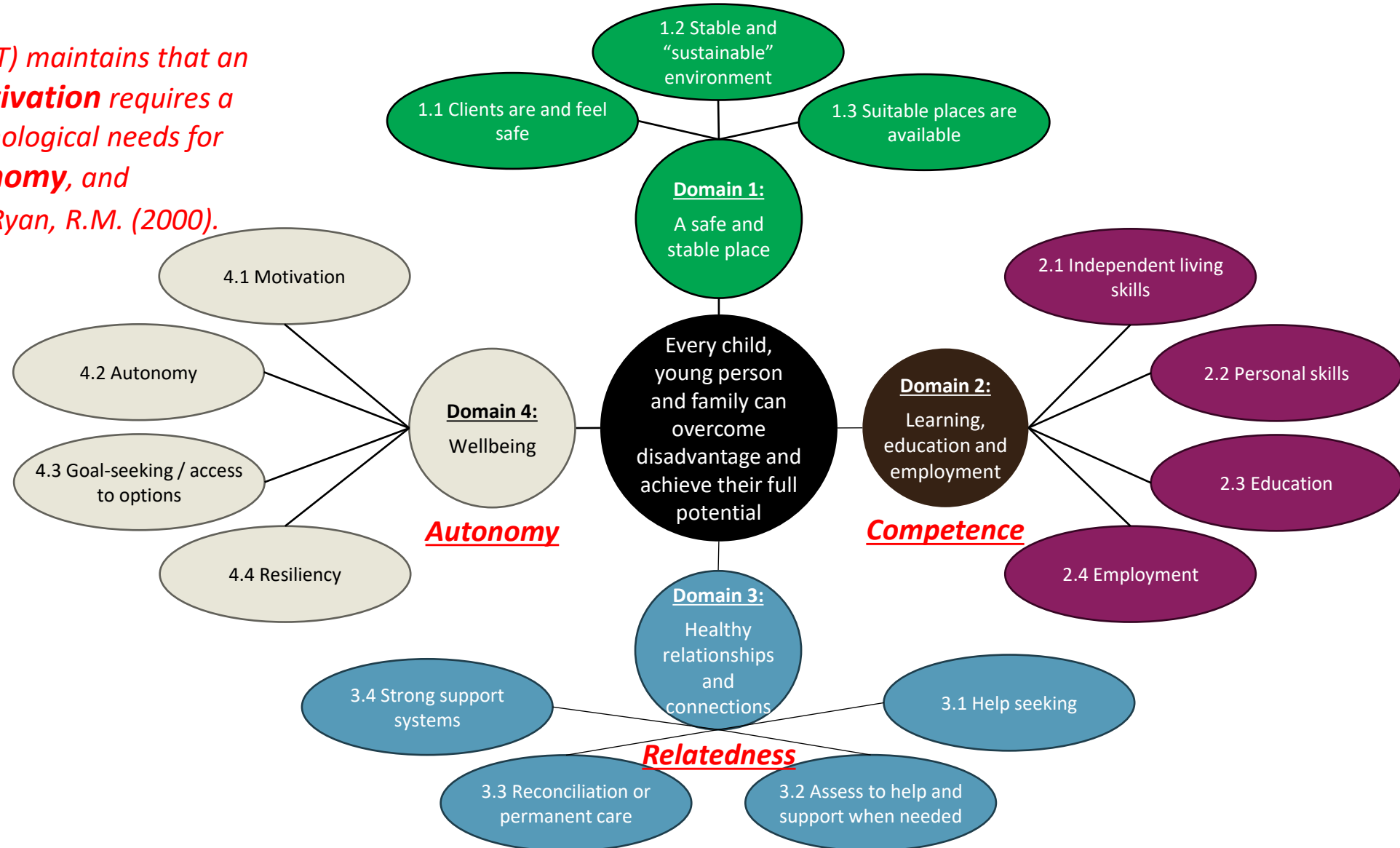
2. Clients have **autonomy** to choose and pursue their own life experiences

3. Clients are achieving their **developmental milestones, and goal-setting** for their preferred paths

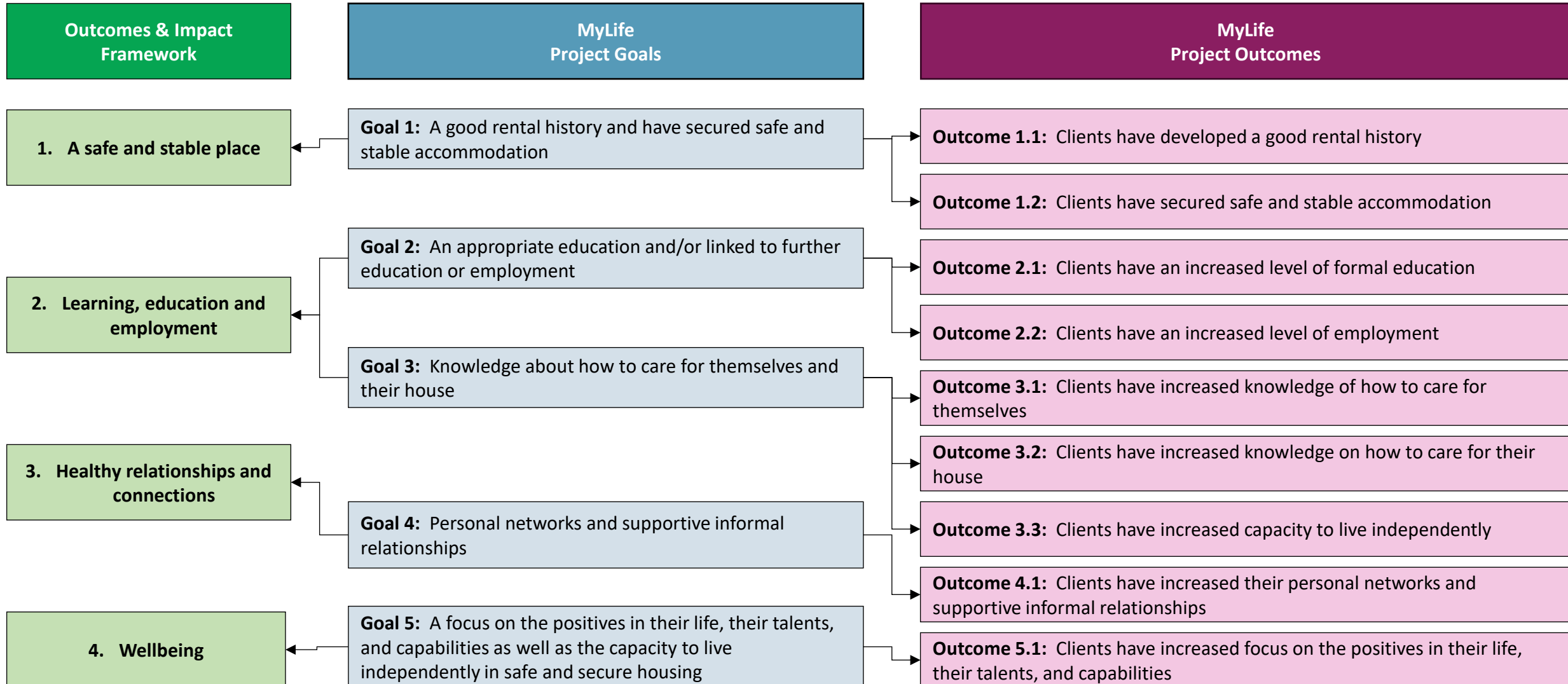
4. Clients **manage environments** that will be detrimental to their wellbeing, and have **resiliency** to recover from setbacks

Wellbeing is what we do!

*“Self-determination theory (SDT) maintains that an understanding of human **motivation** requires a consideration of innate psychological needs for **competence, autonomy, and relatedness**” Deci, E.L., & Ryan, R.M. (2000).*



Example - MyLife



1. Be prepared to challenge the status quo. Take the time away from delivery to ask and answer “why?”. Have a growth mindset.
2. Set the organisation-wide strategy in stone (strategy is slow moving).
3. Standardise your “domains” and ensure alignment between organisation goals and client outcomes.
4. Decide on what you need to be excellent at doing. Invest in the right areas.
5. Let programs be flexible on how they implement it. But maintain vocabulary to set expectations. Achievement culture (outcomes) is more important than effort (outputs).



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Thank You

avi.macmull@anchor.org.au

