



Strategic Plan

2025-2027

Our Vision is of a society where people with dyspraxia/DCD have the knowledge and skills to live to their full potential, and where family members, friends and service providers understand how best to offer support.





Contents

About Dyspraxia/DCD Ireland	2
Our Strategic Planning Process	2
Our Vision, Mission & Values	5
Strategic Priorities	
Priority 1: Innovative Services Development	6
Priority 2: Awareness Raising	7
Priority 3: Enhancing Organisational Capacity	9
Enablers	
Partnerships	11
Collaboration	11
Culture	11
Our Programmes	13
Our Partners and Supporters	14

About Dyspraxia/DCD Ireland

Dyspraxia/DCD Ireland provides a range of supports and services to young people and adults with dyspraxia/DCD, their families, carers, employers, and community. The organisation also works with a broad range of professionals such as teachers, psychologists, occupational therapists, mental health professionals, and employers who support people with dyspraxia/DCD.



Our Strategic Planning Process

As we draw to the end of our Strategic Plan for 2021-2024, we have reflected on the bold new directions we undertook and the successful impact we achieved in doing so. In our strategic planning process for 2025-2027, we examined our work to date with members of the dyspraxia/DCD community, government, and strategic partners; work, which has positively influenced the lives of many people with dyspraxia/DCD, their families, and support networks. Our vision for the next three years is to build on this success and further address the challenges facing people with dyspraxia/DCD, their families, and communities.

In developing the 2025-2027 Strategic Plan, we partnered with Impactful Consulting and engaged in a process of workshops and discussions with Board, staff, and members of the dyspraxia/DCD community.

The strategic planning process provided a valuable opportunity to reflect on all that has been achieved over the past three years from 2021 to 2024 in the face of a pandemic. It helped us assess our current operating environment, examine future trends, and gather important insights and feedback. It also helped us to identify some of our significant strengths, opportunities, and challenges.

Strengths

- Raises awareness of dyspraxia/DCD and is the national voice of the dyspraxia/DCD community.
- Provides high-quality and expert-led services and supports
- Builds meaningful and unique partnerships with the dyspraxia community and its funding partners.
- Has been successful in obtaining government financial support
- Provides best practice educational programmes which are highly sought after by members of the community, parents, health professionals, and education professionals.
- Has a professional, responsive, dynamic, and highly productive team.
- Has strong governance and controls and a culture that is welcoming, flexible, passionate, and innovative.

Opportunities

- The Irish Government is prioritising the publication of a new National Disability Strategy, setting out a vision to 2030. This provides an opportunity for Dyspraxia/DCD to ensure that the voice of people with dyspraxia is part of this process.
- The Programme for Government 2025 outlines its support for those with disabilities in terms of education, employment, and independent living. Dyspraxia/DCD Ireland will continue to work with the Government to ensure people with dyspraxia are included in this support.
- The funding provided by the Department of Children, Equality, Disability, Integration, and Youth of Ireland for the POTTs Telehealth Programme provides an opportunity to expand Dyspraxia/DCD assessment and support services to more people across the country. This will also help to raise awareness of dyspraxia generally.

- There is increased awareness of neurodiversity, including dyspraxia, worldwide. This provides an opportunity for Dyspraxia/DCD Ireland to increase awareness of the supports and services it can offer.
- While some of Dyspraxia/DCD Ireland services are face-to-face, there are opportunities to provide others in new and innovative ways due to advances in technology and on-line communications.
- Dyspraxia/DCD's researched based adult assessment pathway, as the first in Europe, provides an opportunity to work with occupational therapists, GPs, physiotherapists, and other professionals in supporting the needs of adults with dyspraxia/DCD.

Biggest External Challenges

- Securing adequate funding to support the range of services we provide. Financial constraints often limit the delivery of comprehensive supports required.
- Many children with dyspraxia/DCD miss out on crucial therapies and supports due to a lack of qualified staff in the health and education sectors.
- Raising sufficient awareness about dyspraxia/DCD and ensuring that the general public, as well as professionals, understand the condition is an ongoing challenge. This includes educating teachers, employers, and healthcare providers to support individuals with dyspraxia/DCD in support ways.
- The cost of private treatments, such as occupational therapy and speech therapy, is often prohibitive. Many families sacrifice basic necessities to afford private services, while others are fully excluded.
- Increasing levels of technology brings with it risks associated with cybersecurity, data management, and online fraud.



Vision, Mission and Values

Purpose

Dyspraxia/DCD Ireland exists to bring greater awareness and understanding of dyspraxia/DCD amongst the Irish population so that all people with dyspraxia live in a society where they can be their most full and authentic selves.

Vision

A society where people with dyspraxia/DCD have the knowledge and skills to live to their full potential, and where family members, friends and service providers understand how to offer the best support.

Mission

To ensure that the dyspraxia/DCD community have the information, skills and support to effectively fulfil its potential and to equip professionals and the wider society with information about dyspraxia/DCD to promote understanding and accessibility at a national level.

Values

Integrity

We will be professional and respectful in how we undertake our work to ensure our services reflect evidence-based, best practice training and interventions.

High-quality

We will continually work to deliver high quality services and governance standards.

Inclusive

We are a non-judgemental and inclusive organisation that is open and welcoming to people of all backgrounds, identities and experiences.

Transparent

We will be transparent and accountable to our members and the wider community in all areas of our work.

Responsive

We are committed to being adaptive, flexible and responsive to the needs of our members and to any person who seeks our assistance. We will provide people with the best support to help them reach their full potential.

Impact driven

We believe in using our resources to generate the greatest impact for people with dyspraxia/DCD and we will continuously explore ways in which we can improve our work into the future.

Strategic Priorities

Priority 1 Develop Innovative Services

People with dyspraxia/DCD have diverse experiences and challenges. We aim to enhance our services and supports to ensure they are relevant, evidence-based, and meet individual needs.

GOAL 1

Grow our unique supports and services

ACTIONS

- Increase access to dyspraxia/DCD assessments for children and young people.
 - Grow our internal expertise in training occupational therapists to assess adults for dyspraxia/DCD.
 - Expand the resources available on our online resource hub.
 - Continue to provide timely, personalised, and high-quality information and advice through our information and support service.
 - Cater to a broad range of people through the development of a wider variety of workshop topics.
 - Embed Dyspraxia/DCD Ireland's national service model, delivering the right services, at the right time, and in the right place in partnership with members and stakeholders.
 - Regularly gather feedback from members and supporters to ensure our services continue to be responsive and aligned to need.
-

OUTCOMES

Dyspraxia/DCD Ireland will offer greater access to assessments and specialist services and supports.

GOAL 2

Resource dyspraxia/DCD Ireland to provide best practice training and education

ACTIONS

- Secure expertise to support the future delivery of high-quality, evidence-based educational programmes.

- Develop a programme of educational courses that is financially sustainable.
- Invest in long-term evidence-based education programmes that are relevant to a range of audiences.
- Develop a range of supports to enable employers to support employees with dyspraxia/DCD.
- Expand the pool of existing expert trainers.
- Explore the opportunity to create on-demand training and education resources using existing expertise.

OUTCOMES

The dyspraxia/DCD community will have access to expert-led training and education, leading to better understanding, support, and services.

Priority 2 Awareness Raising

Dyspraxia/DCD Ireland aims to become a powerful voice that influences government health and education policies, helping those impacted to reach their full potential.

To achieve our vision of a society where people with dyspraxia/DCD have the knowledge and skills to thrive, and where their families, friends, and service providers know how to best support them, we need the right national policies. We will keep the focus on government providing accessible assessments and support, and work to ensure policymakers understand the challenges faced by people with dyspraxia/DCD.



GOAL 3

Secure sustainable funding to support people with dyspraxia/DCD

ACTIONS

- Advocate for equal access to dyspraxia/DCD assessments for all ages.
 - Collaborate with the government and education sector to create early intervention programmes at all education levels.
 - Develop impactful targeted communications to establish a system for analysing and using data to continue to improve services.
 - Provide high-quality expertise and evidence to guide public policy decision-making.
 - Progress the development of comprehensive data systems to drive informed decision-making and continuous improvement.
-

OUTCOMES

Increased funding and resources for providing assessments and interventions.

GOAL 4

Enhance early intervention through raising awareness

ACTIONS

- Launch a campaign to educate primary and secondary school teachers on recognising dyspraxia/DCD signs.
 - Form a long-term strategic partnership with a national brand to promote dyspraxia/DCD awareness with this group.
 - Recruit ambassadors to raise awareness of dyspraxia/DCD amongst our target groups.
 - Co-produce a national awareness campaign in partnership with primary and secondary school teachers on how to recognise and support students with dyspraxia/DCD.
-

OUTCOMES

- Increased awareness of the signs of dyspraxia/DCD in children and young people.
- Increased levels of early intervention.

Priority 3 **Strengthening Organisational Capacity**

To increase our impact and create meaningful change, we will need to strengthen our organisation's capacity. We will deliver more programmes to ensure that the dyspraxia/DCD community has the information, skills, and support to reach their full potential. We will equip professionals and the wider society with information about dyspraxia/DCD to promote understanding and accessibility at a national level. This involves expanding our skilled team, fostering a supportive and innovative work culture, and investing in technology and sustainable funding.

GOAL 5

Develop a sustainable funding strategy

ACTIONS

- Research, implement, and evaluate a diversified and sustainable funding model.
- Develop an effective membership and fundraising model.
- Explore membership and funding opportunities in the UK and Northern Ireland.
- Enhance the reach and impact of our workshops, conferences, and talks.
- Grow self-generated income through transparent pricing models.
- Maintain a reserve fund as our costs grow.
- Consider potential partnerships to strengthen support for the dyspraxia/DCD community.

OUTCOMES

Dyspraxia/DCD Ireland will have the funds to execute its strategy and achieve its vision, allowing for confident planning and high-quality services and support for the dyspraxia/DCD community.

GOAL 6

Embrace technology for safe and effective supports for people with dyspraxia/DCD

ACTIONS

- Explore how telehealth can enhance opportunities for dyspraxia/DCD interventions.
- Increase the organisation's expertise in cybersecurity and fraud prevention.
- Maximise online opportunities to build a strong dyspraxia/DCD community.

- Invest in technology that will support memberships, fundraising, remote work, student placements and community support groups.
- Explore the potential of Artificial Intelligence (AI) to support the organisation.

OUTCOMES

Dyspraxia/DCD Ireland will strengthen its telehealth capabilities to build a robust online community and to remain a high-performing and innovative organisation by using technology to safely and securely streamline systems and operations.

GOAL 7

Dyspraxia/DCD is an employer of choice
and an excellent place to work

ACTIONS

- Continue to nurture an organisational culture of openness, flexibility, innovation, collaboration, and trust.
- Continue to support staff and volunteers to have balanced and manageable work plans.
- Continue to build person-centred annual development plans ensuring staff deepen expertise and expand networks.
- Continue to monitor and support Board effectiveness, ensuring it has the skills and capabilities to lead Dyspraxia/DCD Ireland into the future.
- Continue to support the CEO to grow the organisation's impact in line with the new strategy.

OUTCOMES

Dyspraxia/DCD Ireland will attract, develop, and retain talent that values working in an open, flexible, innovative, and collaborative culture.



Enablers

Throughout the new strategic development process, the Dyspraxia/DCD Board, staff, members, and volunteers agreed on three key enablers that will help to shape and support the delivery of the new organisational strategy.



PARTNERSHIPS

Dyspraxia/DCD Ireland is a small 2.5-person team delivering significant impact in collaboration with government, the HSE, University of Limerick, and many more. Partnerships are a key strength enabling the organisation to achieve far greater impact and will be crucial in the delivery of future strategy.



COLLABORATION

As a small organisation, collaboration with members of the dyspraxia/DCD community, with leading experts in the field of dyspraxia/DCD and with other neurodiversity supporting organisations has enabled the organisation deliver high-quality, sought-after interventions, information and supports.

These collaborations enable the organisation to be stronger, more effective and build specialist knowledge greatly increasing impact.



CULTURE

A culture of openness, flexibility, innovation, collaboration and trust has enabled the team to develop services, supports and partnerships that deliver significant impact and which are responsive to the communities most pressing needs.

ACTIONS

Strengthen existing partnerships by:

- Deepening relationships with current partners, e.g., Government, HSE, University of Limerick, and voluntary organisation partners, by engaging in regular communication and joint planning sessions.
- Identifying areas for expanded collaboration, such as new research projects, joint funding applications, or shared training programmes. Reaching out to other universities, healthcare providers, and organisations that align with Dyspraxia/DCD Ireland's mission.

Leveraging Technology:

- Use telehealth and digital platforms to collaborate with partners on delivering remote services and interventions.
- Develop an increased range of online training modules and resources to suit consumer needs.
- Upskill staff in the use of AI to enhance service offerings.

Community and Corporate Engagement:

- Engage with local businesses and community organisations to create awareness campaigns and support initiatives.
- Form strategic alliances with national brands to sponsor events, workshops, and neurodiversity awareness programmes.

Joint Funding and Resource Sharing:

- Collaborate with partners on joint funding proposals to secure grants and sponsorships for shared projects.
- Share resources, such as training materials and expertise, to maximize impact and efficiency.

Innovative Programmes and Campaigns:

- Develop innovative programmes and awareness campaigns in collaboration with partners to educate the public and support the dyspraxia/DCD community.
- Utilise the expertise of partners to create impactful and evidence-based interventions.

Feedback and Continuous Improvement:

- Regularly gather feedback from partners to understand their needs and expectations.
- Use this feedback to continuously improve partnership strategies and ensure mutual benefits.







Our Programmes

- Diagnostic and follow on support services for children, young people, and adults including handwriting assessments.
- Nationwide, online occupational therapeutic telehealth for children and families.
- Information, advice, and supports to members and the broader community through an online support hub system.
- Signposting of people with concerns or queries to appropriate specialist supports.
- Educational courses, workshops, talks, online resources, and seminars by professionals and specialists working with children and adults with dyspraxia/DCD for health and educational professionals, parents, families, employers, and support circles.
- CPD-accredited training for professionals working with people with dyspraxia/DCD in Ireland.
- School in-service days and teacher coaching.
- Assistive technology enabling students to use technology in class.
- Online social groups for primary and secondary students.
- Counselling supports for people with dyspraxia, their families, and support circle (psychotherapy).
- Awareness raising and advocating on behalf of members and the wider community to promote greater awareness in schools, workplaces, and communities.
- Lobbying government departments and all relevant bodies in the areas of education, health, and therapies.



Our Partners and Supporters



Dyspraxia DCD Ireland

Carmichael House
North Brunswick Street
Dublin 7

E info@dyspraxia.ie
W www.dyspraxia.ie