



PERSONAL

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EDUCATION

Master of Education (Hons), Queensland University of Technology, 2019
Bachelor of Education (Aboriginal and Torres Strait Islander Studies), University of Queensland, 2002
Certificate in English Language Teaching to Adults, International House, Sydney, 1999
Bachelor of Arts (Anthropology), University of Queensland, 1997



Paula is a highly experienced and skilled researcher and evaluator. Paula is particularly skilled in developing strong collaborative relationships with our partners, Indigenous associates and clients, based on genuine and respectful engagement. Paula strives to do good work that enables more socially just and compassionate outcomes for people.



I am interested in and care about people. As an evaluator, I aim to work alongside our clients and provide them with the information and insights they need to deliver programs that ensure the best possible outcomes for end users of the programs they manage.

PAULA SHAW

SENIOR MANAGER



SOCIAL RESEARCH, PLANNING AND PROGRAM EVALUATION

- » **Evaluation of the Indigenous Girls STEM Academy** (National Indigenous Australians Agency, 2022-current): The IGSA is a \$25 million investment over 10 years to improve the participation of Indigenous girls and women in STEM careers nationally. Paula is project managing this long-term, complex project looking at the implementation and outcomes of the IGSA up until its midpoint. and developing a transition plan to provide guidance to the three service providers to maximise the long-term impact of the investment. Paula's role includes collaborating with and coordinating the work of our Indigenous staff, associates and partners (NintiOne Ltd.).
- » **Complaints Management System Review** (Queensland Crime and Corruption Commission, 2021 and 2022): Paula project managed and coordinated the first two stages of a review of the CCC's complaints management system focusing on its accessibility for Aboriginal and Torres Strait Islander people. Paula collaborated closely with ARTD's Aboriginal and Torres Strait Islander Associates (Julie Moore, Julie Foster Smith, Genis Passi and Syl Johns) who led the stakeholder and community engagement. The second stage included consultation workshops being held with eight Aboriginal and Torres Strait Islander communities across the state. Each stage required a synthesis report, which Paula wrote in close collaboration with Indigenous project leads.
- » **Southport Domestic and Family Violence Court evaluation** (Queensland Department of Justice and Attorney General, 2019 - 2021): Paula's role included project management support, as well as interviewing stakeholders including court users, and co-designing data collection tools in collaboration with DJAG personnel. Paula synthesized data collected for both the Implementation Evaluation and Final Outcomes Evaluation and co-wrote the reports. The Final Outcomes Evaluation included matching previously unlinked application and charges data-sets, and innovative bespoke approaches to providing social and economic impact analysis.
- » **Men's and Women's Bail Support Program Reviews** (Queensland Corrective Services, 2021): Paula managed these parallel reviews of the Men's Bail Support Program and the Women's Bail Support Program which support people who have been remanded in custody to exercise their legal right to apply for bail. The projects involved extensive stakeholder consultation with correctional centre staff, community and legal service providers and supreme court judges. In addition, Paula worked closely with our Aboriginal Associates (Julie Foster Smith and Jodi Sampson) to interview men and women in custody as well as program participants now living in the community. The project involved a review of the research literature, synthesis of interview data as well as quantitative analysis of agency and program level data.
- » **Evaluation of Services for Women in Contact with the Criminal Justice System** (Queensland Department of Child Safety, Youth and Women, 2019 - 2020): Paula project managed this evaluation of three early intervention services for criminalized women. She managed the ethics application process including developing a research protocol. Paula interviewed stakeholders, service providers and women who had engaged with the services and analysed service user data to produce a report as well as an additional service mapping component to assist the department in their future program planning.
- » **Evaluation of Future Directions** (NSW Department of Community and Justice, 2019 - 2022): This is a process and outcomes evaluations of the six Service Improvement Initiatives which are a part of the reform. Paula is project managing a longitudinal case-study sub-project, seeking to develop in depth case studies to assist the Department to better understand how the reforms work in the lives of their clients.