

STRATEGIC ANCHORS

Our Vision

Working together for safe communities.

Our Mission

The mission of DOC is to improve public safety.

Our Commitment

To operate a safe and humane corrections system and partner with others to transform lives for a better Washington.

OUR VALUES

Staff As Our Greatest Asset

We are committed to the personal and professional development of our staff, and actively seek staff involvement and a shared sense of commitment and service at all levels.

Professionalism And Quality Of Service

As correctional professionals, we demonstrate our commitment through competency, accountability, ethics, and pride in work.

A Safe, Healthy Work Environment

We are committed to providing a safe and healthy environment for staff and offenders.

Respect For Individuals

We recognize the diversity of individuals and their contributions, and we strive to treat all people – offenders, staff, and public – with dignity and understanding.

Clear, Open, Honest Communication

We encourage communication that promotes unity, productivity, and understanding.

People's Ability To Grow And Change

We acknowledge that people – offenders and staff – have the need and ability to grow and change and we support their endeavors.

Community Interaction And Partnerships

We encourage positive interaction with the community as we strive to promote public safety, community protection, and public understanding.

2017 – 2021 GOALS AND STRATEGIES

Engaged and Respected Employees

- Be an employer of choice.
- Embrace diversity and inclusion.
- Recognize contributions and achievements to enhance work performance and foster an environment where employees feel valued.
- Build more opportunities focused on learning and performance.
- Support personal and family health and well-being.

Safer Operations

- Maintain safe and secure environments through sound correctional policy, practice, and training.
- Ensure workplace safety by providing resources for employees and monitoring of safe practices.
- Ensure compassionate delivery of services.
- Maintain the ability to respond and manage a wide range of emergencies and significant events.
- Utilize violence prevention strategies to promote prosocial behavior.

Innovative, Efficient, and Sustainable Business Practices

- Monitor capacity needs within established principles for safety, health, mission, and operational efficiency.
- Assess, prioritize, and address risk.
- Support operations with secure and sustainable technology.
- Promote efficient innovative practices.
- Increase use of sustainable practices.

Supporting Successful Transition

- Support successful transition by engaging stakeholders, families, and communities.
- Utilize a case management approach throughout transition.
- Enhance transition through work release and reentry programs.
- Enhance opportunities for safe and stable housing.

Promoting Positive Change

- Provide interventions that are gender-responsive, culturally relevant and based on individual needs.
- Prepare individuals for success by providing educational, vocational, and employment pathways.
- Support ongoing research and evaluation to optimize outcomes.
- Support opportunities for volunteers to teach, mentor, and promote prosocial behavior.