Mission
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.

Vision
Working together for safe communities.

Values
Staff as our greatest asset
Professionalism and quality of service
A safe, healthy work environment
Respect for individuals
Clear, open, honest communication
People’s ability to grow and change
Community interaction and partnerships

Improve Lives
Decrease the first-year rate of return to institutions from 12% to 10% by 2023
  ▪ Increase the number of individuals who receive reentry transition services
  ▪ Increase the number and utilization of formal agreements with community-based organizations and governmental agencies
Establish continuity of care plans for 40% of incarcerated individuals diagnosed with a substance use disorder, mental health, and/or chronic care condition by 2023
  ▪ Create structured chronic care plans to include mental health, substance use disorder, and physical health providers
  ▪ Adopt an interagency, multi-disciplinary team approach to continuity of care planning

Keep People Safe
Decrease the rate of violence from 0.93 to 0.90 per 100 incarcerated individuals at prison and work release facilities by 2022
  ▪ Reduce introduction of contraband in state correctional facilities
  ▪ Improve classification assessment as it relates to security threat groups and incarcerated individuals with violent histories and/or tendencies
  ▪ Increase individual engagement in violence reduction
Increase the rate of supervised individuals reporting from 78% to 80% by 2023
  ▪ Implement Failure To Report reduction model statewide
  ▪ Improve coordination of reentry and transition services for supervised individuals

Engage and Respect Employees
Increase the Equity, Diversity, Inclusion, and Respect Index from 61% to 65% by 2023
  ▪ Communicate the business reason for Equity, Diversity, Inclusion, and Respect using measurable data and narrative
  ▪ Develop and implement a process for policy creation and revision that is inclusive of all employees
  ▪ Create, implement, and support a leadership mentoring program for first time supervisors

Achieve Organizational Excellence
Provide full and partial confinement options within 100% of capacity by 2023
  ▪ Implement a balanced classification system that includes gender responsivity
  ▪ Advocate for resources to address emergent and long-term capacity needs
  ▪ Increase the use of non-confinement sanction options for community violations
  ▪ Continue working collaboratively with external stakeholders on sentencing reform
Establish integrated outcome based management in 100% of Divisions by 2023
  ▪ Develop and implement Division fundamentals maps, scorecards and business plans that connect operations to DOC strategic goals and objectives
  ▪ Establish local and Division results reviews and capacity for problem solving
  ▪ Prioritize and manage portfolios of projects, initiatives and programs