DEPARTMENT OF CORRECTIONS

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| **Policy Number:** | **100.010** |
| **Title:** | **Mission, Values, Vision, and Goals of the Department of Corrections** |
| **Effective Date:** | **12/31/18** |

**PURPOSE:** To provide a mission, values, vision, strategic direction, and operational goals for the department.

**APPLICABILITY:** Minnesota Department of Corrections (DOC); department-wide.

**DEFINITIONS:** None

**PROCEDURES:**

A. The DOC incorporates the following mission, values, vision, strategic direction, and operational goals into prioritizing and providing effective correctional services in its facilities, community supervision, and its daily operations.

1. Mission statement: Reduce recidivism by promoting offender change through proven strategies during safe and secure incarceration and effective community supervision.

2. Values:
   a) Safety: by supporting a safety-conscious environment for staff and offenders.
   b) Research-supported practice: by providing offender programs and interventions based on evidence-based principles.
   c) Open and transparent communication: by ensuring that information is shared with staff, offenders, and stakeholders.
   d) Commitment to employee growth and development: by fostering employee diversity, collaboration, initiative, and opportunities for growth knowing that our strength lies in our skilled and talented employees.
   e) Culture of professionalism: by commitment to a high standard of ethics, behavior, and work activities.
   f) Organizational development: by providing an environment that encourages strong quality results through teamwork, technology, training, and process improvement.
   g) Collaboration: by facilitating cooperative interaction with staff and justice partners, building consensus to support our common interest of reducing recidivism.

3. Vision: Contribute to a safer Minnesota.

4. Strategic Direction
   a) Engage all stakeholders.
   b) Cultivate staff excellence.
   c) Align agency decisions with data.
   d) Expand diversity and talent.
   e) Develop population capacity and expand program availability

5. Operational Goals:
   a) Provide effective correctional services.

b) Hold offenders accountable.
c) Change offender behavior.
d) Provide restorative services for victims.
e) Engage staff and promote workplace safety.

B. The commissioner, deputy commissioners, assistant commissioners and department heads review the agency's mission, values, vision, strategic direction, and operational goals, and incorporate staff input as changes are proposed. At a minimum, this review takes place on an annual basis coinciding with the policy review schedule.

C. The DOC mission, values, vision, strategic direction, and operational goals are posted on internal and external websites.

**INTERNAL CONTROLS:**

A. The department's mission, values, vision, strategic direction, and operational goals are made available to staff and the public on the department's public website.

**ACA STANDARDS:** 2-CO-1A-04, 4-4002, 1-ABC-1A-05, 4-APPFS-3D-04, and 4-JCF-6A-02

**REFERENCES:** Minn. Stat. § 241.01

**REPLACES:** Policy 100.010, "Mission, Values, Vision, and Goals of the Department of Corrections," 2/20/18.
All facility policies, memos, or other communications whether verbal, written, or transmitted by electronic means regarding this topic.

**ATTACHMENTS:** None

**APPROVED BY:**
Deputy Commissioner, Facility Services
Deputy Commissioner, Community Services
Assistant Commissioner, Facility Services
Assistant Commissioner, Operations Support