



## Our Mission

### *Protect the Public, the Employees, and the Offenders*

#### Public

- Prevent escapes and maintain accountability of offenders in the community
- Increase community safety in support of a vital economy
- Reduce recidivism and increase the self responsibility of offenders
- Keep citizens informed about corrections issues and activities
- Make responsible decisions about the use of taxpayer dollars
- Attend to the needs and concerns of victims
- Treat members of the public with respect

#### Employees

- Provide current equipment and staffing to insure employee safety
- Provide for a safe working environment
- Attend to emotional and physical well being of employees
- Maintain high levels and standards for training
- Insure policies are sound, current, and consistently and fairly enforced
- Treat employees with respect

#### Offenders

- Provide a physically and mentally safe and healthy environment for offenders
- Manage offenders in a firm, fair and consistent manner
- Provide programming, training and education to encourage good work habits and pro-social interaction
- Promote pro-social thinking with contemporary programming
- Keep offenders informed about current corrections policies and procedures
- Develop community support and partnerships that foster reintegration
- Treat offenders with respect

## Our Values

#### A Safer Iowa

- We are responsible to the people of Iowa for doing our utmost to protect communities from harm by offenders, creating opportunities for offenders to repair harm that has been done, and preventing future harm

#### Our Employees

- Each employee makes unique contributions to accomplishing our mission; we value professionalism, diversity and opportunity for our employees

#### Personal Change

- Everyone, staff and offenders, has the capacity to change and grow; acceptance of personal responsibility and accountability are the keys to growth. We encourage each person to reach their full potential

#### Individual Worth

- We embrace the rights, dignity and individuality of all persons; we treat all persons with respect, fairness and compassion

#### Our Organization

- We are cohesive, collaborative and innovative; mission-driven excellence focuses our activities and guides our decisions