Strategic Goals

1. Recruit, develop, retain, and reward a diverse workforce of corrections professionals.

2. Foster a high level of safety and security.

3. Provide opportunities for individuals to live healthy, safe, and successful lives.

4. Demonstrate and promote operational excellence.

5. Champion a progressive and healing environment within our organizational culture.

6. Cultivate learning, innovation, and collaboration.
3D: Data Driven Decisions

Management by data is a process by which all VADOC staff use data in order to make decisions, address issues, examine concerns and solve problems. This allows the agency to focus on highly relevant matters.

When these three domains are brought together, a safe environment is created in which we can work together, encourage and support one another, and help individuals to do their finest and give the best of their talent.

When these three domains are brought together, people are empowered as ambassadors within the organization which staff are empowered as ambassadors within the organization with culture assessment.

Leadership Development

Leadership Institute – A multi-tiered program that properly prepares staff for leadership roles.

• LEAD – VADOC contracts with the American Correctional Institute (ACI) to provide leadership development.

• CCIT – First responder training aimed at effectively and efficiently performing workforce.

• CORRIDORS – Provides employees a foundation for outstanding reintegration.

• EPICS II – The VADOC business model to equip staff with strategies and interventions in core correctional practices.

• CCIT – First responder training aimed at effectively and efficiently performing workforce.

• 3-3-3 – Three training programs for all VADOC staff: 30 hours of technical training, 30 hours of technical skills, and 30 hours of leadership training.

• Planning – The Development of Training Opportunities includes training programs.

• Improving – VADOC's mission, goals, and perspectives to create a diverse, engaged and high-performing workforce.

• Diversity, Transparency, Inclusion, Culture, Learning & Growth – Strategic Plan which includes five strategic goals: Workforce Development, Diversity, Transparent Equity, Inclusive Culture, Learning & Growth.

To advance this mission, the Council has developed a DOI Strategic Plan which includes five strategic goals:

• Workforce Development
• Diversity
• Transparent Equity
• Inclusive Culture
• Learning & Growth

The Director's Diversity and Inclusion Council, consisting of a cross-section of VADOC employees, works collaboratively to promote a diverse, equitable and inclusive culture that staff are empowered as ambassadors within the organization with culture assessment.

Integrated Model for Re-Entry

The Integrated Model for Re-Entry prepares inmates for successful re-entry beginning at the time of sentencing and continuing until the inmate is released from incarceration. This model is Evidence-Based Practices which guide all of our re-entry efforts. 3-D encourages staff to use data to examine concerns and solve problems. At the center of the model is Evidence-Based Practices which guide all of our re-entry efforts.

When the following converge, we improve inmate outcomes:

• Data collection
• Data analysis
• Data interpretation

When these three domains are brought together, a safe environment is created in which we can work together, encourage and support one another, and help individuals to do their finest and give the best of their talent.

Evidence-Based Practices

Data Collection

Data collection involves gathering data in a systematic way to answer a specific question. This may include surveys, interviews, observations, or other methods.

Data Analysis

Data analysis is the process of examining the data collected to identify patterns, trends, or insights. This may involve statistical methods, visualizations, or other techniques.

Data Interpretation

Data interpretation involves making sense of the data analysis results and drawing conclusions or recommendations. This may involve considering the context, stakeholder input, and other factors.

As a leader and innovator in the implementation of Correctional Evidence-Based Practices, the VADOC has taken purposeful steps in becoming a learning organization. A critical component is determining what will be the issue to address, as evidenced by the Data Driven Decisions model.

Data driven decision-making is a process by which all VADOC staff use data in order to make decisions, address issues, examine concerns and solve problems. This allows the agency to focus on highly relevant matters.

When these three domains are brought together, a safe environment is created in which we can work together, encourage and support one another, and help individuals to do their finest and give the best of their talent.