



WYOMING DEPARTMENT OF CORRECTIONS

Policy and Procedure #1.002 Management Philosophy – Mission, Vision and Core Values

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Authority: Wyoming Statute(s): 9-2-1706; 25-1-104; 25-1-105 ACA Standard(s): 4-4001; 4-4002 2-CO-1A-01 2-CO-1A-04	Effective Date: April 4, 2016 Revision/Review History: 04/01/15 04/01/14 04/01/13 06/15/12 05/01/11 03/20/00
Cross Reference of Policy:	Summary of Revision/Review: Updates existing policy pursuant to annual review.
Supersedes Existing Policy :	
Approved: R.O. Lampert Robert O. Lampert, Director	
4-4-16 Date	

APPROVED FOR INMATE DISTRIBUTION

REFERENCE

1. ATTACHMENTS
 - A. Wyoming Department of Corrections Mission and Vision Statements
 - B. Wyoming Department of Corrections Management Philosophy and Core Values
2. OTHER – None Noted



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I. PURPOSE

- A. **Description.** The purpose of this policy is to establish the management philosophy that the Wyoming Department of Corrections (WDOC) and its divisions and institutions will employ in conducting its functions as established by W.S. 25-1-104 and W.S. 25-1-105. (ACA 4-4001) (2-CO-1A-01)

II. POLICY

- A. **General Policy.** It is the policy of the WDOC to articulate its management philosophy and establish a mission statement, vision statement, management philosophy and core values, which will be reviewed annually and updated as needed. (2-CO-1A-04)
- B. **Public Release.** It is the policy of the WDOC that its mission statement, vision statement, management philosophy and core values be made available to the public, included on its web site and publicized within and outside the WDOC.

III. DEFINITIONS

- A. **Director:** The person appointed by the Governor of the State of Wyoming to serve as the chief administrative officer for the WDOC pursuant to W.S. 9-2-1706 and in compliance with W.S. 25-1-104.

IV. PROCEDURE

- A. **Mission Statement.** The Director will ensure that the WDOC develops a written mission statement within the context of the entire criminal justice system. The mission statement will be reviewed annually and updated as needed. (ACA 4-4002)
- B. **Goals and Objectives.** The Director will ensure that the WDOC formulate short- and long-range goals and measurable objectives consistent with the WDOC's mission statement and philosophy. These goals and objectives will be developed with input from staff and appropriate community and criminal justice partners. They will be reviewed annually, updated if necessary, and will be included in WDOC's Strategic Plan posted on WDOC's website. (2CO-1A-04)



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- C. Policies and Procedures.** The Director will develop and maintain necessary policies and procedures to ensure that goal-oriented functional operations and programs are maintained.
1. To the largest extent possible operations and programs should be based on demonstrated best-practice and correctional interventions should be evidence-informed.
 2. The Director and other designated staff will identify and plan for the acquisition and maintenance of the resources needed to achieve this objective in as cost-effective manner as possible.
- D. Standards, Laws and Regulations.** All policy and procedure formulation, staff training, and correctional facility development and renovation will take into account relevant standards, laws, and regulations.

V. TRAINING POINTS

- A.** Who is responsible for ensuring that WDOC develops a written mission statement?
- B.** How often will the mission statement be reviewed?
- C.** Who is responsible for developing and maintaining necessary policies and procedures to ensure that goal-oriented functional operations and programs are maintained?
- D.** Review attachments to ensure familiarity with current mission, vision and core values of the agency.