
 <p>State of Connecticut Department of Correction</p> <p>ADMINISTRATIVE DIRECTIVE</p>	Directive Number 1.1	Effective Date 6/29/2026	Page 1 of 3
	Supersedes Mission Statement and Vision, dated 6/3/2022		
<p>Approved By:</p>  <p>Interim Commissioner Sharonda Carlos</p>	<p>Title</p> <p>Mission Statement and Vision</p>		

1. **Policy.** The Connecticut Department of Correction's Mission Statement and Vision will serve as the principal guide for the agency's daily practice. The department's vision statement will serve to underscore the goals the agency seeks to achieve moving forward. The statements of philosophy and goals contained in this directive shall serve as the foundation for all Department and unit policies.
2. **Authority and Reference.**
 - a. Public Law 108-79 Prison Rape Elimination Act of 2003.
 - b. 28 CFR, 115 Prison Rape Elimination Act National Standards.
 - c. Connecticut General Statutes, Section 18-81.
 - d. Administrative Directives 1.13, Code of Ethics; 2.1, Equal Employment Opportunity and Affirmative Action; 2.2, Sexual Harassment; 2.17, Employee Conduct; 2.22, Workplace Violence Prevention Policy and 6.12 Sexual Assault Prevention and Intervention Policy.
3. **Mission Statement.** The Department of Correction shall strive to be a leader in progressive correctional practices and partnered re-entry initiatives to support responsive evidence-based practices geared toward supporting reintegration and reducing recidivism under the Department's supervision. Safety and security shall be a priority component of this responsibility, coinciding with an unwavering respect for the human dignity of staff, victims, citizens and offenders.
4. **Guiding Principles.** To achieve the above mission statement, the department must ensure the following.
 - a. The appropriate and proper assessment of every incoming offender.
 - b. Individualized programming, education and job training for offenders.
 - c. Shared economic, community, social and collaborative partnerships.
 - d. Utilization of research and best practices.
5. **Strategic Pillars.** The Connecticut Department of Correction shall ensure public safety through accountable operations, disciplined resource stewardship, and responsible care for all individuals under its authority. These strategic pillars establish the foundational expectations that guide departmental decision-making, operational conduct, and long-term planning.
 - a. **Accountable Operations.** The Department shall maintain operational practices that uphold safety, clarity, and professional excellence.
 - i. **Infrastructure.**
 1. Maintain safe, secure and functional facilities that support lawful custody and effective programming.
 2. Ensure physical environments promote safety for staff, offenders and visitors.
 - ii. **Processes.**
 1. Implement clear, controlled and standardized workflows that promote consistency, compliance and operational integrity.
 2. Establish procedures that support timely decision making, risk mitigation, and transparent documentation.
 - iii. **Behaviors.**
 1. Foster a culture grounded in ownership, accountability, and excellence.

Directive Number 1.1	Effective Date 6/29/2026	Page 2 of 3
Title Mission Statement and Vision		

2. Require personnel to demonstrate professionalism, ethical conduct, and adherence to departmental policies.
 - b. Disciplined Resource Stewardship. The department shall manage human, financial and physical resources in a manner that maximizes effectiveness and supports the agency's mission.
 - i. Staffing.
 1. Ensure the right personnel are positioned in the right roles at the right time to meet operational and rehabilitative needs.
 2. Support workforce planning, recruitment, retention and succession strategies.
 - ii. Funding.
 1. Allocate and manage financial resources based on balanced priorities, evidence-based decision making, and long-term sustainability.
 2. Promote fiscal responsibility and transparency.
 - iii. Assets.
 1. Optimize the effective use of facilities, equipment, and operational assets.
 2. Maintain asset readiness through preventive maintenance, lifecycle planning, and responsible procurement.
 - c. Responsible Care. The department shall provide humane, equitable, and constructive care that supports rehabilitation, workforce well-being, and community safety.
 - i. Workforce.
 1. Promote well-being, professional growth, and organizational stability for all employees.
 2. Provide training support systems, and safe working conditions that enable staff to perform effectively.
 - ii. Offender Population.
 1. Deliver services that support health, capability development, and successful reintegration.
 2. Ensure access to medical care, education programming and reentry resources.
 - iii. Community.
 1. Strengthen public safety, community partnerships, and transparency
 2. Engage community stakeholders to support reintegration, reduce recidivism and build public trust.
6. Motto. The Department of Correction motto of P.R.I.D.E. shall represent the Department's values of: Professionalism, Respect, Integrity, Dignity, and Excellence.
7. Vision. To continue as a national leader in safeguarding and improving the quality of life for all those effected by our mission.
8. Dissemination of Mission Statement. The mission statement shall be widely disseminated to all employees, offenders, and the general public.
 - a. When feasible, the mission statement shall appear in the front of all Department Publications and be printed in all offender newspapers and posted prominently in all Department units. Additionally, the mission statement should be displayed in areas that are commonly viewed by the public, staff, and offenders. Copies shall be given to all new employees undergoing orientation training.
9. Annual Review. Each year, as part of the Department policy review process, the mission statement shall be reviewed. When warranted, recommendations for changes shall be made by a committee convened by the Commissioner for that purpose. The Committee shall include department employees. The committee shall submit its report to the Commissioner.
10. Unit Mission Statements. Each unit within the Department shall develop a unit specific mission statement, consistent with the Department's Mission Statement. Unit mission statements shall be reviewed and revised annually by a committee appointed by the Unit Administrator. The committee shall consist of members who represent all levels of

Directive Number 1.1	Effective Date 6/29/2026	Page 3 of 3
Title Mission Statement and Vision		

employees within the unit. The committee shall submit its report to the Unit Administrator.

11. Exceptions. Any exceptions to the provisions in this Administrative Directive shall require prior written approval from the Commissioner.