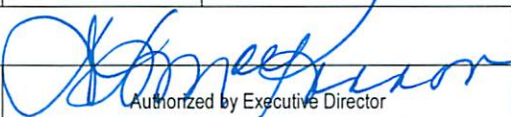


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Subject:	Vision Statement and Core Values	 Authorized by Executive Director	
For:	Community Corrections		

1. Vision Statement

1.1 Community Corrections is a dynamic and responsive component of Correctional Services dedicated to community safety through positive change in offenders by pursuing the highest standards of supervision, intervention and community involvement.

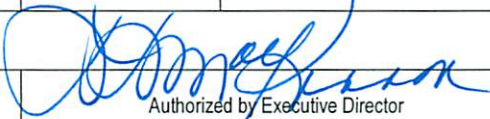
2. Core Values

2.1 To achieve its vision, Community Corrections has adopted the following core values:

- 2.1.1 empowerment of staff to make timely and meaningful decisions in carrying out their responsibilities
- 2.1.2 creativity, innovation and a team approach to the design, delivery and evaluation of services
- 2.1.3 a healthy work environment which promotes safety, security and the overall wellbeing of staff
- 2.1.4 proactive supervision and effective intervention through core correctional practices and meaningful contact with and on behalf of offenders
- 2.1.5 the promotion of partnerships and effective communication with the community and related agencies as well as within the criminal justice system
- 2.1.6 sensitivity to demographics and special needs groups within our communities
- 2.1.7 effective use of technology to enhance communication, information sharing and service delivery
- 2.1.8 staff as our greatest resource and the promotion of excellence through on-going development and training
- 2.1.9 offender responsibility and accountability for their actions

2.2 Community Corrections sustains this vision through an ongoing exchange of views and information among staff and the community to more effectively develop, implement and evaluate strategies which reflect these core values.

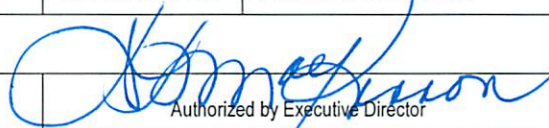
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3. Interpretive Statements for Core Values

- 3.1 Empowerment of staff to make timely and meaningful decisions in carrying out their responsibilities:** Community Corrections supports the decentralization of authority and the increase of accountability and responsibility to allow staff to make timely and effective decisions. Community Corrections recognizes, values and supports the ability of staff to make decisions that impact in a positive way the offender and the community while reflecting the mandate of our service. Staff are respected; valued for their knowledge; and recognized for their ability to apply the policies and procedures of Community Corrections.
- 3.2 Creativity, innovation and a team approach to the design, delivery and evaluation of services:** Community Corrections promotes teamwork by inviting and encouraging staff participation in the development of approaches which maximize the potential of Community Corrections to meet organizational objectives. Community Corrections recognizes areas of expertise and interest among staff, providing opportunities for input both individually as well as collectively.
- 3.3 A healthy work environment which promotes safety, security and the overall wellbeing of staff:** Community Corrections recognizes the importance of providing a safe, healthy and supportive work environment. Community Corrections encourages a holistic approach which encompasses all aspects of staff wellness and supports the provision of the best possible work environment to enable staff to succeed.
- 3.4 Proactive supervision and effective intervention through meaningful contact with and on behalf of offenders:** Community Corrections promotes positive change in offender behaviour by employing the principles of Core Correctional Practices. Community Corrections supports proactive supervision and effective intervention through a variety of methods which include personal contact with offenders, collaboration with community groups and organizations on behalf of offenders and consistency in supervision.

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- 3.5 **The promotion of partnerships and effective communication with the community and related agencies as well as within the criminal justice system:** Community Corrections recognizes the importance of partnering with the community agencies in the development and delivery of programs. Ongoing dialogue is advocated with community agencies and the judiciary to maintain quality service delivery.
- 3.6 **Sensitivity to demographics and special needs groups within our communities:** Community Corrections recognizes the geographic and demographic diversity of Nova Scotia. Community Corrections demonstrates respect for others, for the dignity of the person and for values and behaviours, which they may not share as long as those behaviours are not criminal in nature or hurtful toward others. Sensitivity to cultural differences, victims, minority and other groups is essential.
- 3.7 **Effective use of technology to enhance communication, information sharing and service delivery:** Community Corrections recognizes that technology can enhance the efficiency of communication and information sharing, providing a means for greater staff creativity in the delivery of services.
- 3.8 **Staff as our greatest resource and the promotion of excellence through on-going development and training:** Community Corrections encourages professionalism through ongoing training and professional development. Community Corrections values the celebration of staff efforts as well as accomplishments through individual and group recognition.
- 3.9 **Offender responsibility and accountability for their actions:** Community Corrections views offenders as persons who are likely in need of guidance, education and structure to positively influence decision making regarding their behaviour. While many factors may influence an offender's decision to break the law, it is ultimately the offender's decision to do so. Offenders who are involved in criminal behaviour will be expected to assume the full consequences of their actions. Young persons will be held accountable in accordance with the principles of the *Youth Criminal Justice Act*.

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