



# Arizona Department of Corrections, Rehabilitation and Reentry

## 2024 TRAINING & PERSONNEL STRATEGIC INITIATIVES

### Mission

Our mission is to enhance public safety across Arizona through modern, effective correctional practices and meaningful engagements.

### Vision

Reimagining Corrections

### Principles

- Always deliver a perfect effort
- Transform power and control mentality into respect, rapport, and engagement
- Modernize correctional practices and develop staff for meaningful performance
- Be responsive, communicate effectively, and responsibly serve the public and population
- Develop solutions that promote systemic wellness and deliver positive, effective outcomes
- Center our work on transparency, accountability, and humanity

### Goal 1: Build a Meaningful Organizational Culture & Promote the Development of Team

- 1.1 Create Employee Relations workshops to promote positive relations, encourage engagement and transform the agency culture.
- 1.2 Deploy Trauma-Informed Care, Modern Security, Use of Force, and Communication training for all corrections staff.
- 1.3 Create Writing Workshops to strengthen staff report writing and decrease communication gaps.
- 1.4 Create workshops designed to improve promotional candidate preparedness.
- 1.5 Create and implement a second level leadership academy to emphasize the mastery of foundational competencies for effective leaders.
- 1.6 Deploy the Staff Wellness Committee to implement strategies promoting staff safety, health, and work satisfaction.
- 1.7 Revamp the Correctional Officer Training Academy (COTA), ensuring new cadet training addresses the priorities and practices of ADCRR.

## **Goal 2: Create and Implement Optimal Population Management & Progression Strategies**

2.1 Increase community volunteer partnerships and services

## **Goal 3: Deploy Quality Service Delivery & Continuity of Care in Complexes & Communities**

## **Goal 4: Achieve Modernization & Sustainability of Practices & Resources**

4.1 Evaluate the agency recruitment strategy and impact, and formally partner with Arizona-based 2 and 4 year universities.