



# Vermont Department of Corrections

Roadmap to 2030: Mission-focused, values-driven



## STAFF AND STAFFING

Build a sustainable correctional workforce that invests in professional growth and staff wellbeing.



## HEALTH AND WELLNESS

Achieve a holistic health and wellness system to improve outcomes for incarcerated and supervised individuals.



## DIVERSITY, EQUITY, AND INCLUSION FOR A JUST SYSTEM

Advance diverse, equitable, and inclusive practices into all that we do to achieve a just corrections system.



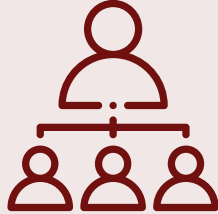
## MODERNIZATION

Modernize systems, structures, technologies, and processes to achieve the nation's leading model of corrections.

# Strategic Plan Goals

## STAFF AND STAFFING

Build a sustainable correctional workforce that invests in professional growth and staff wellbeing.



**GOAL 1:** Staff are empowered by a workplace cultivated to embrace and support the full spectrum of individual experience and identity.

**GOAL 2:** By 2030, staffing levels and staff retention are optimal and sustainable.

**GOAL 3:** Roles and processes are optimized to enhance staff engagement and operational efficiency.

**GOAL 4:** Opportunities for professional development and career growth are offered through a fair and transparent system.

**GOAL 5:** The Department provides opportunities and an environment that promotes staff health and wellness.

## HEALTH AND WELLNESS

Achieve a holistic health and wellness system to improve outcomes for incarcerated and supervised individuals.



**GOAL 1:** The Department prioritizes health and wellness as a fundamental obligation.

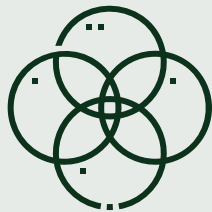
**GOAL 2:** The Department engages Vermont's community members to support health and wellness outcomes for the population we serve.

**GOAL 3:** Health and wellness systems and processes operate efficiently and effectively.

**GOAL 4:** The Department supports and fosters holistic wellness for those in its care and custody.

## DIVERSITY, EQUITY, AND INCLUSION FOR A JUST SYSTEM

Advance diverse, equitable, and inclusive practices into all that we do to achieve a just corrections system.



**GOAL 1:** Staff recognize and appreciate the daily impact of identity and why JEDI is vital to our success.

**GOAL 2:** The Department's systems, structural environment, policies and procedures are informed by trauma-informed practices, JEDI principles, and individuals with lived experience within the criminal justice system.

**GOAL 3:** Supervision, programs, and intervention services reflect the diverse needs of the people we serve.

**GOAL 4:** JEDI-responsive principles are embedded into all Department processes and retention efforts to equitably serve every staff member.

## MODERNIZATION

Modernize systems, structures, technologies, and processes to achieve the nation's leading model of corrections.



**GOAL 1:** Vermont's correctional system employs modernized systems, structures, technologies, and processes.

**GOAL 2:** The Department cultivates meaningful partnerships to advance community engagement and restorative practices.

**GOAL 3:** Modernization is embedded within each strategic initiative and advances innovative, efficient, evidence-based, and data-driven solutions Department-wide.