



Our Mission

Partnering to Promote Safety and Responsibility through Best Practices



Our Vision

Transforming Lives for the Safety of All

KDOC Strategic Plan Implementation 2020-2022

Turning our Vision into Reality

Investing in Individuals



Provide opportunities to acquire new experiences and skills to support personal and professional advancement and future success.

Creating an Environment for Change and Well-Being



Design systems that encourage positive behaviors, healthy choices and self-improvement.

Enhancing and Maximizing Communication



Improve interpersonal communication skills and expand effective communication practices at all levels of the department.

Fostering Dignity and Safety



Establish practices and policies that honor individual differences with mutual dignity and respect, and all feel safe and supported.

Engaging and Strengthening Our Partnerships



Expand partnerships with individuals and organizations within our communities to support our mission.



Our Strategies

The strategies move into action through Strategic Implementation Teams (SITs)

STRATEGIES	TEAMS	2021 SUB-TEAMS
1. Prioritize and Invest in Our Workforce	Employee Environment SIT	May launch for specific topics like hiring, training, mentoring
2. Create an Environment of Well-Being and Change	Employee Environment SIT	May launch for specific topics like hiring, training, mentoring
	Population Environment SIT	May launch for specific topics
3. Prioritize and Maximize Intentional Communication	Communications SIT	Partners
		Staff
		Individuals Under our Authority
4. Leverage Resources	Resource Deployment SIT	May launch for specific topics
	Expand Grant & Resource Attainment Literacy SIT	May launch for specific topics
5. Strengthen Stakeholder and Community Involvement	Implementation Teams and Timeline to be determined by CORE Leadership and Steering Teams	
6. Increase Human Capacity Through Technology	Implementation Teams and Timeline to be determined by CORE Leadership and Steering Teams	
7. Streamline Policies and Procedures	Implementation Teams and Timeline to be determine by CORE Leadership and Steering Teams	

Implementation Structure

The implementation structure includes four teams to move our strategies forward.

The implementation process will continue to be facilitated by TeamTech, the facilitation firm that guided us through the strategic planning process.



KDOC TEAM	TEAM MEMBERS	TEAM'S ROLE
Core Leadership Team	KDOC Core Leadership Team	Provide feedback and guidance on implementation activities and plans, and keep all teams informed of changes that may impact their work. The "What We Believe" document and KDOC's new Vision and Mission statements were drafted by this team using results from the Fall 2020 Listening Tours.
Strategic Plan Steering Team	KDOC System Management Team plus additional communication, IT or data staff needed to support the SITs	Hear quarterly reports from Strategic Implementation Teams and provide feedback to ensure alignment of planning and staging of implementation.
Strategic Implementation Teams (SITs)	SIT membership will be determined from those that volunteer. The Steering Team will adjust membership as needed to ensure teams have the authority and representation needed to do their work as chartered. SITs will have a Chair and Vice Chair who initially work closely with TeamTech.	Develop strategies and plans to accomplish Strategic Plan goals and provide quarterly reports to the Steering Team. Each team's charter, developed by the Steering Team, will include purpose, key tasks, boundaries and timeline.
SIT Sub-Teams s	Determined by the SIT that launches the sub-team	Launched by Strategic Implementation Teams (SITs) when additional input or expertise is needed. The focus of these sub-teams is often 360° feedback and "pilot and learn" activities and programs.

For additional information or questions, please see www.doc.ks.gov/pathway