

May 2015

Rising to the Next Level with DYS Core Values

Next week we will celebrate National Correctional Officers and Employees Week, and I would like to be the first to express my sincerest thanks for the quality of services our staff provide. I am so proud of the dedication and work that every single DYS employee provides to improve the lives of youth, families, and communities. Thank you for all that you do!

With our *Path to Safer Facilities* and now our *Path to Safer Communities*, our agency has been on a steady course of improvements. I am pleased to share how we are taking our excellence to a new level using core values.

Through a series of town hall meetings with staff on all shifts through the winter and early spring, we introduced the concept of core values and solicited ideas from staff. As a result of feedback from staff, we have established six core values for DYS.



- 1. All people can change.**
- 2. Treat everyone the way you would like to be treated.**
- 3. Every life matters.**
- 4. We strive to provide youth everything they need to succeed.**
- 5. We want the best for youth, and we believe in families.**
- 6. We believe in being good role models.**

In the near future you will see our core values posted at every site as well as reflected in how we carry out services. These six statements describe why we do this important work and reflect what is most valuable to DYS. Our core values will now be the basis for all that we do including making decisions, hiring staff, planning strategies, and interacting with youth, families, and communities.

We will integrate these values into everything that we do. These will not be announced and forgotten. Our core values will be used and made part of our culture. We will discuss core

values in meetings. We will benchmark using core values. We will check our progress regularly. As we treat these six core values as a living representation of DYS, we will realize the full power of our mission to improve Ohio's future by habilitating youth and empowering families and communities.