

# Overview

# NYC Department of Correction

# Strategic Plan

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# The NYC DOC Strategic Plan

## There are four Strategic Issues:

- Issue 1:** Public Safety now, achieving the highest levels of safety and security in the jails
- Issue 2:** Public Safety later, achieving the highest levels of safety and security in New York City's neighborhoods
- Issue 3:** Cultivating and Celebrating Excellence in the Workplace
- Issue 4:** Providing Victim-focused, Victim-friendly Services and Support

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- **Strategic Issue 1:** Improve **public safety now**, while DOC detains inmates, by employing Corrections' best practices
  - ▶ Use a back-to-basics approach to custody management employing core correctional practices to ensure the safety of staff and inmates.
  - ▶ Manage the population efficiently and effectively; maximize scarce resources and minimize incidents that can lead to serious injury to staff and inmates.
  - ▶ Maintain clean department facilities and ensure that facilities are in good repair.
  - ▶ Ensure that inmate-staff interactions are professional and focus on solving problems
  - ▶ Engage inmates in appropriate and productive activities to reduce idleness and misconduct.
  - ▶ Plan and prepare for emergencies, and ensure that viable and adequate emergency plans are in place.

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- **Strategic Issue 2:** Improve **public safety later**, after inmates are released to the community
  - ▶ Develop individualized correction plans for all newly admitted inmates that are consistent with inmates' risk and needs assessments, and update these plans periodically.
  - ▶ Prepare inmates for community reentry, based on assessed risks and needs, in partnership with public, private and non-profit providers; offer discharge planning to every inmate.
  - ▶ Update individualized correction plans every time an inmate is readmitted to custody, and revise plans periodically during their incarceration.
  - ▶ Incentivize pro-social and problem-solving behavior, holding inmates accountable for their decisions and actions.

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- **Strategic Issue 3:** Recruit, train, retain, recognize and reward excellence in the workforce
  - ▶ Recruit, retain and support a qualified, diverse and dedicated workforce.
  - ▶ Develop a continuum of pre-service, in-service and promotional training and offer career development to prepare the workforce to perform with excellence, and to grow professionally and personally.
  - ▶ Celebrate staff successes and reward staff contributions in the workplace and in the community.
  - ▶ Create a workplace that is a safe and supportive environment where staff is empowered to solve problems based on their experience and training.

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- **Strategic Issue 4:** Provide **victim-focused and victim-friendly** information, support and services to the crime victim community
  - ▶ Ensure that crime victims and their families have ready access to DOC for timely and up-to-date information.
  - ▶ Provide all inmates with the opportunity to participate in victim-focused activities that promote awareness of the impact of criminal conduct on victims and the community.