

# Louisville Metro Department of Corrections

## Mission

The Louisville Metro Department of Corrections (LMDC) enhances public safety by controlling and managing offenders in a safe, humane, and cost-efficient manner consistent with sound correctional principles and constitutional standards.

LMDC is committed to excellence, emphasizing accountability, diversity, integrity and professionalism. We shall assess an offender's needs and provide services that assist the offender in the transition and reintegration back into the community.



## Vision

The Louisville Metro Department of Corrections (LMDC) is an innovative leader within the Corrections profession and is an integral component of the criminal justice system. The Louisville Metro community is a safer place to live and work because LMDC provides services and programs that allow for the appropriate management and supervision of offenders.

We recognize Corrections as our chosen career. The employees of LMDC are the cornerstones of the agency. They share a common purpose and a commitment to the highest professional standards and excellence in public service. LMDC is committed to our employees and continually strives to promote professional staff development.

## Goals

- 1) Provide leadership in public safety and ensure model practices in the control, supervision and management of offenders.
- 2) Create and consistently enforce practices to ensure a safe and healthy environment in all our operations.
- 3) Promote the Corrections profession and staff development.
- 4) Create a highly effective workforce whose practices demonstrate the highest professional standards.
- 5) Develop and implement quality programs and services that provide offenders the opportunity for positive change.
- 6) Recognize the interests of victims, volunteers and criminal justice providers and acknowledge their input in the Department's management of offenders.

## Honesty & Integrity

### **What does Honesty & Integrity mean to Metro Employees?**

- *Being consistent and equitable to everyone*
- *All employees in government being open and truthful in their dealings with each other and the citizens they serve*
- *Doing the right thing in adverse situations*
- *Each employee works for the good of the whole rather than personal gain*
- *When citizens receive a response, they believe it and trust it*
- *Employees operate and communicate truthfully, transparently, and respectfully*

## Leadership & Teamwork

### **What does Leadership & Teamwork mean to Metro employees?**

- *We strive to achieve the objectives of our Metro teams*
- *We are supportive & take responsibility for the success and failure of the group*
- *Team members cooperate with each other, work to gain trust and respect of all; encourage collaboration*
- *Leaders motivate and inspire others and leverage successes by helping others to succeed*
- *Have a positive “can do” attitude*

# Core Values



## Responsive to All Citizens

### **What does Responsive to All Citizens look like in Louisville Metro?**

- *Citizen/customer service driven*
- *Every citizen has value*
- *Equitable and timely service*
- *Easy access to government*
- *Collaborate with citizens to identify and address their needs*
- *Embrace diversity and tailor programs and service accordingly*

## Focus on Results

### **What does Focus on Results look like in Louisville Metro?**

- *Planning for desired outcomes by setting measurable goals*
- *Gathering, analyzing data and reporting performance on desired outcomes*
- *Don't confuse effort with results*
- *All employees know what goals are and how to get their job supports and achieving desired results*
- *Focus action plans on responding to data and adjust/make course corrections to achieve desired results*