



DEPARTMENT OF **CORRECTIONS,** REHABILITATION & REENTRY

2025 FINANCIAL SERVICES DIVISION STRATEGIC ROADMAP

Mission

Our mission is to enhance public safety across Arizona through modern, effective correctional practices and meaningful engagements

Vision

Reimagining Corrections

Principles

- Always deliver a perfect effort
- Transform power and control mentality into respect, rapport, and engagement
- Modernize correctional practices and develop staff for meaningful performance
- Be responsive, communicate effectively, and responsibly serve the public and population
- Develop solutions that promote systemic wellness and deliver positive, effective outcomes
- Center our work on transparency, accountability, and humanity

Goal 1: Build a Meaningful Organizational Culture & Promote the Development of Team

- 1.1 Reinstate the monthly Divisional Operational Review to strengthen strategic alignment
- 1.2 Regularly update and share the Divisional Organizational Chart and encourage leaders and managers to attend at least two additional team huddles each quarter
- 1.3 Establish a dedicated committee to design a distinctive FSD challenge coin or logo that reflects the division's core values
- 1.4 Invest in professional development by sending mid-level managers to formal management and supervisor training
- 1.5 Organize at least two engaging team-building events to foster collaboration and boost morale
- 1.6 Continue discipline-specific meetings & in-person Business Administrator Meetings, which are essential for collaboration and achieving collective success

Goal 2: Create and Implement Optimal Population Management & Progression Strategies

- 2.1 Strengthen the implementation of the ASPC-Safford Ft. Grant Unit Livestock (cattle) Management program by enhancing partnerships with the University of Arizona, the Arizona Office of Economic Opportunity, ADCRR's Prison Operations & Education, Programs, and Community Reentry teams; improving agricultural practices while offering a valuable certification program that supports economic growth and rehabilitation
- 2.2 Implement the Culinary Arts program by leveraging our contractual relationship with Aramark to deliver Culinary Arts training and certification at each prison complex through Aramark's In-2-Work program

Goal 3: Deploy Quality Service Delivery & Continuity of Care in Complexes & Communities

Goal 4: Achieve Modernization & Sustainability of Practices & Resources

- 4.1 Transform the Inmate Workforce Contract Partner Billing process by utilizing existing accounting system technology to streamline management and improve efficiency throughout the entire billing cycle
- 4.2 Revolutionize the Supplies Inventory Management process by leveraging existing accounting system technology to consolidate operations into a single application, enhancing accountability, standardizing reporting, and driving efficiency and transparency across all operations
- 4.3 Develop a secure, user-friendly, web-based Statewide Payment Portal to streamline fund collection for Employee Fundraisers, improving cash handling and providing a clearer reporting of proceeds
- 4.4 Implement a robust payment solution for COTA cadet uniform allowance advances to guarantee that cadets receive their funds promptly and offer multiple options for disbursement, enhancing efficiency and convenience
- 4.5 Streamline specific procurement actions to create efficiency and empower internal customers to quickly access the products and services they need, fostering a more agile work environment