



Community • Independence • Empowerment

## VISION

*We provide a welcoming and diverse community partnership which collaborates and shares effective resources that support individuals and families to be successful through all phases of life.*

## MISSION

*We promote and provide mental health, intellectual and developmental disability and substance use disorder supports and services that empower people to succeed.*

## GUIDING VALUES

*Community*

*Competence*

*Diversity*

*Effectiveness*

*Integrity*

*Leadership*

*Recovery and Self-Determination*

*Respect*

*Responsibility*

*Teamwork*

*Trust*



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## GUIDING VALUE STATEMENTS

### Community

- *We respect the diversity of communities and the people we serve.*
- *We partner with persons served, providers and other organizations to foster continued growth and success.*
- *We will make decisions that consider the strengths, resources and needs of our community.*

### Competence

- *We constantly evaluate our own performance and look for opportunities to improve more effectively.*
- *We are committed to ensuring that the ISK workforce is diverse, qualified, continuously trained, multi-skilled, culturally competent, adaptable and empowered.*

### Diversity

- *We will maintain an inclusive work environment that actively attracts, develops and retains a diverse and talented workforce.*
- *We are committed to valuing similarities while respecting and incorporating thoughts, experiences and cultural differences of our employees and the people we serve.*
- *We recognize that successful outcomes depend upon services that are adapted to the diverse needs and cultural experiences of the individuals we serve.*

### Effectiveness

- *We will ensure that ISK's supports and services are person centered and produce the desired results on a consistent basis.*
- *We will use our time wisely to help all persons served meet their goals.*

### Integrity

- *We will be truthful and fair to each other and all persons served.*
- *We will keep the best interest of all persons served foremost in everything we do.*

### Leadership

- *We paint an inspiring vision that motivates others.*
- *We will lead by setting an example. A good leader gives and shows everyone possibilities.*
- *We communicate goals and objectives clearly.*
- *We invite creative approaches that are driven by the needs and desires of all persons served and are person/family-centered and strength based.*

### Recovery and Self-Determination

- *We believe in the full potential of all persons to live lives of recovery and self-determination, regardless of their life circumstances and challenges. Individuals seeking services have strengths and abilities, and will be treated with dignity, respect and an expectation of hope.*
- *We will always use a person centered planning approach in partnership with each person served.*
- *We will ensure that ISK demonstrates an ongoing commitment to promote and implement trauma-informed care*

### Respect

- *We practice fairness, consideration and understanding with each other, recognizing that everyone has intrinsic worth and equal value.*
- *We have high regard for the diversity and uniqueness of those served and those serving.*

### Responsibility

- *We will make informed decisions and if we make mistakes, we will correct them and learn from them.*
- *We are accountable and individually responsible to all persons served by ISK, co-workers and our community.*

### Teamwork

- *We will build and nurture community partnerships and networks to achieve creative, efficient and flexible outcomes for all persons served and their families.*
- *We rely on everyone's strengths to get the job done and meet goals.*
- *We will foster productive relationships among staff members, units, departments and functions to achieve creative, efficient and flexible outcomes.*

### Trust

- *We respect and maintain confidentiality at all times.*
- *We earn the respect and confidence of co-workers and persons served through consistent honesty.*
- *We follow-through with appropriate actions.*