



## 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

Community • Independence • Empowerment



## 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.

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10/30/17;07/27/2015; 01/26/2015; 01/28/2013; 01/12/2010; 10/21/2009; 09/30/2009; I.01 Mission\_Vision\_Value Statement

## 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.

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