

## **Mission, values and goals**

### **Kansas Department of Social and Rehabilitation Services (SRS)**

Our mission: To protect children and promote adult self-sufficiency.

Our vision: Partnering to connect Kansans with supports and services to improve lives.

Our way: SRS Guiding Principles – All of us, every day, working on behalf of and with Kansans, are guided by these principles:

1. Act with integrity and respect in our work with customers, partners, and each other.
2. Champion customer success.
3. Demonstrate leadership without regard to position or title, embrace responsibility, take risks, make decisions, and act to overcome challenges.
4. Strive for continuous improvement.
5. Demonstrate passion for our mission -- to protect children and promote adult self-sufficiency.
6. Recognize the value of partnerships, both within the agency and with community partners, to stretch capacity and achieve extraordinary results.

### **Rehabilitation Services (RS)**

Our mission: Working in partnership with Kansans with disabilities to achieve their goals for employment and independence.

Our values and goals:

RS values the worth, rights and contributions of people with disabilities.

Our goals are to:

- Guarantee meaningful participation in planning and obtaining services through informed choice and shared responsibility.
- Deliver rehabilitation services that meet or exceed the expectations of individuals served.
- Achieve high quality rehabilitation outcomes.
- Advocate the rights of persons with disabilities.

RS values competent, facilitative and responsive staff. Our goals are to:

- Use outcome oriented performance standards for all staff.
- Recruit, employ, support, develop and promote qualified staff, and compensate them equitably.
- Practice open communication and participation.
- Celebrate exemplary performance.

RS values a supportive and accountable organization. Our goals are to:

- Promote an organizational climate of trust and consistency.
- Establish management systems that support participation.
- Use management practices that emphasize outcomes.
- Use measures of consumer satisfaction and other outcomes to improve organization performance.

RS values responsive acquisition and accountable management of resources. Our goals are to:

- Allocate and manage all resources, including staff, in a timely manner according to the changing needs of Kansans with disabilities.
- Increase resources to improve and expand the scope and quality of services.
- Collaborate with others in the public and private sectors to insure that the needs of Kansans with disabilities are addressed.

RS values public support. Our goals are to:

- Involve persons with disabilities and other consumers in developing agency policy and legislation.
- Obtain the active participation of business and industry.
- Assist Kansas employers in meeting their workforce needs through referral of qualified individuals with disabilities.
- Inform and educate the public.