



## **Director's Message**

May 3, 2013

Dear Colleagues,

Next week Oregon will recognize three important 'weeks,' all of which serve to showcase the significant work we do at OYA on behalf of the youth in our care and the citizens of Oregon. Those weeks, all of which take place May 5-11, are Correctional Officers and Employees Week, Public Service Recognition Week, and Nurses Week.

There is a lot to celebrate about the good work we do. It can be challenging to interact with at-risk youth, and it sometimes can be disheartening to hear negative comments about public employees. That's why we want you to know how much we appreciate and value your contributions. The work you do makes a meaningful and positive difference in the life of every Oregonian.

Thanks to your contributions and participation in making OYA more effective and efficient, we are becoming known as a national leader in youth reformation. Our process measurement system and our use of data to inform decision-making are being adopted by other agencies in Oregon and throughout the nation.

By working with each other to identify and implement operational improvements – throughout all levels and locations within OYA – we can continue to create a more effective agency. Whether we work directly with youth in communities or in facility living units, health clinics, schools, or other areas, or we provide support to those who do, we create better futures for youth when we operate as an effective team with a shared vision.

The power of collaboration and shared decision-making is reflected in one of the agency's five key goals, which appears at the top of the OYA Fundamentals Map – "collaborative, communicative and transparent leadership." It is through a collaborative and open approach to planning and decision-making that we can achieve the best results.

Next week offers us an important opportunity to pause and reflect on our contributions – both in our daily work and our process improvement efforts – to the lives of our youth, their families, and their communities. As we celebrate the three May 5-11 recognition weeks, let's also think about remembering to extend our appreciation to our co-workers, not just next week, but throughout all 52 weeks of the year. Everyone benefits from a climate of appreciation and support.

Thank you for your ongoing commitment to youth reformation and public safety.

Sincerely,

A handwritten signature in blue ink that reads "Fariborz Pakseresht". The signature is fluid and cursive, with the first name being more prominent.

Fariborz Pakseresht  
Director

A handwritten signature in blue ink that reads "Joe O'Leary". The signature is cursive and somewhat stylized, with the first name being the most legible part.

Joe O'Leary  
Deputy Director

**INTEGRITY \* PROFESSIONALISM \* ACCOUNTABILITY \* RESPECT**