**SF Juvenile Probation Department Values & Beliefs**

1. **Dignity and respect** is conveyed in all interactions with the youth and families, the public and each other
2. **Honesty, integrity and fairness** are the foundations for our work
3. **Rehabilitation** within the context of public safety is the foundation of our work with youth
4. **Teamwork** assists the achievement of goals
5. **Quality and excellence** drive our objectives
6. **Punctuality & timeliness** propel effective interventions
7. **Professional commitment** and follow-through enhance positive outcomes
8. **Change** is a necessary ingredient to healthy organizations
9. **Professional development** and continuing education strengthen effective interactions
10. **Effective communication** guides positive responses
11. **Data-driven decision-making** ensures positive outcomes
12. **Effective partnerships** with all Juvenile Justice stakeholders is key to systemic success
13. **Diversity** and inclusiveness increase organizational value and capacity
14. **Community voices/input** help guide quality assurance and future direction
15. **Critical analysis** assists in eliminating inefficiencies and waste
16. **Performance appraisals** enhance productivity and job satisfaction
17. **Professional affiliations** facilitate the advancement of professional values

**SF Juvenile Probation Department Mission**

It is the **mission** of the San Francisco Juvenile Probation Department to serve the needs of youth and families who are brought to our attention with care and compassion; to identify and respond to the individual risks and needs presented by each youth, to engage fiscally sound and culturally competent strategies that promote the best interests of the youth; to provide victims with opportunities for restoration; to identify and utilize the least restrictive interventions and placements that do not compromise public safety; to hold youth accountable for their actions while providing them with opportunities and assisting them to develop new skills and competencies; and contribute to the overall quality of life for the citizens of San Francisco within the sound framework of public safety as outlined in the Welfare & Institutions Code.

**SF Juvenile Probation Department Vision**

It is the **vision** of the San Francisco Juvenile Probation Department that effective models of intervention with youth are created in partnership with all Juvenile Justice stakeholders, thereby leading to reductions in juvenile delinquency. Youth and families involved with the juvenile justice system are strengthened to become more self-sufficient as a result of their contact with the Department. Victims and communities affected by juvenile crime are given opportunities to be heard and experience satisfaction through their active participation in the juvenile justice process. Our communities are safer due to continual reductions in juvenile crime and recidivism rates.