Our Mission: Why We Exist: To efficiently provide a safe and effective public transportation system

Our Vision: What Success Looks Like: Better lives through better transportation by being the best

Core Values
Principles and Expected Behaviors that Guide our Actions and Conduct

1. High Ethical Standards - Honesty, integrity, respect, and professionalism with our internal customers, partners, stakeholders, and the public
2. Stewardship - Innovative, efficient, and accountable use of public resources
3. Transparent Public Service - Exemplary trustworthy public service with unprecedented access to information and decision-making processes
4. Safety - Safety in all we do
5. Teamwork - Inclusive, diverse, innovative, and supportive work culture
6. Innovation - Initiate and implement new ideas or methods to create value

Strategic Objectives
Where We Must Focus Our Strengths and Resources to Overcome Our Challenges

Short Term Goals

Everyone Home Safe Everyday
- Reduce state vehicle backing crashes
- Reduce the winter related crashes
- Reduce the number of fatalities related to highway crashes
- Reduce the number of serious injuries related to highway crashes

Long Term Goals
- Reduce workforce lost time injuries
- Reduce state vehicle crashes
- Reduce work zone serious injury and fatal crashes
- Reduce snowplow truck crashes

Value All Team Members
- Increase employee awareness of the Department's goals and priorities
- Increase accessibility of leaders to all employee to listen to concerns and take action to address them
- Increase two-way communication between supervisors and employees to implement ideas and suggestions
- Decrease workload and job stress concerns of employees

Long Term Goals
- Increase employee engagement
- Increase retention of new employees
- Increase employee training and development opportunities
- Increase supervisor communication with their employees
- Increase employee’s commitment to doing quality work
- Cultivate a Teamwork culture that creates a collaborative, positive, effective, and efficient work environment
- Develop and sustain a workforce culture that reflects the communities we serve

Provide Excellent Services
- Increase customer engagement to inform, influence, and listen to customers to improve services
- Increase the transparency and collaboration in our business and operational decision making

Long Term Goals
- Increase external customer satisfaction through improved communication and engagement
- Increase collaboration with contractors on better ways to accomplish our work that meets the needs of the customer and contractors
- Improve the quality of plans that allow the contractors to competitively bid and efficiently construct projects
- Increase landowner communication throughout the project life to inform, influence and listen

Continually Improve
- Increase rate of projects meeting the project ready dates as scheduled in Primavera
- Increase use of 511 App, 511 Road Condition Service, and Safe Travel USA website
- Implement variable speed limits and integrate ITS improvements along identified corridors
- Increase systematic process improvements on daily work and key work processes
- Increase readily available data for decision making to improve performance and outcomes

Long Term Goals
- Increase rate of projects meeting the planned milestone scheduled dates in Primavera
- Improve the effectiveness of winter operations and travel reliability
- Increase employee initiated and implemented innovation and within SDDOT

Provide the Best Transportation System
- Prioritize assets to track and develop condition targets
- Increase the condition of pipe culverts as rated by the inventory system

Long Term Goals
- Maintain high quality pavements in good to excellent condition
- Maintain highway bridge in good or fair condition
- Maintain pipe culverts in good or fair condition
- Increase the effectiveness of high-quality pavement markings
- Increase the condition targets on prioritized assets