

IN THE COURT OF COMMON PLEAS OF ADAMS COUNTY, PENNSYLVANIA

In Re: Vision and Mission of the
51st Judicial District

Administrative Order
No. 46 of 2008

AD-46-08

ORDER OF COURT

FILED
CLERK OF COURTS
2008 DEC 31 P 3:22

AND NOW, this 31st day of December, 2008, effective immediately, the Court hereby adopts as the official Vision and Mission of the Court of Common Pleas of the 51st Judicial District the document attached hereto as Exhibit "A".

BY THE COURT,

JOHN D. KUHN
President Judge

ROBERT G. BIGHAM
Judge

MICHAEL A. GEORGE
Judge

- c: Court Administration
- Kelly Lawver, Clerk of Courts
- Beverly Boyd, Prothonotary
- Commissioners
- Christoper Boyd, Adult Probation
- Charles Locke, Juvenile Probation
- William Gold, Domestic Relations
- Robert Powell, Chief Tipstaff
- Magisterial District Justices (4)
- Kathy McConaghay, ACCYS
- Jay Ondrizek, CJAB Coordinator
- Jennifer Harris, Human Relations

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VISION AND MISSION

ADAMS COUNTY COURT OF COMMON PLEAS

The vision of the Adams County Court of Common Pleas:

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We are committed to promoting the rule of law and preserving justice for all. We will heighten the value of the court institution for community members and court employees alike. We will serve the people through enlightened and proactive leadership, enhancing the quality of life within court offices, and delivering dignified, respectful, and efficient service to all members of the community. We will strive to identify and develop future generations of highly skilled and creative public servants who can preserve the court's best traditions, while ably meeting the challenges arising from rapid social change.

The mission of the Adams County Court of Common Pleas:

As members of an institution vital to civilization, our mission is to deliver dignified, respectful, and efficient service to the community and to our peers, promoting the rule of law and preserving justice for the benefit of all.

Principles & values of the court:

- ❖ Establish and confirm regularly that the court institution is greater than any of its members, and that its stability and reliability are vital to the quality of community life.
- ❖ Convey clearly and through daily action that the court earns respect for the services it performs within society, and that its leaders are selected to serve the community, holding office by the will of the people they serve.
- ❖ Treat all those who interact with the court, as well as fellow workers, with dignity and respect—in other words, as we would choose to be treated.
- ❖ Regularly and faithfully bring people working in the court together, to acknowledge their part in conserving its integrity and clarifying its core principles, and to reaffirm their part in its service obligations to new employees, and to the community.
- ❖ Stimulate regular communication and open, clear expression of ideas within the court, as well as with all agencies and organizations that contribute to the mission of the court.
- ❖ Treat the causes of litigation with respect and dignity, regardless of the merits, insofar as each case has arisen as a matter of importance in the lives of those who bring it before the court.

VISION AND MISSION

ADAMS COUNTY COURT OF COMMON PLEAS

- ❖ Create and maintain a long-term approach to recruitment, hiring, and orientation, to find and develop the best talent suited to the needs of the court.
- ❖ Train and develop court leaders for proactive leadership, to further the mission of the court by applying their energies and the resources of the court to shaping events and opportunities.
- ❖ Define the heritage of the court and establish a calendar of occasions for revisiting that heritage.
- ❖ Create interpersonal connections court-wide that foster the development of new employees, and collect and circulate stories that define expertise, clarify principles, and celebrate success.
- ❖ Support and encourage life fulfilling experiences for court workers, and endeavor to make work life more enjoyable, to counter the demoralization that so often accompanies this labor.
- ❖ Support mentoring, fostering of careers, and professional development that build on natural strengths, talents, and established expertise.
- ❖ Actively encourage innovative approaches to court operations, invite experimentation with methods that reach across organizational boundaries, and foster regular collaboration.
- ❖ Guide future development of court systems, structures, and working spaces with proactive, collaborative analysis and good design.
- ❖ Challenge assumptions that limit expectations and regularly assess performance with an eye to creating new opportunities to expedite processing and increase productivity.
- ❖ Identify good ideas and successful outcomes wherever and whenever they occur in the court, and acknowledge them without fail.
- ❖ Build collaborative partnerships with all organizations that serve the court, sharing opportunities whenever possible, and proactively building long-term relationships that enhance succession planning.
- ❖ Bring to light all issues between departments or agencies that may disrupt effective operations or that waste human energy and talent, and work as partners to find mutually satisfying solutions whenever possible.
- ❖ Be alert for training opportunities that cross organizational boundaries, and tap staff talent whenever possible to meet training needs, especially those related to quality of customer service and operational technique.
- ❖ Maintain confidentiality to preserve the dignity of the individual, and to further public confidence and trust in the institution of the court.
- ❖ Act as responsible stewards of judicial assets, resources, and human talent.