



We Keep Virginia Moving

Our mission is to plan, deliver, operate and maintain a transportation system that is safe, enables easy movement of people and goods, enhances the economy and improves our quality of life.

CODE OF ETHICS

- Commit to be a trusted steward of public resources
- Act with integrity in all relationships and actions in the work environment
- Abide by Virginia's Standards of Conduct for employees
- Not engage in conflicts of interest between my private interest and my professional role
- Not use public resources for personal gain
- Not accept or give gifts in violation of the State and Local Government Conflict of Interests Act
- Not knowingly make a false or fraudulent statement
- Not knowingly conduct or condone any illegal or improper activity

SHARED VALUES

- Be responsive to customer needs, consider what VDOT does in terms of how it benefits our customers, and treat customers with respect, courtesy, and fairness
- Commit to safety and continuous improvement in everything we do, learning from mistakes and successes alike
- Trust, respect, support, and encourage each other
- Respect and protect the public investment
- Make decisions based on facts and sound judgement and accept accountability for our actions
- Strengthen our expertise in using information, tools, and technology to achieve high performance and stay on the cutting edge
- Think ahead, acting and planning creatively for today and tomorrow

We Keep Virginia Moving



The Road Map to Flawless Execution of the Six-Year Improvement Program



Virginians and the traveling public expect excellence in the delivery of our services and the maintenance and operations of our roadways.

Through teamwork, business focus and leveraging innovation, we will effectively and safely deliver our programs and services by enhancing our processes and efficiently using resources. This is our "Road Map" toward success.

We will Plan, Deliver, Operate and Maintain a transportation system that is safe, enables easy movement of people and goods, enhances the economy, and improves our quality of life.

We Keep Virginia Moving

Route to Success!

The Road Map shows how we will support the Commonwealth's goals through program execution, maximizing use of resources, innovation, business focus and system efficiency. Treat each dollar as if it were your own. Citizens have entrusted us with their hard earned money and they deserve to know it is being put to the best use.

VDOT Goals

Goal 1: Improve Safety

- Virginia has a safe transportation system.
- VDOT has safe agency operations.

Goal 2: Easy movement of people and goods

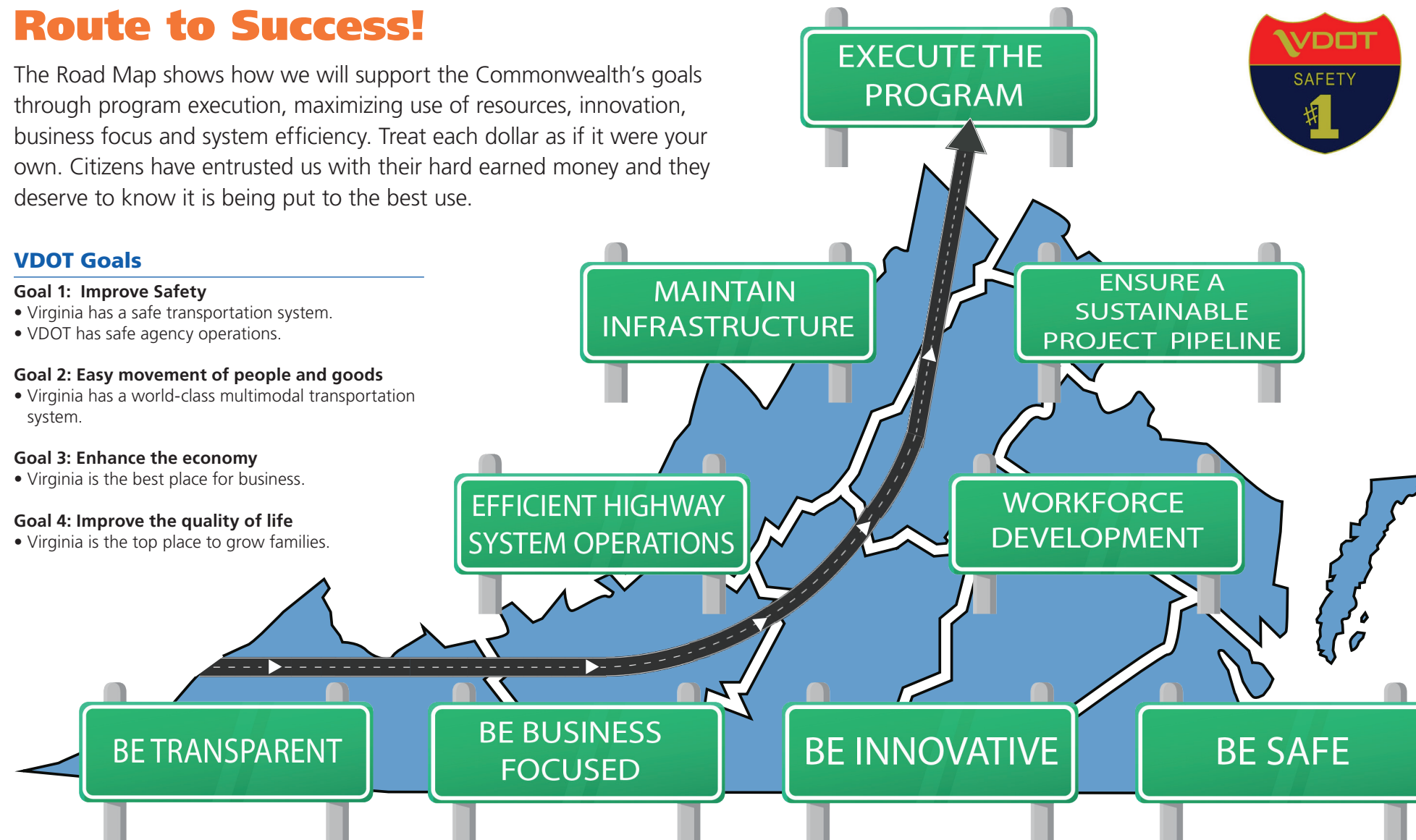
- Virginia has a world-class multimodal transportation system.

Goal 3: Enhance the economy

- Virginia is the best place for business.

Goal 4: Improve the quality of life

- Virginia is the top place to grow families.



Leadership Expectations

- Lead by example, from the Commissioner of Highways down
- Be truthful and transparent
- Make the right decision, keeping the taxpayer in mind
- Seize opportunities
- Build relationships

Central Office Leadership

- Develop and implement policy
- Be responsible for the process
- Provide training to the field
- Monitor and manage performance across the agency
- Be subject matter experts to support the field
- Ensure VDOT's resources are distributed to meet agency goals
- Ensure VDOT's statewide goals, objectives and plans are supported by district efforts
- Work collaboratively with district partners to achieve results

District Leadership

- Manage and deliver VDOT's projects and services locally
- Plan for and provide emergency response activities locally, reporting local conditions/activities to Central Office for situational awareness
- Be responsible for implementing VDOT's policy, processes and procedures in a consistent manner
- Monitor and manage local performance
- Proactively provide VDOT's local liaison activities with local elected and appointed officials
- Work collaboratively with Central Office partners to achieve results
- Ensure district's efforts are aligned with and support statewide goals, objectives and plans

Execute the Program

It is our job to execute the program, even with one-third of our construction projects being locally administered. High-level focus will remain on safety, delivering projects ahead of schedule and under budget, and improving infrastructure condition.

We will develop strong partnerships with localities and open collaboration with business partners. Each partner has an important role to play and successful execution requires effort from us all.

Workforce Development

We will develop a highly trained workforce, able to meet today's objectives while being prepared to anticipate and tackle tomorrow's opportunities.

Partnering with the private sector to develop our staff is key to getting the right people with the right skill sets into the right positions.

Maintain Infrastructure

We will maintain our infrastructure to a state of good repair. Significant strides have been made; preventative maintenance and rehabilitative efforts will continue, but most of the 'low hanging fruit' has been picked.

As assets age beyond the reach of rehabilitation, we must work with localities, regional entities and business partners to prepare for reconstruction.

Be Transparent

We will maintain focus on performance management, continuing to openly provide information to the public. Partners and customers should know what we are doing and why we are doing it.

We will work with localities, regional entities and business partners to help them gain a better understanding of their impact on the Commonwealth's performance.

Be Safe

Safety is not just a slogan, it is an expectation. We will work with law enforcement and communications to enhance traveler safety, while continuing to implement engineering and operational safety solutions.

We remain committed to providing a safe working environment and will continue to foster an active workforce safety culture.

Ensure a Sustainable Project Pipeline

We will work with localities and regional partners to develop and maintain a sustainable pipeline of quality projects. This collaboration will ensure readiness for SMART SCALE and State of Good Repair (SGR) program consideration, from planning and design through construction.

Successful implementation of this pipeline relies on having a stable, highly trained, and experienced workforce.

Be Innovative

Technology is changing the way we do business. We will be innovative, taking advantage of technological advances such as connected and autonomous vehicle technology.

The transportation industry is changing and we will improve the policies, administrative practices and speed/quality of construction, maintenance and procurement program delivery.

Efficient Highway System Operations

We will operate our roadway network more efficiently, focusing on moving people and goods using tactics like improved signal timing.

We will implement incident management, traffic management and innovative technological solutions such as using unmanned aerial systems in crash reconstruction and congestion/incident management.

Be Business Focused

Our business focus will continue to be based on strong performance management practices and objectives, while streamlining our processes.

We will establish fair and reasonable project delivery goals, while ensuring that our local and private-industry partners understand their role in successful program delivery.