



Stephen Sinclair Biography

Stephen Sinclair serves as Secretary of the Washington State Department of Corrections. He was appointed by Governor Jay Inslee on April 25, 2017.

After serving in the U.S. Army, Sinclair began his 30 plus year career at Department of Corrections as a correctional officer and gained progressively greater responsibilities as an investigator, sergeant, associate superintendent, superintendent, and assistant secretary of the Prisons Division.

As superintendent of the Washington State Penitentiary, Sinclair created and pioneered the [Sustainable Practices Lab](#), which employs incarcerated individuals in jobs that reduce the cost of facility operations, provides meaningful vocational work and skills training while reducing idleness, and allows them the opportunity to give back to the community. The lab employs more than 120 people and is a national model of innovation that reduces recidivism.

Since his appointment as Secretary, Sinclair has led the executive team in the development of revised agency values that integrate equitable treatment of all employees, embrace diversity and foster an environment of inclusion and respect - the "how" we will perform the work. Shifting the agency values to a more human centered approach will enhance the agency's ability to deliver reentry services to improve public safety. Sinclair has championed the development and implementation of outcome-based management (Results DOC) throughout the operational divisions of the agency - the "what" we do. That is defined by the measurable results we achieve through Results DOC. Results DOC is designed so individuals at all levels of the organization are engaged in using data to evaluate the effectiveness of programs, manage process performance, improve efficiency and reduce costs.

Sinclair has a Master of Public Administration from the University of Washington. He is Co-Director of the [Sustainability in Prisons Project](#), a member of the American Correctional Association, Association of State Correctional Administrators and the Correctional Peace Officers Foundation. Sinclair is a 2009 recipient of the Governors Award for Leadership in Management.

Sinclair is dedicated to the agency [mission](#) to improve public safety by positively changing lives and to making advances to not only Washington States Corrections, but contributing to nationwide change.