

Strategic Plan – Rough Draft

The following are possibilities for a new mission and vision statement. These will guide our strategic plan and how we operate as a department, so it is imperative that we receive your feedback and ideas. Please provide your thoughts and ideas.

Mission Statement: The Mission of the St. Anthony Police Department is to improve the overall quality of life by preserving the peace and safety of the community.

Thoughts and ideas:

Vision Statement: The St. Anthony Police Department consists of dedicated professionals who are committed to exceptional policing service and creating a safe and secure community that is a desirable place in which to live, learn, work and play.

Thoughts and ideas:

The following are 9 goals that the police department staff have identified as part of the department’s strategic plan. Each of these goals require objectives if they are to be achieved. Please consider each of these goals and provide feedback as to what the objectives should be. If you believe there should be any changes to the goals, please indicate that as well. In doing so, please keep in mind that each objective has to meet the following guidelines. It must be:

S – Specific **M** – Measureable **A** – Attainable **R** – Relevant (mission-oriented) **T** – Time-based

Goals

- 1. Develop community partnerships, foster community inclusiveness, and be viewed as partners in the community.**

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper.

- 2. Review and reorganize the Principals and Practices document.**

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper.

3. Enhance our training capacity and professional development. Provide better and focused training for officers. Provide training to the public.

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper.]

4. Shift focus from “traffic enforcement” to “traffic and pedestrian safety.”

Thoughts and ideas:

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5. Focus on crime prevention, intervention, and suppression. Utilize the S.A.R.A. model as a department-wide approach. (S.A.R.A = Scan Analyze Respond Evaluate)

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper. |

6. Continue and enhance the employee wellness program.

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper. |

7. Restructure the professional development process.

Thoughts and ideas:

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8. Evaluate the department's accountability processes. (commendation & complaint process;
transparency of process for officers and public)

Thoughts and ideas:

If additional space is needed, please attach a sheet of paper.]

9. Enhance our ability to recruit, hire, and retain employees that reflect the vision, mission, and values of the communities we serve.

Thoughts and ideas: |

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If additional space is needed, please attach a sheet of paper.