

VERMONT STATE POLICE

Strategic Plan 2017-2019 Overarching Goals and Strategies



VISION STATEMENT

Our vision is to be leaders in policing with an emphasis on fairness, compassion and service

MISSION STATEMENT

The mission of the Vermont State Police is to individually and collectively serve and protect by providing the highest quality of professional law enforcement services

CORE VALUES

Courage



Honor



Integrity

OVERARCHING GOALS	STRATEGIES	OUTCOME INDICATORS
<p>Protect the citizens of Vermont using best police practices in response to violent crime, the opiate crisis and mental health calls for service</p>	<ul style="list-style-type: none"> • Increase cooperation between federal, state and local agencies in both operational and intelligence sharing capabilities • Support the “Three Pronged Approach” (Enforcement, Education, Treatment) to address the opiate crisis • Focus Field Force and Bureau of Criminal Investigation resources through use of data driven initiatives and evidence based analysis • Use a multi-disciplinary approach to address mental health and addiction related calls for service 	<ul style="list-style-type: none"> • Creation of performance accountability system • Reduction in domestic violence and other violent crimes • Reduction in opiate related crime and increase in apprehension of drug traffickers • Ensure the Vermont State Police create collaborative partnerships with allied agencies to improve services to those in need of mental health and addiction related assistance
<p>Reduce injury, property damage and fatal crashes on Vermont Highways</p>	<ul style="list-style-type: none"> • Reduce crashes through enforcement with an emphasis on aggressive driving, distracted driving, speed and impairment • Increase traffic safety related public messaging • Increase member training related to highway safety 	<ul style="list-style-type: none"> • Reduce major crashes by 5% • Reduce alcohol and drug involved crashes • Conduct local outreach and education related to highway safety • Train members in Advanced Roadside Impaired Driver Enforcement
<p>Promote department objectives related to recruiting by focusing on professionalism and accountability</p>	<ul style="list-style-type: none"> • Encourage members to participate in active recruitment of Trooper candidates • Continue to evaluate and improve the training provided to our members • Evaluate and acquire new technologies that improve efficiencies and outcomes • Develop leadership throughout the organization by setting expectations and ensuring accountability 	<ul style="list-style-type: none"> • Each member is encouraged to recruit their replacement annually • Implement body worn camera technology • Provide leadership training to members, such as the Leadership in Police Organizations Program (LPO) and New England State Police Administrators Conference training • Identify and develop future leaders at all levels of the organization
<p>Continue our commitment of fair and impartial policing to all those we serve</p>	<ul style="list-style-type: none"> • Open approach toward fair and impartial policing practices • Establish diverse community relationships • Improve diversity of our membership through recruiting • Develop comprehensive policies related to fair and impartial policing practices 	<ul style="list-style-type: none"> • Increase Department and public participation in initiatives that promote fair and impartial policing • Conduct annual comprehensive review of traffic stop data • Increase percentage of employees with diverse backgrounds • Establish and foster meaningful relationships with a range of diverse groups to build trust and mutual understanding