



VERMONT STATE POLICE



Three Year Strategic Plan 2020-2022

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

Protect the people of Vermont using best police practices in response to violent crime, the illicit drug crisis and mental health calls for service

- Create collaborative partnerships with allied agencies to improve comprehensive services
- Improve response capabilities to address mental health and related calls for service
- Support a comprehensive approach to address the illicit drug crisis through enforcement, prevention and treatment
- Partner with federal, state and local agencies to reduce violent crime and drug trafficking
- Use data-driven initiatives to coordinate department resources

- Reduction in domestic violence and other violent crimes
- Reduction in fatal illicit drug overdoses and increase in apprehension of drug traffickers
- Embedded mental health workers in all barracks
- Increase resources used in response to domestic violence and other violent crimes

Reduce injury, property damage and fatal crashes on Vermont roadways

- Reduce crashes through enforcement with an emphasis on addressing aggressive driving, distracted driving, speeding and impaired operation
- Develop and share regular safety messages through news releases, PSAs, and social media efforts
- Educate young drivers using standardized safety programming

- Reduction in major crashes by 5%
- Reduction in alcohol and drug involved crashes
- Increase outreach and education related to highway safety to highlight initiatives
- Training for all Field Force Division members on detecting cannabis-impaired drivers and enhanced crash investigation

Achieve department objectives related to recruiting and training

- Raise profile of Vermont State Police through social media and webpage development
- Champion agency's appeal as an employer
- Continue to evaluate and advance training to department members
- Evaluate and acquire new technologies that improve efficiencies and outcomes
- Enhance member participation in recruiting efforts and events
- Identify and develop leaders at all levels of the organization

- Achieve and maintain full staffing
- Increase number of applicants who identify social media as an influencing factor in their decision to apply
- Expand the number of department members who recruit and regularly and independently use official social media channels to promote department messaging
- Provide leadership training and mentoring to department members

Continue our commitment to fair and impartial policing through professionalism, accountability, core values and service to others

- Promote an open approach toward fair and impartial policing practices
- Improve diversity of our membership in order to better meet the needs of and reflect the community
- Identify and respond effectively to crime motivated by bias
- Build trust and mutual understanding in communities we serve
- Display and promote transparency to maintain public trust at all times
- Maintain and enhance policies related to fair and impartial policing practices

- Create and implement training in strategies for response to bias motivated crime
- Increase department and public participation in initiatives that promote fair and impartial policing
- Conduct annual review of department data such as traffic stop and use of force data
- Increase diversity of department membership to better reflect the community we serve
- Implement body worn camera technology
- Establish and maintain relationships with a diverse range of community groups