



VERMONT STATE POLICE



Three Year Strategic Plan 2023-2025

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 domestic violence, drug crisis, and mental health calls for service.

- Create and maintain collaborative partnerships with allied agencies to improve access to comprehensive services related to drug abuse and mental health.
- Enhance and expand availability of embedded mental health workers.
- Identify and target areas of focus for proactive distribution of Narcan leave behind kits and treatment information/referrals.
- Improve and focus messaging regarding drug related trends directed to unit commanders to inform allocation of resources related to enforcement, prevention, and treatment referrals.
- Improve domestic violence response and investigation using best practice, evidence-based approaches, and coordination with partner agencies and victims.

- Expand access to and hours of embedded mental health workers.
- Implement mental health in-service training at regular intervals.
- Increase distribution of Narcan leave behind kits and supplement the kits with local treatment information.
- Expand drug treatment referral program to all barracks through direct partnerships or distribution of local treatment information.
- Implement monthly focused messaging program directed at unit commanders to drive proactive distribution of prevention and treatment materials/kits.
- Expand implementation of standard domestic violence investigation form to all barracks.

Reduce crashes involving serious injury or death on Vermont roadways.

- Reduce crashes through enforcement with an emphasis on addressing aggressive driving, distracted driving, speeding and impaired operation.
- Increase the number of trained drug recognition experts (DRE) to offset recent reductions.
- Improve and utilize data to focus limited resources in locations at high risk of crashes involving serious bodily injury or death.
- Implement and evaluate major crash response plan to improve investigation of crashes involving serious bodily injury or death.

- Reduction in major crashes by 5%.
- Reduction in alcohol and drug involved crashes.
- Increase in the number of Troopers certified as DREs by 20%.
- Increase enforcement activity in areas identified as high risk by crash data.
- Deploy DREs in conjunction with CRT to serious crashes to improve quality of investigations related to impairment.

Achieve department objectives related to staffing, recruiting, and training.

- Raise profile of Vermont State Police through social media and webpage development
- Continue to evaluate and advance training to department members, internally and externally.
- Identify and develop leaders at all levels of the organization.
- Enhance member participation in recruiting efforts and events.
- Identify non-sworn tasks and areas of responsibility to supplement and support work currently performed by sworn personnel.
- Develop and enhance partnerships with others state agencies to maintain the quality and efficient delivery of law enforcement services in Vermont.

- Increase number of applicants who identify social media as an influencing factor in their decision to apply.
- Supplement internal leadership and supervisory training with programs from outside entities.
- Increase the number of members who directly engage in recruiting activities.
- Increase non-sworn staff to support law enforcement functions.
- Utilize partnerships with statewide law enforcement agencies where appropriate to supplement VSP's delivery of law enforcement services.

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 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.
- 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 and historic reviews of department data such as traffic stop, use of force, and early interventions.
- Increase diversity of department membership to better reflect the community we serve.
- Establish and maintain relationships with a diverse range of community groups.