



Peace Officer Standards and Training (P.O.S.T.)

Strategic Plan FY2021 – FY2025

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MISSION STATEMENT

Peace Officer Standards and Training (P.O.S.T.) mission is to develop skilled law enforcement professionals who are committed to serving and protecting the people in Idaho.





To do that, POST follows the guidance and direction of the Governor appointed [Idaho POST Council](#), with the support and resources of the Idaho State Police.¹ Our Standards mission is founded on the POST Council's [Code of Ethics/Standards of Conduct](#), ensuring those possessing POST certification adhere to the highest standards of personal and professional conduct. Our Training mission comprises both basic and continuing education across nine disciplines in our criminal justice system, providing students with challenging and relevant instruction of the highest caliber.

We are committed to providing the best possible service and support to our customer agencies throughout the state of Idaho.

VISION

To ensure that Idaho law enforcement professionals model the highest level of integrity, safety and service through excellence in standards and training.

VALUES

-  *Accountability: We hold ourselves accountable to the POST Council, our stakeholder agencies and the citizens of the State of Idaho.*
-  *Integrity: We model the highest standards of professionalism and conduct and ensure that law enforcement professionals in the State of Idaho are held to the same standards as established by the POST Council through the Code of Ethics.*
-  *Collaboration: We are committed to working in partnership with our stakeholders in an open and transparent manner to achieve POST's mission.*
-  *Innovation: We strive to incorporate new, unique and effective training methods and technologies to ensure that our students always receive the most relevant training reflecting modern policing tenets and tactics.*

¹ Administrative Rules governing Peace Officer Standards and Training and the POST Council can be found in [IDAPA 11.11.01](#).

- 👁️ *Customer Service: We strive to ensure that every customer is treated with respect and receives positive interaction with POST staff toward a mutually agreeable solution.*
- 👁️ *Safety: We ensure that all training and related activities are conducted as safely as possible, placing a high priority on the welfare of our students.*

Idaho State Police (FY2021 – FY2025 Strategic Plan) and POST Supporting Doctrine

🛡️ Protect the lives, rights and property of the people in Idaho

- 👁️ Provide the highest quality curriculum and training
- 👁️ Support and enhance the professionalism of law enforcement in Idaho

🛡️ Be prudent stewards of agency resources on behalf of the taxpayers of Idaho

- 👁️ Meet administrative budget expectations
- 👁️ Improve the effectiveness and efficiency of agency operations and management

🛡️ Enhance agency workforce development and employee wellness

- 👁️ Ensure the overall well-being of our employees
- 👁️ Instill and reinforce personal and professional excellence for all employees

🛡️ Create openness and transparency between employees and the citizens we serve

- 👁️ Collaborate regularly with agency stakeholders
- 👁️ Maintain open and frequent dialogue with POST’s stakeholders, state leaders and interested citizens on current challenges, initiatives, performance and achievements

POST’s Long-term Goal (BHAG)²

To be the best, most respected and innovative POST training and certification program in the country by 2025.

² Big, Hairy Audacious Goal (BHAG), a term coined by Jim Collins and Jerry Porras in their book, [Built to Last: Successful Habits of Visionary Companies](#) is a long-term goal, guided by your company’s core values and purpose.

POST GOALS

GOAL 1: INNOVATE

Move forward embracing agility and creative, effective training methods.

Creative academic and practical training of the highest caliber, resulting in significant positive impact for the State and the profession.

Objective A: Identify current technologies/training systems and prioritize for technology refreshment or complete system replacement.

Performance Measure:

- Number and type of current technologies/training systems refreshed per annum.

Objective B: Identify new and emerging technologies/training systems for incorporation into current curriculum to further enhance learning.

Performance Measure:

- Number and type of new technologies/training systems adopted per annum.
- Add driving simulator(s) to POST's training curriculum to enhance the Emergency Vehicle Operations Course (EVOC).

Objective C: Enhance and expand POST's digital/distance learning platform.

Performance Measures:

- Add at least two additional training modules per annum.
- Analyze and adapt additional basic academy curriculum suitable for delivery by remote learning.

GOAL 2: ENGAGE

Outreach that inspires partnership, innovation and professional development.

Collaborate and influence change that addresses agency needs and modern policing issues, and advances technical and tactical proficiency across the criminal justice system.

Objective A: *Seek partnerships with higher educational institutions to improve training and assessment methodologies and establishment of relevant standards based on task-based, validated requirements.*

Performance Measures:

- Collaborate with partner stakeholders and academic professionals to develop new POST Physical Readiness Test standards based on a statewide Job Task Analysis.
- Collaborate with qualified physical therapy programs through partnerships with academia to provide improved, scientifically based physical training programs and injury prevention and treatment options to basic academy students.

Objective B: *Engage agencies and their leadership to inform and educate peace officers on ethical conduct and consequences to reduce incidents of misconduct resulting in decertification.*

Performance Measures:

- Reduce the Office of Professional Responsibility case load by 10% per annum.
- Reduce POST decertification (revocation/stipulation) by 10% per annum.

Objective C: *Maintain a work environment that is supportive and rewarding; instill and reinforce personal and professional excellence for all employees.*

Performance Measure:

- Utilize analytics to determine employee engagement and empowerment

GOAL 3: TRANSFORM

Increase our educational impact.

Education and training that improves the lives and safety of students, agencies and communities.

Objective A: Transition basic academy training topics from traditional lecture based presentation/testing to practical exercise or hands on performance based training/testing.

Performance Measures:

- Conduct curriculum assessment for two basic academy disciplines per annum and identify training topics or components of training topics that are suited for transition to performance based learning.
- Update lesson plans for curriculum identified for transition to performance based learning and incorporate into current learning objectives.

Objective B: Update Academy curricula based on Job Task Analyses (JTAs), stakeholder feedback and needs from the field.

Performance Measures:

- Complete curriculum updates for at least two POST basic academy disciplines per annum.
- Conduct comprehensive curriculum updates for each POST basic academy discipline every three years.
- Complete a comprehensive JTA for each law enforcement discipline under POST's purview at least every ten years and update curriculum accordingly.

Objective C: Expand and enhance utilization of software applications to more effectively and efficiently manage POST operations, educational and testing systems.

Performance Measures:

- Replace POST antiquated testing methods (manually scored Scantron forms) in favor of an automated test bank for unit and certification examinations utilizing hosted, online test taking methodology.
- Add additional features and functionality to POST's in-house Academy Integration, providing simpler management and agency/officer access to POST records and processes.
- Improve and update media presentation systems in all POST classrooms, information monitor systems, and in the Multi-Purpose room.

Objective D: *Create successful legislation to implement a new funding model that will address cash shortfalls to fully fund POST operations and enable POST to meet its strategic goals.*

Performance Measures:

- Develop legislative idea and any necessary changes to statute and/or rule in cooperation with the Governor's Office and support from the POST Council and stakeholders.
- Successfully complete legislative process.

Objective E: *Identify source and obtain funding for the construction of a new student dormitory facility.*

Performance Measures:

- *Identify a method of funding from the legislature for the construction of the new facility.*
- *Complete construction utilizing already developed architectural plans and transition student housing into the new facility.*

Objective F: *Construction of an ancillary Scenario Village in collaboration with the Meridian Police Department facility currently under development.*

Performance Measures:

- *Create a phased plan and timeline for design and construction and submit budget requests as appropriate to facilitate progress.*
- *Develop plans for the POST facility to expand/enhance the Meridian PD Scenario Village.*
- *Complete construction and implement into curriculum and in-service training.*

Objective G: *Development of an outdoor, year-round training space.*

Performance Measures:

- *Designate funding for design and installation of synthetic turf, replacing the lawn adjacent to Building 3, with a covering shelter, to provide a year-round outdoor training space.*
- *Complete construction and implement into curriculum and in-service training.*

GOAL 4: EXCEL

Be the best.

Establish a reputation at the national level as the best, most innovative and respected POST certification and training program.

Objective A: *Obtain agency/program accreditation by a nationally recognized and professionally respected POST/Academy accreditation authority.*

Performance Measures:

- *Complete self-assessment and identify policy gaps by 2021.*
- *Implement plan to develop needed policy and procedure and record proofs of compliance by 2023.*
- *Undergo successful agency/program on-site assessment by the close of 2024 and achieve accreditation designation.*

Objective B: *Achieve the highest stakeholder satisfaction across all disciplines and agencies.*

Performance Measure:

- Achieve at least 90% Excellence ratings from Chief Executives of agencies served by POST, as measured by annual customer satisfaction surveys.

Objective C: *Obtain the highest student satisfaction from students attending all basic academy programs offered at POST.*

Performance Measure:

- Achieve at least 90% Good or Excellent ratings on End of Academy surveys from students served by POST.

	Idaho State Police Goals			
	Goal 1: PROTECT LIVES, RIGHTS AND PROPERTY	Goal 2: BE PRUDENT STEWARDS OF AGENCY RESOURCES	Goal 3: ENHANCE WELLNESS AND WORKFORCE DEVELOPMENT	Goal 4: CREATE OPENNESS AND TRANSPARENCY
POST Goals and Objectives				
GOAL 1: Innovate <i>Move forward embracing agility and creative, effective training methods.</i>				
Objective A: Identify current technologies/training systems and prioritize for technology refreshment or complete system	✓	✓		
systems for incorporation into current curriculum to further enhance learning.	✓	✓		
Objective C: Enhance and expand POST's digital/distance learning platform.	✓	✓		
GOAL 2: Engage <i>Outreach that inspires partnership, innovation and professional development.</i>				
Objective A: Seek partnerships with higher educational institutions to improve training.		✓		✓
Objective B: Engage agencies and their leadership to inform and educate peace officers on ethical conduct.		✓		✓
Objective C: Maintain a work environment that is supportive and rewarding.			✓	
GOAL 3: Transform <i>Increase our educational impact.</i>				
Objective A: Transition basic academy training topics from traditional lecture based presentation to performance based training/testing.	✓			
Objective B: Update Academy curricula based on Job Task Analyses (JTAs), stakeholder feedback and needs from the field.		✓		✓
Objective C: Expand and enhance utilization of software applications to more effectively and efficiently manage POST systems.		✓		
Objective D: Improve and update media presentation systems		✓		
Objective E: Identify source and obtain funding for the construction of a new student dormitory facility.		✓		
Objective F: Construction of an ancillary Scenario Village in collaboration with the Meridian Police Department facility.	✓	✓		
Objective G: Development of an outdoor, year-round training space.	✓	✓		
GOAL 4: Excel <i>Be the best.</i>				
Objective A: Obtain agency/program accreditation by a nationally recognized and professionally respected accreditation authority.	✓			
Objective B: Achieve the highest stakeholder satisfaction across all disciplines and agencies.	✓			✓
Objective C: Obtain the highest student satisfaction from students attending all basic academy programs offered at POST.	✓			

Key External Factors

Factors beyond our control that affect achievement of goals

- The general economy, dedicated funding sources (fines and fees), and other allocations/revenue.
- Federal and State regulatory actions and mandates; accreditation compliance.
- All Hazards effects, including restrictions and limitations as a result of pandemic virus.

Evaluation Process

The metrics will be reviewed annually to evaluate their continued appropriateness in assessing the various goals and processes. As the feedback from the annual review process is reviewed, the effectiveness of the processes will be refined. These feedback cycles are in place for Strategic Plan Metrics, Program Prioritization Metrics, External Program Review Process as well as a continued examination of various elements of stakeholder need as well.

Metric and Data Definitions

Guiding principle for metric selection and use.

The core guiding principle used in selecting, defining and tracking the metrics used in the strategic plan is to focus on measures key to POST success while remaining as consistent with the metrics used when reporting to state, federal, organizational and other key external entities. The desire is to report data efficiently and consistently across the various groups by careful consideration of the alignment of metrics for all these groups where possible.