



Columbia Heights Police 2015 Strategic Plan

Each year the Columbia Heights Police Department creates a strategic plan that acts as a blueprint for everything the police department does. Every community program, every enforcement tactic, all training methods, communication goals, and officer accountability measures—everything is laid out in a clear and concise document known as the Columbia Heights Police Department Strategic Plan. Then during each given year, the department meets quarterly to ensure that the goals that have been created are being met. Below you will find a summary of these meetings, as well as a final grading of our strategic plan for the year of 2015. There are 5 strategies: Problem Oriented Policing, Community Oriented Policing, Communication, Accountability, and Training. In efforts to further our accountability to you, our community, we hope this helps in the efforts of transparency towards a more positive relationship between the police department and those we serve.

	PROBLEM ORIENTED POLICING	COMMUNITY ORIENTED POLICING	COMMUNICATION	ACCOUNTABILITY	TRAINING & EQUIPMENT
1ST QTR	After the 1 st Quarter, the POP Strategy was given a grade of B+. This initial grade was given prior to All Hands Day activities	After 1st Quarter, COP received a B+. This is a priority for CHPD as there continues to be focus on multicultural outreach & events, as well as exploring further partnerships within our city	After the 1 st Quarter, Communication continues to be an area of focus and struggle for the CHPD with an initial grade of C+	Accountability started off 1 st Quarter with an A-, with the department universally lauding the new body cam systems after an internal survey was conducted	Training began satisfactorily with a B. A positive response to a multi-agency active shooter training and more Tasers being ordered were noted successes
2ND QTR	The 2nd Quarter grade was B+; much attention was given to the success of the CHPD All Hands Days that were scheduled around important school dates	As of 2 nd Quarter's end, the grade remained B+, and Neighborhood Watch, Heart Safe, and the COP Committee began to focus their programs and set definitive goals	In 2nd Quarter the grade rose to a B-, noting our use of social media and Roll Call improvements. We added areas of interest for officers to update and share with other shifts	2 nd Quarter, the grade was A-; the tracking of COP being the only tool in question. The Plus-2 Initiative was on track and the department average of COP hours had increased since 2014	This increased to a B+ in the 2 nd Quarter, with special attention given to the Knowledge Based COP Training being completed and a cultural competency training scheduled
3RD QTR	The 3rd Quarter grade was also B+. The 2nd annual "Eat & Greet" saw over 250 attendees and the CHPD DART program was modified for easier use	3 rd Quarter ended with an A-. Both Heart Safe and BBBS were in full swing - with over 20 police officers becoming BIGS. Our community picnics had over 500 total attendees	For 3rd quarter, the grade dropped to a C; officers stated there was a lack of communication w/ officers on assignment. Officer Recognition program was still lacking too	3 rd Quarter, the grade dipped slightly to a B+, with their being some questions on certain forms, and training on-duty had created difficulties in training accountability	The 3 rd Quarter fell to a C+. Officers were struggling w/ training on duty and several new county programs were causing issues, as well as a delay in the squad builds
4TH QTR/ FINAL	Final grade: A-. This shows improvement over 2014 had a B. CHPD continues to maximize effort through change & creativity, even during the periods of change in 2015 both technological and strategic	Final grade: A+. CHPD exceeded all goals set for the COP strategy, adding 4 multicultural watch leaders & became Heart Safe certified. CHPD was also recognized by the DOJ and IACP for their community partnerships	At the end of the final quarter, the grade had improved slightly to a C+. Noted successes were the new and translated materials for the community and the training calendar given to all officers for 2015/2016	Final grade: A-. Quarterly Reviews have value as long as they remained both simple & casual. All Officers completed Plus-2 goals and some training issues were addressed. Accountability was a strength	Final quarter: B+. All Officers CIT trained, computer issues were being addressed, and the department is researching new companies for squad builds. Training committee addressed other areas of concern as well