

IACP Strategic Plan

Goals, Objectives & Strategies

Goals will serve the organization for the next three to five years. They are outcome-oriented statements that represent what will constitute the organization's future success. The achievement of each goal will move IACP towards the realization of its vision.

Objectives describe what we want to have happen with an issue. What would constitute success in observable or measurable terms? They indicate a direction – *increase, expand, decrease, reduce, consolidate, abandon, all, distribute, none*. Objectives have a three to five-year timeframe and are reviewed every year by the Board.

Strategies describe how the association will commit its resources to accomplishing the goal. They bring focus to operational allocation of resources and indicate an activity – *redesign, refine, create, identify, revise, develop, improve, enhance, implement, establish*. Strategies have a one to three-year timeframe reviewed every year by the Board. They serve as a link from long-term planning to annual planning. Finally, strategies set strategic priorities for committees, staff and all other work groups.

Priority Levels:

Critical - C: Work on this strategy must be completed in the coming year

Immediate - IMM: Work on this strategy must occur in the coming year

Intermediate - INTER: Work on this strategy should occur in the coming year if possible

Later - L: Work on this strategy can wait until subsequent year if necessary

Ongoing and Continuous – O&C: Continual strategies of the Association

GOAL A - POLICE AGENCIES

Goal: Police agencies will have the trust and confidence of their communities.

Objectives:

1. Increase community police engagement.
2. Increase diversity in policing.
3. Increase police transparency.
4. Increase training and tracking related to police use of force.
5. Promote shared expectations between the police, the community, and elected officials.

Strategies:

1. Research and evaluate current hiring standards and practices. - C
2. Develop guidelines for the sharing of police data with the community. - IMM
3. Develop, fund and provide new training related to police intervention/response to force. - IMM
4. Promote agency participation in the national use of force database. – C
5. Develop broad based effort to promote the development of uniform policies, practices and expectations for law enforcement agencies that promote community trust. – IMM
6. Develop and enhance leadership training to include a focus on improving police culture

GOAL B - THE POLICE PROFESSION

Goal: The police profession will be more effective globally as a result of IACP efforts.

Objectives:

1. Increase influence on public policy impacting the policing profession.
2. Enhance leadership in evidence- based policing practice and policy.
3. Increase awareness of leading technologies within/aligned with a broader global strategy.
4. Increase focus and understanding of the intersection between public safety and public health.
5. Enhancing leadership on officer safety and wellness

Strategies:

1. Create a greater focus on public policy within the organization. - C
2. Expand leading practices and reimagine model policy offerings. - IMM
3. Develop/reinvigorate learning opportunities to include mentoring, technical assistance and peer to peer sharing. – O & C
4. Develop resources to increase awareness and use of leading technologies. – C

GOAL C - IACP MEMBERS

Goal: IACP members will be engaged and connected with a global police network.

Objectives:

1. Expand access to collaborative technology and resources.
2. Increase multi-national engagement and participation with enhanced global partnerships and programming.
3. Expand marketing and outreach targeted at global audience.

Strategies:

1. Identify and engage with opportunities for increased participation with non-US entities, closer collaboration, membership recruitment, and meeting participation. - IMM
2. Establish global regional offices and staff. – IMM (and L where appropriate)
3. Maximize use of collaborative technology. – O&C
4. Develop a sustainable international training/education/meeting/conference strategy. - L

GOAL D – IACP AS AN ORGANIZATION

Goal: IACP will be the leading source of policy development and innovative policing practices on a global scale.

Objectives:

1. Expand our ability to keep up with and respond to the changing nature of crime, politics, and technology.
2. Expand staff capabilities and capacity.
3. Expand and maintain global communication platforms for members.

Strategies:

1. Identify and evaluate influential membership and countries. - C
2. Develop new international dues framework. - IMM
3. Provide technology and resources for global communications platforms, enhanced translation

and publishing global marketing material. – O&C

4. Develop an early warning system so we can identify crime, politics, and technology impacting the profession. - IMM
5. Study and evaluate staff training and development that is needed for IACP to be successful in a global, connected environment. - IMM