# Iowa Law Enforcement Academy
# Agency Performance Plan
# FY2015

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**Director**

Agency Performance Plan

FY 2015

| **Name of Agency:** Iowa Law Enforcement Academy | | | |
|---|---|---|---|
| **Agency Mission:** Professionalism Through Training | | | |
| **Core Function** | **Outcome Measure(s)** | **Outcome Target(s)** | **Link to Strategic Plan Goals(s)** |
| **Core Function:** Provide basic training to peace officers, jailers, and telecommunicators. | | | Goal 1: Improve basic training to peace officers, jailers, and telecommunicators. |
| **Desired Outcomes:** | | | |
| Improving the quality of basic training experiences for peace officers, jailers, and telecommunicators. | Graduates of basic training programs will be asked to complete course assessments. | ≥75% responses fall within highest approval ratings | |
| Improving the consistency and standardization of the basic training experiences for peace officers, jailers, and telecommunicators. | Basic class average scores will be analyzed over time. | ≤5 failures per year | |
| **Services, Products, Activities** | **Performance Measures** | **Performance Targets** | **Strategies/Recommended Actions** |
| Basic training opportunities for peace officers, jailers, and telecommunicators. | All Academy instructors will undergo training and/or national certification in two or more instructional areas. | ≥75% by 2015 | Funding will be prioritized to provide for or update certification and/or credentialing for instructional staff. |
| | Basic academy instruction will utilize fewer adjunct instructors. | ≤25% by 2015 | Restructure personnel responsibilities to better utilize instructional staff, in order to accommodate reduced trending of basic academy tuitions. |
| **Core Function** | **Outcome Measure(s)** | **Outcome Target(s)** | **Link to Strategic Plan Goals(s)** |
| **Core Function:** Provide specialty training to peace officers, jailers, and telecommunicators. | | | Goal 2: Improve specialty training to peace officers, jailers, and telecommunicators. |
| **Desired Outcomes:** | | | |
| Improving the quality of specialty training experiences for peace officers, jailers, and telecommunicators. | Graduates of specialty training programs will be asked to complete course assessments. | ≥75% responses fall within highest approval ratings | Improving the quality of specialty training experiences for peace officers, jailers, and telecommunicators. |

| Services, Products, Activities | Performance Measures | Performance Targets | Strategies/Recommended Actions |
|---|---|---|---|
| Specialty training opportunities for peace officers, jailers, and telecommunicators. | Increase number of specialty training events. | ≥5% more events by 2015 | By using the online registration system data, the Academy will forecast optimal times and topics for classes. |
| | Develop additional specialty training events. | ≥3% more events by 2015 | Academy Instructors trained in multiple subject areas will collaborate to provide new opportunities. |

| Core Function | Outcome Measure(s) | Outcome Target(s) | Link to Strategic Plan Goals(s) |
|---|---|---|---|
| **Core Function:** Provide leadership training to peace officer, jailer, and telecommunicator administrators and command staff. | | | Goal 3: Improve leadership training to peace officer, jailer, and telecommunicator administrators and command staff. |
| **Desired Outcomes:** | | | |
| Improving the quality of leadership training experiences for peace officers, jailers, and telecommunicators. | Graduates of specialty training programs will be asked to complete course assessments. | ≥75% responses fall within highest approval ratings | |
| Increasing attendance at leadership training events. | Registrants for leadership programming will increase. | ≥5% increase in attendance | |
| Developing leadership training to be inclusive of command staff for jailer and telecommunicators. | Rosters of participants will depict command staff for jailers and telecommunicators. | ≥10% of attendees | |

| Services, Products, Activities | Performance Measures | Performance Targets | Strategies/Recommended Actions |
|---|---|---|---|
| Leadership training opportunities for peace officer, jailer, and telecommunicators administrators and command staff. | Obtain and review data on the current leadership program. | ≥2% more events by 2015 | Develop additional in-house expertise in leadership programming and continue outside recruitment strategies. |
| | Increase attendance of command staff at training events. | ≥5% at events by 2015 | Increase market saturation of the leadership programming. |
| | Develop leadership training to be inclusive of command staff for jailers and telecommunicators. | | Collaborate with partner organizations to identify the needs of jailer and telecommunicator command staff. |

| Core Function | Outcome Measure(s) | Outcome Target(s) | Link to Strategic Plan Goals(s) |
|---|---|---|---|
| **Core Function:** Provide administrative functions, to include employment testing, oversight, inspection, review, and compliance. | | | Goal 4: Increase utilization of the administrative functions, to include employment testing, oversight, inspection, review, and compliance. |
| **Desired Outcomes:** | | | |
| Increase the professionalism of peace officers, jailers, and telecommunicators. | Complete curriculum review. | Continuing, complete by 2015 | |

| Services, Products, Activities | Performance Measures | Performance Targets | Strategies/Recommended Actions |
|---|---|---|---|
| Provide administrative functions to agencies, to include employment testing, oversight, inspection, review, and compliance. | Finish Job Task Analysis for curriculum review. | Complete by 2015 | Assign personnel to coordinate project, with consultant. |
| | Challenge curriculum from completed Job Task Analysis. | Start in 2015<br>Completed by 2016 | Utilize staff both internal and external to complete curriculum. |
| | Compliance and inspection site visits of the intermediate and regional academies. | Ongoing. | Provide training and reassign instructional staff to accommodate the increased oversight and inspection of the intermediate and regional academies. |