

# DCP Strategic Planning Roadmap – Goal Champions

Lt. McKee

Well Managed  
Organization  
1.0

- 1.1 Improve three (3) administrative processes annually
  - Communications
  - Training
  - Scheduling
- 1.2 Solicit and act on employee suggestions
- 1.3 Inventory and evaluate programs for results and respond appropriately
- 1.4 Formalize a structure for implementing and monitoring DCP's strategic plan
- 1.5. Continually evaluate compliance with mandated audits and inventories

Red – Completed  
Blue – In Progress

Ms. Dillon

Exceptional and  
Diverse Workforce  
2.0

- 2.1 Develop a skills bank
- 2.2 Establish a mentorship program
- 2.3 Annually summarize exit interview information
- 2.4 Create a leadership development program to include technical and behavioral competencies
- 2.5 Align discretionary development opportunities with organizational need
- 2.6 Share knowledge obtained from external training
- 2.7 Evaluate training effectiveness
- 2.8 Acknowledge participation in DCP's strategic planning process
- 2.9 Develop a recruitment plan to increase diversity
- 2.10 Increase total compensation package
- 2.11 Reduce accrued leave liability by 5%

Sgt. Dowdy

Safety and Security  
Of Facilities and  
Protection of People  
3.0

- 3.1 Develop alternative staffing programs to include a Police Auxiliary Program
- 3.2 Employ new technology in DCP's crime analysis data process
- 3.3 Develop policies and procedures that ensure screening competency and consistency
- 3.4 Improve the existing process by establishing clear protocols for reporting and resolving security concerns
- 3.5 Develop a "floor watch" program for each facility
- 3.6 Expand the EMT program

S.O. Sparks

Ambassadors of the  
Commonwealth  
4.0

- 4.1. Formalize a process to encourage Division related civic / public / and community involvement
- (4.2 moved to 5.6)
- 4.3 Increase the visibility of DCP
- 4.4 Integrate values and behaviors into training and performance management tools (EWP)
- 4.5 Expand interpersonal skill development training
- 4.6 Provide employees with historical resources to enhance visitor interaction

Lt. Hickey

Environment of  
Preparedness  
5.0

- 5.1 Identify issues that compromise our mission and initiate programs to mitigate
- 5.2 Identify specialized equipment: develop replacement schedules; upgrades as necessitated and provide proper training
- 5.3 Capitalize on the employee skills bank
- 5.4. Establish written protocols and guidelines for dissemination of sensitive and/or confidential information
- 5.5. Increase and diversify emergency preparedness training
- 5.6 Collect and analyze complaint and commendation data to identify and respond to trends