

Columbus Police Division Directive	EFFECTIVE	NUMBER
	Oct. 30, 1998	10.11
	REVISED	TOTAL PAGES
	Dec. 30, 2022	2
Strategic Plan		



I. Introduction

- A. The Columbus Division of Police Strategic Plan is intended to provide a general statement of direction for the Division in providing services and accountability to the community. Beyond the daily basic services the Division provides, it has a responsibility to use its funding wisely, efficiently, and effectively. The demands for services range broadly, and thus the Division must be prepared for infrequent, but critical, situations as well as those that are routine and predictable. Planning ahead and within budget allows the Division to respond to and adapt to the needs of the community and its personnel. Keeping both safe and secure is a constant priority.
- B. A multi-year Strategic Plan will be developed and implemented to coincide with each term of the Chief of Police. To accompany the Strategic Plan, the Chief of Police shall assign goals and objectives to appropriate organizational components to be reviewed and updated annually.

II. Definitions

A. Strategic Plan

A multi-year plan that articulates general long-term goals and broad operational objectives and outlines a plan for achieving them. The Strategic Plan shall include the following:

1. General long-term goals and broad operational objectives
2. Anticipated workload in relation to population trends
3. Anticipated personnel levels
4. Anticipated capital improvements and equipment needs
5. Provisions for review and revision as needed

B. Division Annual Goals and Objectives

Broad goals and objectives assigned to an organizational component that are reviewed and updated annually to support the multi-year Strategic Plan. Goals are broader operational milestones that may consist of smaller short-term objectives.

III. Policy Statements

- A. The Strategic Plan and the Division's Annual Goals and Objectives shall be maintained on the intranet and made available to all Division personnel.
- B. Each annual goal and objective shall include the following:
1. Position accountable for delivery
 2. Time line for completion

- C. An update shall be submitted to the Chief of Police by the deputy chiefs providing the status of each annual goal and objective by **June 15 and November 1**.
- D. The report detailing the progress of the goal's attainment shall be attached to the appropriate annual goal and objective.

IV. Procedures

A. Chief of Police

1. By November 30 of each year, attend a retreat with Executive Staff members to review the Strategic Plan's progress and develop and assign the Division's Annual Goals and Objectives for the coming year.

Note: The Strategic Plan should not be updated unless significant shifts in operations, philosophy, or leadership call for a Division-wide shift in direction.

2. By December 31 of each year, finalize the Division's Annual Goals and Objectives, distribute copies to Executive Staff, and place it on the Division's intranet.

B. Assistant Chief

Plan and attend the Strategic Plan retreat and assist the Chief of Police with developing the annual goals, objectives, and assignments.

C. Subdivision Deputy Chief

1. Attend the Strategic Plan retreat and **review** the annual goals, objectives, and assignments. ***Discuss and provide feedback on meeting operational goals and objectives within each subdivision.***
2. Delegate responsibility to subordinates for implementing objectives related to goals.
3. Set timeline target dates.
4. Provide the Chief of Police with updates by June 15 and November 1 of each year on each annual goal assigned to your respective subdivision.

D. Assigned Personnel

Update the deputy chief with the status of your assigned objectives before the review due dates.