

# Agency Performance Plan

FY 2015

<b>Name of Agency:</b> Iowa Law Enforcement Academy			
<b>Agency Mission:</b> Professionalism Through Training			
<b>Core Function</b>			
<b>Core Function:</b> Provide basic training to peace officers, jailers, and telecommunicators.			Goal 1: Improve basic training to peace officers, jailers, and telecommunicators.
<b>Desired Outcomes:</b>			
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	
<b>Services, Products, Activities</b>			
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.
<b>Core Function</b>			
<b>Core Function:</b> Provide specialty training to peace officers, jailers, and telecommunicators.			Goal 2: Improve specialty training to peace officers, jailers, and telecommunicators.
<b>Desired Outcomes:</b>			
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.

## Agency Performance Plan

FY 2015

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)
<b>Core Function:</b> 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.
<b>Desired Outcomes:</b>			
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.

Agency Performance Plan

FY 2015

<b>Core Function</b>	<b>Outcome Measure(s)</b>	<b>Outcome Target(s)</b>	<b>Link to Strategic Plan Goals(s)</b>
<b>Core Function:</b> 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.
<b>Desired Outcomes:</b>			
Increase the professionalism of peace officers, jailers, and telecommunicators.	Complete curriculum review.	Continuing, complete by 2015	
<b>Services, Products, Activities</b>			
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 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.