

# **AGENCY STRATEGIC PLAN**

## **Iowa Law Enforcement Academy**

### **Mission Statement**

Iowa Law Enforcement Academy's mission is "Professionalism through training." The Iowa Law Enforcement Academy (ILEA) will provide the best basic, specialty, and supervisory training to Iowa peace officers, jailers and telecommunicator specialists.

### **Core Functions**

The Iowa Law Enforcement Academy core functions are:

1. To provide basic and specialized training for peace officers, jailers, and telecommunicator specialists. (The Academy is exploring the feasibility of including reserve officers and members of the private security industry in this core function.)
2. Compliance (professional responsibility services)
3. Testing services
4. Administration (including staff and academy development)

### **Vision**

The Iowa Law Enforcement Academy's vision statement is "excellence through training." The Iowa Law Enforcement Academy will train the best peace officers, jailers and telecommunicator specialists in the nation.

### **Assessment**

The Iowa Law Enforcement Academy is responsible for overseeing the training of and compliance with all rules found in 501 Iowa Administrative Code for peace officers, jailers, telecommunicator specialists, reserve peace officers and training academies. There are approximately 6,000 certified peace officers in Iowa. Each peace officer must receive basic training within one year of being hired. All certified peace officers must receive twelve hours of continuing education training each year (or 36 hours in three years).

There are five approved law enforcement academies in addition to the Iowa Law Enforcement Academy. The approved academies are Cedar Rapids Police Department, Des Moines Police Department and the Iowa Department of Public Safety. Hawkeye Technical Community College and Western Iowa Technical College are approved to conduct the short training program. This program is available for anyone who has a two or four-year degree in police science or criminal justice.

Training requirements are also established for jailers and telecommunicator specialists. The Iowa Law Enforcement Academy is responsible for offering this training or approving the training provided at the local level.

There are approximately 2,000 reserve peace officers in Iowa. The reserve peace officers are to receive 150 hours of training over a three-year period as required by ILEA. Rules concerning personal hiring standards for reserve peace officers became effective June 2, 2004. The Iowa Reserve Peace Officer Association is working with the Academy to review training standards and to potentially establish a certification program for reserve peace officers. The Academy currently approves weapon certification for reserve officers.

There has been an increase in violence in our society over the last several years. It appears that more officers are being injured or killed in the line of duty. Approximately 150 officers were killed in this country during 2003. Iowa law enforcement agencies are experiencing the economic down turn and are facing hiring freezes or even lay-off of personnel. The increased violence and decrease in law enforcement officers in many agencies underscores the need for up-to-date training and training facilities.

### **Guiding Principles**

The Iowa Law Enforcement Academy's guiding principles are:

Service  
Teamwork  
Excellence  
Ethics  
Professionalism

### **Goals**

The Iowa Law Enforcement Academy three to five year goals are to:

1. Provide up-to-date and state-of-the art training to peace officers, jailers, and telecommunicator specialists by well-trained instructors with adequate equipment in a state-of-the-art facility. (This goal aligns with the Governor's security value.)
2. Become less reliant upon general fund monies. (This goal aligns with the Governor's responsibility value.)
3. Expand current ILEA market by developing training for reserve officers, security personnel and sponsored individuals who have not yet been hired by a law enforcement agency.
4. Become the research source for law enforcement issues in Iowa.
5. Increase the level of professionalism of law enforcement officers, jailers, and telecommunicator specialists in Iowa by providing testing services as

needed, educational opportunities, and assuring compliance with required standards.

The measures for these goals are:

Goal 1

Percent of persons successfully completing training programs.

Increase other funds leveraged by the Iowa Law Enforcement Academy by 5% each of the next 3 – 5 years.

Instructors will incorporate information learned at national and state training programs into ILEA curriculum.

Number of officers injured or killed in Iowa involving training issues.

Number of lawsuits filed against officers in Iowa related to training issues.

Goal 2

Increase over funds leveraged for ILEA by 5% each of the next 3 – 5 years through training fees, federal grants, foundation monies, research monies, and private giving.

Goal 3

Percent of increase in persons attending basic and specialty training.

Percent of increase in total days of training provided.

Goal 4

Number of research projects conducted.

Number of articles published by staff.

Number of contacts from law enforcement personnel requesting information.

Goal 5

Percent of persons who have two-year degrees which are attending ILEA basic academy.

Percent of number of certified officers with post-high school degrees.

Percent of officers de-certified each year.

Percent of agencies who comply with required standards.

Percent of agencies who utilize the ILEA testing services.

### **Strategies**

#### **Goal 1**

Obtain funding for two vacant instructor positions.

Obtain funding for needed equipment.

Obtain approval and funding for new joint criminal justice training facility.

Find quality up-to-date national training that will keep ILEA instructors on the cutting edge.

Find quality up-to-date training for ILEA support personnel.

#### **Goal 2**

Search out possible federal grants and funding.

Search out foundations that provide money for education purposes.

Develop private giving program initiative to raise money for ILEA.

#### **Goal 3**

Develop training program for private security industry personnel that will include annual joint conference, special training classes, and joint law enforcement/security industry personnel training.

Develop training program for reserve peace officers that will meet 150-hour basic training requirements.

Develop marketing plan to bring sponsored individuals not yet hired by a law enforcement agency to ILEA.

#### **Goal 4**

Encourage staff to conduct research and publish articles on a local and national level.

Give research projects to students attending the basic training programs.

## Goal 5

Develop a partnership with a university program to establish evening and weekend undergraduate and graduate program at ILEA.

Provide training to law enforcement agencies concerning ILEA required standards.

Develop Ethics and Professionalism train-the-trainer program.

Develop a command staff training and certification program.

Develop a command staff discussion forum where current topic and publications are discussed.

Develop better mechanism to assure compliance with required standards.

Develop one-day testing procedure for all required hiring standards conducted by ILEA staff quarterly around the state.