



**Iowa Law Enforcement Academy  
Agency Performance Plan  
FY2015**

**Arlen Ciechanowski  
Director**

# 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>Outcome Measure(s)</b>	<b>Outcome Target(s)</b>	<b>Link to Strategic Plan Goals(s)</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.	Students in 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.	Deviation of average scores will be ≤10%	
<b>Services, Products, Activities</b>	<b>Performance Measures</b>	<b>Performance Targets</b>	<b>Strategies/Recommended Actions</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.	≥60% by 2016	Funding will be prioritized to provide for or update certification and/or credentialing for instructional staff.
	Basic academy instruction will utilize fewer adjunct instructors.	≤20% by 2016	Restructure personnel responsibilities to better utilize instructional staff, in order to accommodate reduced trending of basic academy tuitions and need for in-house instructors.
<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 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.	Students in specialty training programs will be asked to complete course assessments.	≥75% responses fall within highest approval ratings	Improving the quality of basic 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 2016	By using the online registration system data, the Academy will forecast optimal times and topics for classes.
	Develop additional specialty training events.	≥ 5% more events by 2016	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.	Students in 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.	≥10% 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.	≥ 5% increase in course offerings	Develop additional in-house expertise in leadership programming. Seek qualified instructors and state-of-the-art training opportunities.
	Increase attendance of command staff at training events.	≥ 5% at events by 2016	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

Core Function	Outcome Measure(s)	Outcome Target(s)	Link to Strategic Plan Goals(s)
<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.	Begin immediately, complete by 2016	
Services, Products, Activities	Performance Measures	Performance Targets	Strategies/Recommended Actions
Provide administrative functions to agencies, to include employment testing, oversight, inspection, review, and compliance.	Review the curriculum and training for the Academy and the other basic training programs overseen by the Academy.	Begin 2013 Complete by 2016	Propose new basic curriculum to Academy Council.
	Compliance and inspection site visits of the intermediate and regional academies.	Begin 2014 - ongoing	Provide training and reassign instructional staff to accommodate the increased oversight and inspection of the intermediate and regional academies.
	Better utilization of staff psychologist by increasing number of consultations, interpretation, and scoring of various tests.	≥5% by 2016	Increase awareness via electronic and other means of services available from the Academy psychologist.