CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS & TRAINING

STRATEGIC PLAN – 2008

1601 Alhambra Blvd. – Sacramento, CA 95816
(916) 227-3909 – www.post.ca.gov

REVISED 05/07/12

The mission of the California Commission on Peace Officer Standards and Training (POST) is to continually enhance the professionalism of California law enforcement. To accomplish this important responsibility, this Strategic Plan aligns POST's activities and priorities with the needs and expectations of POST's clients and partners. It provides direction for POST to achieve its mission, to develop future budget requests, and to set priorities. The Plan provides guidance not only for "what" POST does, but also for "how" POST will accomplish its goals and objectives.

POST wishes to thank all those law enforcement and training professionals who dedicated their time and talents in providing input into the revisions included in this Strategic Plan.

Questions concerning this Plan should be directed to Assistant Executive Director Bob Stresak at (916) 227-2808.

GOAL A – RAISE THE BAR ON SELECTION AND TRAINING STANDARDS

SPO#: A.1.02	**Establish personality assessment for entry-level selection.**
Status on: 12/01/09	In April 2007, the Commission approved a staff recommendation to develop a resource document and monitor agencies using pre-employment personality assessment tests. The resource document is complete and staff has compiled a searchable database to hold information from test publishers to assist agencies interested in using pre-offer personality tests. The test publisher information will be continuously updated and will be available via an online database. A report was made to the Commission at its February 2010 meeting.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
S&E	Berner	Dec-09

Notes and/or Strategies:	Deleted as completed, February 2010.

SPO#: A.2.08	**Review POST's Continuing Professional Training (CPT) and Perishable Skills Program (PSP) requirement to include assessment of needs, contents, benefits, time/hours and frequency.**
Status on: 12/23/11	Staff has reviewed POST CPT history and continues to compare standards to those of other IADLEST members.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
TPS	Peppers	Oct-12

Notes and/or Strategies:	

GOAL A – RAISE THE BAR ON SELECTION AND TRAINING STANDARDS

SPO#: A.3.02	Research and develop physical abilities assessment for entry into basic academies.
Status on: 05/07/12	Instructor training on the new physical training curriculum is improving the stability of academy physical training programs. This updated instructor training will be completed by December 2012. In January 2013, staff will begin a multi-year project to review and update the peace officer physical abilities job analysis and revalidate the current Work Sample Test Battery.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Catlin	Dec-13

Notes and/or Strategies:	

SPO#: A.4.02	Standardize skill testing for the Basic Course.
Status on: 12/01/09	Skill-based competencies and scoring criteria were developed and validated for Defensive Tactics (LD 33), Vehicle Operations (LD 19), and Firearms (LD 35). Skills competency test forms were developed and validated for these LDs and the PC 832 course. All train-the-trainer sessions were completed. The skills evaluation test forms may be voluntarily used by POST stakeholders for documenting perishable skills training and CPT. A report was made to the Commission at its February 2010 meeting recommending that this objective be deleted since it is completed.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Foster	Apr-10

Notes and/or Strategies:	Deleted as completed, February 2010.

SPO#: A.5.04	Develop a guideline manual describing the process for law enforcement to integrate POST's selection guidelines and standards.
Status on: 05/13/09	Completed. Staff has developed a guidelines documents in a question and answer format to support and assist agencies in implementing the selection standards for peace officers and public safety dispatchers that were approved at the January 2009 Commission meeting. The guidelines documents were submitted to the Commission for review at its July 2009 meeting. The publication of the documents coincided with the implementation of the selection standards, which were reviewed and approved by the Office of Administrative Law. The regulations related to this objective became effective July 1, 2009.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Spilberg	Completed

Notes and/or Strategies:	Deleted by Commission action at the July 2009 meeting.

GOAL A – RAISE THE BAR ON SELECTION AND TRAINING STANDARDS

SPO#: A.6.06	Compare POST's selection and training standards to those in other states as articulated in the IADLEST Sourcebook for the purpose of identifying potential improvements.
Status on: 08/19/08	Deleted. Two issues were identified in the comparison to IADLEST standards which require further study: Continuing Professional Training (CPT) and time devoted to driver training in the basic academy. Because both of these issues are receiving detailed analysis in 4 other Strategic Plan Objectives (SPO), the Commission acted to delete this objective. CPT is being covered by SPO A.2.08, while Academy Driver Training is being covered by SPOs A.4.02, B.3.04, and B.10.08.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Luke	Completed

Notes and/or Strategies:	Deleted by Commission action at the July 2008 meeting.

SPO#: A.7.06	Develop a "candidate pre-assessment package" (information and assessments) for prospective peace officer candidates.
Status on: 11/21/08	Deleted. POST's website has been revised to include a candidate information page which provides downloadable information on self-assessment and preparation guidelines for entry into an academy.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Singley	Completed

Notes and/or Strategies:	Deleted by Commission action at the October 2008 meeting.

SPO#: A.8.08	Expand cognitive testing for peace officers.
Status on: 05/07/12	Efforts to update and expand the POST Entry-Level Law Enforcement Test Battery (PELLETB) have been finalized. In April 2012, the final phase of the longitudinal study concluded its determination of adding a new subtest to the PELLETB and possibly removing the CLOZE subtest. Results from the study suggest the CLOZE subtest be discontinued and incorporate measures of fluid reasoning abilities be incorporated into the PELLETB. Further, findings show that the removal of the CLOZE and addition of the fluid reasoning measures will add significant value in predicting success in the academy.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Brown	Jun-12

Notes and/or Strategies:	Notes: Completed 4/2012. New questions will be developed and incorporated into the PELLETB.

SPO#: A.9.08	Establish basic academy report writing resources.
Status on: 01/22/09	Deleted. Staff developed pre-academy report writing curriculum that presenters can voluntarily adopt.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Wisnia	Completed

Notes and/or Strategies:	Deleted by Commission action at the January 2009 meeting.

GOAL B – IMPROVE THE QUALITY AND IMPACT OF TRAINING

SPO#: B.1.02	Establish instructor training and certification requirements.		
Status on: 11/21/08	Deleted. The Instructor Development Institute has been piloted. Participation in the Academy Instructor Certificate Program was mandatory as of March 1, 2008.		
Bureau(s) Assigned:	Staff Assigned:		Completion Anticipated:
TPS	Gustafson		Completed
Notes and/or Strategies:	Deleted by Commission action at the October 2008 meeting.		

SPO#: B.2.08	Establish a searchable database in order to share "best practices" and successes in training that emanate from nominations for the POST Excellence in Training Award.		
Status on: 12/01/09	The "Best Practices" searchable database has been created and is located within the Learning Portal under the "Community" tab. This resource will be continuously updated with selected top nominations from the annual POST Excellence in Training Awards. A report was made to the Commission at its February 2010 meeting recommending that this objective be deleted as completed.		
Bureau(s) Assigned:	Staff Assigned:		Completion Anticipated:
TPS	Brewer		Completed
Notes and/or Strategies:	Deleted as completed, February 2010.		

SPO#: B.3.04	Provide to POST's Regional Skills Training Centers updated driver training and force options simulators and program software.		
Status on: 04/26/12	The delivery of all LEDS has been completed and all systems are operational and certified. Curriculum for both LEDS and FOS has been updated. A purchase committee of SME's has met to develop system requirements for the new FOS systems. Those requirements have been submitted to the Department of General Services to begin the process of selecting FOS system for purchase.		
Bureau(s) Assigned:	Staff Assigned:		Completion Anticipated:
TPS	Peppers		Oct-12
Notes and/or Strategies:			

GOAL B – IMPROVE THE QUALITY AND IMPACT OF TRAINING

SPO#: B.4.06	Study the feasibility of developing technology-based training tools that provide just-in-time information (i.e., tutorials, checklists, etc.) for use with technologies such as patrol car computers and Personal Digital Assistants (PDAs).
Status on: 12/01/09	Examples of training and performance support tools delivered via PDAs are in development or are in use. These include a prototype of a decision support tool for investigators and a PDA-accessible version of the Emergency Response Guidebook. With these examples, the feasibility of using these training tools has been studied; staff recommended that this objective be deleted as completed at the February 2010 Commission meeting.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
LTRB	Myyra	Completed

Notes and/or Strategies:	Deleted as completed, February 2010.

SPO#: B.5.06	Develop a training tool that would help train investigators to efficiently develop search warrants for a variety of crimes.
Status on: 01/03/12	The Search Warrant Writing Tool is available to all 58 counties with templates that satisfy the requirements of the respective judicial councils of each county. Since the release of the tool, there have been 4,630 downloads by the field. This is the first performance support tool developed by POST and made available to law enforcement agencies. Staff recommends that this objective be deleted since the project is completed.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
LTRB	Myyra	Dec-11

Notes and/or Strategies:	Deleted as completed, February 2012.

SPO#: B.6.08	Study the feasibility of upgrading the present POST Basic Course Certification Review process.
Status on: 01/22/09	Deleted. The Basic Course Certification Review process has been enhanced by the development of a comprehensive *Standards-Based Academy Review Evaluation Form* for use by academies and evaluators, the assignment of additional POST staff to the review team, and the inclusion of trained evaluators (from academies), to perform in-depth reviews of skills training and testing. Two other additions to BCCR process are: 1) *Standards-Based Academy Review Manual,* contains definitions of the academy requirements and instructions for use of the checklist; and 2) enhanced accountability procedures (with new deadlines) to ensure academies address the identified issues of non-compliance with POST regulations. The revised process was approved at the Basic Course Consortium meeting in December 2008.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
BTB	Evans	Completed

Notes and/or Strategies:	Deleted by Commission action at the January 2009 meeting.

GOAL B – IMPROVE THE QUALITY AND IMPACT OF TRAINING

SPO#: B.7.06	**Develop a major-case management training course for managers/executives.**
Status on: 04/23/12	Survey data was analyzed and vetted by a class of Executive Development Course students. The team of Master Instructors has identified tasks to be accomplished and a skeletal expanded course outline was prepared to guide course developers in the next phase. A final meeting will be held in September 2012 to go over the final Total Training Package and the course will be piloted in early 2013.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS/CLD	Brewer	Jun-13

Notes and/or Strategies:	

SPO#: B.8.08	**Study the feasibility of a model school-based program that can be replicated statewide.**
Status on: 04/23/12	Work continues on the final draft of guidelines for establishing a "career pipeline" program in schools. A dedicated network site has been developed. The site is located on the POST website as a resource for agencies needing resource materials for the development of their own school-based programs. The network site will continue to be updated as programs expand statewide.

Upon receiving approval from the California Department of Education, POST staff formed a team of SMEs representing law enforcement, corrections, fire service, and homeland security to rewrite the final draft of the California Career Technical Education standards related to public safety.

Curriculum enhancements prepared by the Community College Chancellor's Public Safety Advisory Committee were presented at its Public Safety educators Conference in April. The enhancements are intended to give community college students a better ethical leadership orientation, a stronger understanding of the career requirements for reading and writing skills, and a full understanding of the POST selection process.

A list of subject topics has been drafted for consideration for development of a POST-certified core course (24-32 hours) for creating school-based programs and career pipelines. |

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
CLD/BTB	Kyritsis/Ziglar	Aug-12

Notes and/or Strategies:	POST's career pipeline concept was a featured article in the November 2011 issue of *The Police Chief* magazine.

SPO#: B.9.08	**Increase the availability of online courses and performance support tools available on the POST Learning Portal.**
Status on: 05/13/09	Ongoing. A detailed report was submitted to the Commission at its April 2009 meeting regarding the work done by staff in completing this objective. A Budget Change Proposal (BCP) to fund online training and add an instruction systems engineer position was approved in the budget. In addition, funding is being sought through a Chancellor's grant to develop another online course for instructor development. Five courses are currently under development.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS/LTRC	Myyra	Completed

Notes and/or Strategies:	Deleted by Commission action at the July 2009 meeting.

GOAL B – IMPROVE THE QUALITY AND IMPACT OF TRAINING

SPO#: B.10.08	Enhance and continue the study of driver training methods and vehicle-related high-risk activities to improve training, enhance safety, and reduce preventable collisions and injuries.		
Status on: 04/23/12	The SAFE Driving Campaign (Vehicle Operations & Training Advisory Council, Advisory Board, and Research Team) met in May 2012. Staff has begun producing a series of short videos entitled "Did You Know" regarding driving safety. The first was on seatbelt usage. Another regarding excessive speed will be released May 2012. The SAFE Driving News Alert, providing recipients with links to SAFE Driving related training materials, news articles, research studies, and videos was launched in April 2012. SAFE Driving presentations have been made to a variety of organizations including IADLEST, CPOA, and PORAC. Research Team proposals have been funded and studies are in progress.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
TPS	Smith		Jun-14
Notes and/or Strategies:			

SPO#: B.11.08	Review the POST Basic Dispatch curriculum and hours.		
Status on: 06/24/10	Complete. Four meetings with subject matter experts resulted in the revision of all 14 learning domains in the Public Safety Dispatch Basic Course. The hours remained at 120, but were redistributed to allow for more time to be focused on topics identified as more critical in nature. The revised training specifications and the expanded course outline were approved by the Commission on February 25, 2010. The changes to the specifications were reviewed and approved by the Office of Administrative Law. The changes became effective July 1, 2010; they are available on the POST Website.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
BTB/S&E	Shingara/Madeira/Groome		Completed
Notes and/or Strategies:	Deleted by Commission action June 2010.		

SPO#: B.12.08	Study the feasibility of establishing instructor training requirements for public safety dispatcher instructors for the Public Safety Dispatcher (PSD) course.		
Status on: 04/25/12	Staff has developed a version of the Academy Instructor Certification Course (AICC) for Public Safety Dispatcher (PSD) instructors. The course has been piloted twice and has received positive feedback. Staff plans to brief the Instructor Standards Advisory Council (ISAC) at its next meeting and recommend creating an instructor standard based on the AICC for instructors in the PSD Basic Course. An agenda item and recommendation will be brought to the Commission in either October 2012 or February 2013.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
TPS	Gustafson		Oct-12
Notes and/or Strategies:			

GOAL B – IMPROVE THE QUALITY AND IMPACT OF TRAINING

SPO#: B.13.08	Study the feasibility of enhancing the ongoing evaluation of POST instructors.
Status on: 06/24/10	Phase 1 – As part of the Master Level of the IDI, each Master student must evaluate an instructor during a 2-hour block of instruction in a certified course. The Master Level instructor completes an evaluation of the instructor's presentation. These reports will be used to assist in the development of an instructor evaluation process. Phase 2 – The evaluation instrument will be reviewed and modified by existing Master Instructors to pilot a full day of certified courses in the 10 POST Regions. Regional consultants and other staff may also use the instrument to document course evaluations. Phase 3 – The pilot will be reviewed by SMEs, presenters and staff as part of a process to develop an ongoing instructor evaluation plan. The plan will be presented to the Commission.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TDC/TPS	Spisak/Evans	Oct-11

Notes and/or Strategies:	Consolidated with Objective C.1.08 to create Objective B.15.08 by Commission action June 2010.

SPO#: B.14.08	Study the feasibility of expanding the use of blended learning to increase distance learning (for CPT) opportunities.
Status on: 07/30/10	Since a specific study regarding the ICI Core Course and blended learning has been completed, and various forms of blended learning are being, and will be, utilized by other POST sponsored programs, it is recommended that this objective be deleted as "complete". The concept of blended learning is one that has been, and will continue to be, part of the "toolbox" of options considered by POST when developing and presenting training.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
LTRB/CLD	Myyra	Completed

Notes and/or Strategies:	Deleted as "Ongoing" by Commission Action October 2010.

SPO#: B.15.10	Develop a training evaluation program that assesses course quality, including instructor performance.
Status on: 04/23/12	Since January of 2011, POST staff has met with subject matter experts to formulate evaluation instruments and methodologies, pilot the evaluation processes, and perform data analysis for discussion and possible revisions. New rubrics have been developed to evaluate instructor performance and the quality of POST-certified courses. A new Course/Instructor Evaluator training course has been piloted to train managers and evaluators in use of the forms. The evaluation process and forms are being field tested in live courses throughout the State. It is anticipated this Strategic Plan Objective will be completed and the training evaluation program will be ready for implementation in June 2012.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS/TDC	Evans	Jun-12

Notes and/or Strategies:	Objective added by Commission action June 2010 through consolidation of Objective B.13.08 and C.1.08.

GOAL C – ENHANCE POST'S SERVICES

SPO#: C.1.08	Develop a training evaluator program to supplement POST's efforts to maintain course quality.
Status on: 06/24/10	Recommend this be combined with SPO# B.13.08 and incorporated into a new objective (B.15.08). The Instructor Development Institute (IDI) at the Level IV of instruction requires students in that program to evaluate instruction of exiting classes. These students will be used to develop an evaluation instrument that can be used by others to evaluate courses.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS	Evans	Oct-11

Notes and/or Strategies:	Consolidated with Objective B.13.08 into new Objective B.15.08 by Commission action June 2010.

SPO#: C.2.06	Revise the POST Administrative Manual to make the format more user-friendly for online access.
Status on: 04/23/12	In an effort to expedite the accomplishment of this objective, the conversion of the POST Administrative Manual (PAM) to the 9000 number series (New PAM) will be discontinued. All 9000-numbered regulations will return to their original 1000 number series of the PAM. It is anticipated that this will be completed by August 2012. Upon completion of the renumbering, the PAM will be easily searchable on line.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
ASB	Kaida	Aug-12

Notes and/or Strategies:	

SPO#: C.3.06	Develop a comprehensive plan for POST's role in addressing law enforcement recruitment issues.
Status on: 06/24/10	Completed. The Commission at its January 2009 meeting supported development of a template that could be used by agencies to create their own recruitment strategic plan. A "Recruitment Strategic Planning Guide" was completed and approved by the Commission at its July 2009 meeting. The publication has been completed and uploaded to the POST Website under the Publications link. A report was made to the Commission at its June 2010 meeting.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS	Brewer	Completed

Notes and/or Strategies:	Deleted by Commission action June 2010.

GOAL C – ENHANCE POST'S SERVICES

SPO#: C.4.02	Study the feasibility of awarding college credit for select POST training courses (e.g., IDI, SBSLI, etc.).
Status on: 04/12/11	The POST web-based publication that provides information on acquiring college credit was updated to include information on how to also obtain college credit for POST certified courses. This information was developed in conjunction with Instructor Standards Advisory Council (ISAC) at the October 2010 meeting. The requirements of the objective have been completed.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS	Brewer	Completed

Notes and/or Strategies:	Deleted by Commission action February 2011.

SPO#: C.5.06	Develop an automated scoring process for scenario-based testing in the Basic Course using the TMAS system.
Status on: 04/12/11	The project strategy has been restructured. Based on the Commission's direction to replace TMAS, Objective C.5.06 logically dovetails into the current efforts to update and automate POST's testing processes. The vendor completing the spring 2011TMAS Replacement IT Feasibility Study will be asked to incorporate POST's need to automate scenario-based testing into the functional requirements of proposed IT solutions. Since plans to replace TMAS are still being formulated, the anticipated completion date is subject to change.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E	Chau	Oct-11

Notes and/or Strategies:	This Objective was consolidated with Objective C.12.08 by Commission action February 2011.

PO#: C.6.06	Develop means to heighten public awareness about successes in professionalizing California law enforcement.
Status on: 04/12/11	Staff developed resources and made them available to agencies to assist them in improving the image of law enforcement and heightening awareness about professionalism. ICI Presenters are required to integrate the POST DVD Victims of Violence into the ICI Core, Homicide, Robbery, and Domestic Violence ICI courses; and are providing a copy of the DVD to all students in ICI courses effective. Both the English and Spanish versions of the DVD are available on the POST Website. According to ICI presenters students are using the DVD in their follow-up investigations. With POST's limited resources, further efforts to heighten public awareness about successes in professionalizing law enforcement would be costly and labor-intensive. The responsibility and ability to address public perception and successes in law enforcement is better addressed at the local level with POST providing the kinds of resources described above, as appropriate.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
TPS	Brewer	Completed

Notes and/or Strategies:	Deleted by Commission action February 2011.

GOAL C – ENHANCE POST'S SERVICES

SPO#:	
C.7.08	**Enhance communications with stakeholders about POST's services and programs.**

Status on: 04/12/11	Computer Services Bureau (CSB) has completed a Training Manager's Forum, which allows the area consultants to communicate directly with stakeholders via the Forum located on the POST Website. A special Website forum for Command College attendees has been completed; it allows for sharing research information and assignments. CSB has added increased functionality to both EDI and the Website to provide client tools, such as, the Training Dashboard to highlight met and unmet training goals, and automated processes to alert area consultants when Peace Officer appointments are made to individuals without a completed basic course. CSB is also working on a Compliance Scorecard, which is an agency-wide review of all training requirements for the previous *Two-year Compliance Cycle*, issuing a percentage-based score for 24-hour CPT compliance, the four perishable skills requirements, and an overall agency score.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
TDC/ASB	Spisak/Espell	Completed

Notes and/or Strategies:	Deleted by Commission action February 2011.

SPO#:	
C.8.08	**Streamline the payment of POST Training Reimbursement Requests (TRRs).**

Status on: 04/23/12	Computer Services Bureau (CSB) has made significant progress toward the completion of this objective; agencies can now create electronic Training Reimbursement Request (TRR) forms and submit them to POST. The effort to automate the TRR process has been on hold due to reprioritization, and until automation of POST Professional Certificates is completed.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
CSB/ASB	Coppin/Davis	Dec-13

Notes and/or Strategies:	

SPO#:	
C.9.08	**Study the feasibility of creating an FTO/PTO-type program and workbook for new first-line supervisors.**

Status on: 04/23/12	The results of a survey of 155 agency heads were analyzed. The analysis revealed a duality of considerations: (1) interim training for newly appointed sergeants awaiting enrollment in the Supervisory Course; and (2) a field training regimen coincidental with deployment to the field, with online mentoring, and classroom delivery methods. The results of the survey are being analyzed by POST staff within the context of a broad array of options.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
CLD	Chisum	Jun-12

Notes and/or Strategies:	Voluntary program.

GOAL C – ENHANCE POST'S SERVICES

SPO#:	
C.10.08	**Conduct a comprehensive review of the Supervisory Course and curriculum.**

Status on: 04/23/12	The updated series of video vignettes portraying a fictitious team of individuals reporting to a newly appointed supervisor were previewed before the Advisory Committee on February 22, 2012. The following day the Commission reviewed and approved both the updated Supervisory Course's Topics and Objectives and the Instructor's Guide. Thus, course content was approved as submitted. Train-the-Trainer sessions, to familiarize new and existing instructors with the revised course materials, are ongoing. The evaluations have been very positive. Forty instructors have been trained to date, and the new course has now been presented to 90 sergeants. These evaluations have been positive as well. The Supervisory Course Online Network is continually updated to enable instructors throughout the state to share innovative ideas, videos, materials, and student exercises.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
CLD	Chisum	Jun-12

Notes and/or Strategies:	Staff recommends this objective be deleted as completed.

SPO#:	
C.11.08	**Continue to expand the development and use of technology in selection and training.**

Status on: 05/07/12	The POST Futures Committee has completed its recommendations regarding the application of technology in POST's future. Staff has identified applications in selection, testing, and training of law enforcement officers to include developing an automated scoring process for scenario-based testing in the basic course and an evaluation tool for the Field Training and Police Training Officer programs using the new testing system.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E/LRTB/BTB	Chan	Dec-12

Notes and/or Strategies:	Pending completion of SPO# C.14.11. NOTES: SPO# C.5.06 and SPO# C.12.08 were combined into SPO# C.14.11 by Commission Action in February 2011. SPO# C.14.11 has been restructured to the Testing System Replacement Project and the original objectives from SPO# C.14.11 have been incorporated into this objective.

SPO#:	
C.12.08	**Study the feasibility of providing automated evaluation for POST's Field Training Officer/Police Training Officer (FTO/PTO) program using the Testing Management and Assessment System (TMAS).**

Status on: 04/12/11	This objective is related to SPO C.5.06, which assesses the current testing management and assessment system (TMAS). Objective C.12.08 involves identifying and evaluating potential replacement testing systems in order to eliminate current testing vulnerabilities within the existing TMAS system. The effort to update POST's testing processes includes incorporating the functional requirements of this objective into SPO C.5.06.

Bureau(s) Assigned:	Staff Assigned:	Completion Anticipated:
S&E/BTB		

Notes and/or Strategies:	This Objective was consolidated with Objective C.05.06 by Commission action February 2011.

GOAL C – ENHANCE POST'S SERVICES

SPO#: C.13.08	Study the feasibility of revising course certification requirements and training reimbursement plans.
Status on: 05-07-12	Staff has yet to begin review of the requirements to assess whether changes to course certification requirements and training reimbursement is needed. Work on this objective is delayed due to staffing.

Bureau(s) Assigned: TDB	Staff Assigned: All Regional Consultants	Completion Anticipated: Dec-12

Notes and/or Strategies:	On hold.

SPO#: C.14.11	Develop and implement a computer-based testing system to replace TMAS.
Status on: 04/26/12	A project team consisting of CSB and SEB personnel has been formed to identify and select a replacement testing system. Project requirements focus on electronic security and eliminating the need for paper-based testing. The system will initially replace the functionality provided by TMAS, and will be designed using data exchange standards to accommodate future addition of Read/Write, Scenario tests, and Dispatch tests. Staff completed a Feasibility Study Report (FSR) which has been approved by the California Technology Agency (CTA). An Information Technology Procurement Plan (ITPP) has been completed and submitted to Department of General Services for approval.

Bureau(s) Assigned: S&E/CSB	Staff Assigned: O'Keefe	Completion Anticipated: Aug 14

Notes and/or Strategies:	

SPO#: C.15.12	Streamline the processing of POST Professional Certificates, using the Electronic Data Interchange (EDI) system.
Status on: 04/23/12	This is a staff recommended objective intended to improve the processing of requests for POST Professional Certificates. It is anticipated that the completion of the project will result in quicker response in processing these requests from law enforcement agencies. Staff began working on this objective in January 2012.

Bureau(s) Assigned: CSB/ASB	Staff Assigned: Coppin/Davis	Completion Anticipated: Jul-13

Notes and/or Strategies:	

GOAL D – ENHANCE THE POST ORGANIZATION AND STAFF

SPO#: D.1.06	**Study the feasibility of establishing a mentoring program for POST employees.**		
Status on: 04/23/12	Administrative Services Bureau (ASB) has found very few State departments, and no comparable-sized State departments, with formal mentoring programs. However, mentoring program information from CalTRANS, the State Compensation Insurance Fund, the Department of Food and Agriculture, and the Department of Social Services, is in review by the Personnel Office.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
ASB/Leadership Team	Engler/Wootton		Nov-12
Notes and/or Strategies:			

SPO#: D.2.08	**Establish a futures planning capability within POST.**		
Status on: 12/23/11	A comprehensive report prepared by the Future Vision Team (FVT), entitled *Preferred Future – 2020*, was reviewed by the Commission at its June 2011 meeting. The report, based upon extensive analysis of trend data, detailed a preferred future state for POST and proposed recommendations for achieving such an outcome. The futuring tools and skills of the members of the FVT remain intact. The futuring process is ongoing and remains a responsibility of the Center for Leadership Development Bureau.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
CLD/Leadership Team	Hooper		Completed
Notes and/or Strategies:	Deleted by Commission action at the October 2011 meeting.		

SPO#: D.3.08	**Enhance the use of digital media.**		
Status on: 05/13/09	This objective has been on hold due to other higher funding priorities. The original focus of the objective was to digitally record the Advisory Committee and Commission meetings. The transcription of the meeting minutes was previously done by staff from a tape recording and notes. Since the Commission has approved professional transcription services of meeting minutes, the need to further pursue this objective is no longer necessary.		
Bureau(s) Assigned:	**Staff Assigned:**		**Completion Anticipated:**
CSB/TPS			Completed
Notes and/or Strategies:	Deleted by Commission action at the July 2009 meeting.		

GOAL D – ENHANCE THE POST ORGANIZATION AND STAFF

SPO#: D.4.10	Study the feasibility of reorganizing POST in support of the needs of law enforcement and the future vision of the organization.
Status on: 05/07/12	Several new bureau chiefs have been appointed to the Leadership Team. Some bureaus have been relocated and other work is underway to redefine the role and function of existing bureaus. The Executive Team is formulating guiding principles to assist the Leadership Team in its work to assess organizational priorities, needs of the field and the most appropriate way to staff in order to achieve the desired outcomes. The work of the Future Vision Team will be considered in the process of reorganization. A Leadership Team building workshop took place in May where this topic was part of the agenda. POST Strategic Plan will be discussed at a scheduled Leadership Team meeting.

Bureau(s) Assigned:	**Staff Assigned:**	**Completion Anticipated:**
Leadership Team		Jun-12

Notes and/or Strategies:	Added by Commission action at the June 2010 meeting.