

Central Saanich Police Service Strategic Plan 2017-2020



Central Saanich Police Service

Strategic Plan 2017-2020

Introduction

This strategic plan was developed during November and December 2016. It is based on an internal survey of the police service values (see www.valuescentre.com for more background information) as well as a detailed environmental scan. The initial prototype plan was created after a half day meeting of police board members, officers, and staff. The prototype was then distributed to all board members, officers and staff along with a brief survey to gather feedback. This final plan was put together after another half day meeting where board members, officers and staff reviewed all the survey feedback.

It is hoped that this fully inclusive approach has developed a strategic plan that is straightforward and understandable by those who will use it to guide their actions and decisions. The plan is intended to provide clarity around where effort needs to be directed in the coming years. It is not intended to provide specific, measurable goals within each of the priority areas. That is ongoing work.

Message from Ryan Windsor, Mayor and Chair of the Police Board

On behalf of the Central Saanich Police Board, I am pleased to introduce the 2017-2020 Strategic Plan for the Central Saanich Police Service.

Like all municipal police departments in British Columbia, the Central Saanich Police Service is accountable to its civilian police board. Our police board members are strongly committed to the safety of our community, and by providing independent oversight of policy, budgets, and strategic direction, they ensure the Central Saanich Police Service is efficient and effective.

This edition of the Strategic Plan provides a renewed focus for our police service. Working in close partnership with the community in the days and months ahead, detailed action plans for each goal will be further developed and put into place. I am confident that this will ensure Central Saanich will continue to be very well served by its own police service, as it has been for over 65 years.

Message from Les Sylven, Chief Constable

I would like to thank the men and women of the Central Saanich Police Service and Police Board for their active participation in the creation of this renewed Strategic Plan. Their full involvement ensured that our renewed mission, values, and strategic goals are truly shared. Moving forward, this plan will now help guide our actions and decisions as we create detailed plans and specific measurements to ensure we continue to live up to our motto, "Strength Through Community."



Central Saanich Police Service – Motto, Mission and Values

Central Saanich Police Service (CSPS) is guided by its Motto, Mission and Values. In three words the motto usefully summarizes the key principle that guides all that we do. The success of a professional police service rests entirely on the support it receives from the citizens that it serves:



STRENGTH THROUGH COMMUNITY

The mission statement summarizes our commitment to the community:



THE CENTRAL SAANICH POLICE SERVICE IS COMMITTED TO EXCELLENCE IN POLICING. THE SERVICE ENHANCES THE QUALITY OF LIFE IN CENTRAL SAANICH BY PRESERVING THE PEACE, PREVENTING CRIME, AND PROTECTING LIFE AND PROPERTY.

The values that guide our decision making and operations:



ACCOUNTABILITY

- THE SERVICE HOLDS ITSELF ACCOUNTABLE FOR ITS ACTIONS AND TO OPERATING AT THE HIGHEST ETHICAL STANDARDS

TEAMWORK

- THE SERVICE COLLABORATES EFFECTIVELY WITH THE COMMUNITY, ITS PARTNERS, AND WITHIN

LEADERSHIP

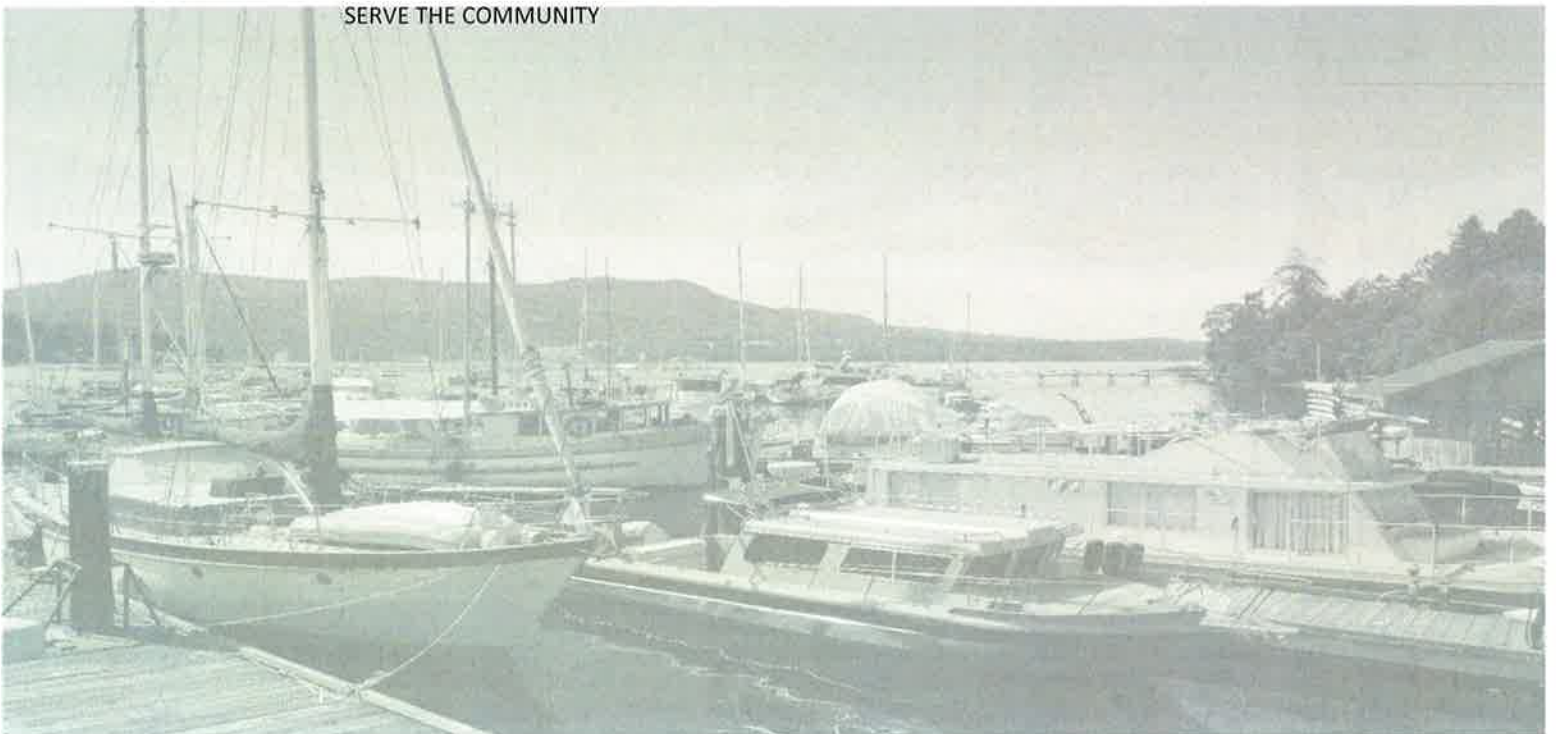
- THE SERVICE MODELS PROFESSIONALISM AND INTEGRITY IN ALL INTERACTIONS, INTERNALLY AND EXTERNALLY

COMMUNICATION

- THE SERVICE IS COMMITTED TO ENGAGING IN OPEN AND HONEST DIALOGUE, INTERNALLY AND EXTERNALLY

WELLBEING

- THE SERVICE RECOGNIZES THE IMPORTANCE OF TAKING CARE OF ITS PEOPLE SO THEY CAN BETTER SERVE THE COMMUNITY





Central Saanich Police Service – 2017-2020 Key Strategic Priorities

Over the next four years our priorities will be:

Enhancing Community Safety

This includes:

- Focus on road safety
- Focus on crime prevention
- Focus on emerging safety needs of our community

Building Strong Community Relationships

This includes:

- Engage our community partners in areas of shared concern
- Build stronger relationships with vulnerable members of our community
- Value the impact of our service on others

Enhancing Communications

This includes:

- Build public trust through increased communication
- Develop a set of strong, clear, well-communicated values that can guide all that we do
- Deliver clearer, more open communication internally, especially related to performance expectations and budgeting

Developing an Effective and Efficient Organization

This includes:

- Set clear goals and support the teamwork necessary for their delivery
- Develop clear, fair, equitable, standardized, and consistent performance expectations at all levels
- Develop a succession plan that addresses the near future retirement of many officers
- Examine the professional training and development needs of all staff, including leadership development and mentorship
- Explore what more can be done to promote employee safety and wellness