



AA30

STRATEGIC PLAN

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Effective Date: 23 July 1997
Revised Date: 08 November 2016
Last Reviewed Date: 08 November 2016

POLICY

1. The Delta Police Department (“Department”) will have a Strategic Plan comprised of a Vision Statement, Mission Statement, Core Values, Strategic Direction, Strategic Goals and Action Plans.
2. The Chief Constable is responsible for providing a Strategic Plan to the Delta Police Board (“Board”). The strategic planning process is the responsibility of the Office of the Chief Constable.
3. All Department personnel will be viewed as stakeholders in the Strategic Plan and will be accountable for the development, implementation and execution of the Plan.
4. The Strategic Plan will be:
 - a) available to all personnel;
 - b) developed from input of personnel from all sections of the Department, as well as the community and external stakeholders;
 - c) kept current and revised through a quarterly review process; and
 - d) regularly evaluated as to gauge the progress of the Plan.

REASON FOR POLICY

5. To comply with Sections 26(4) and 26(5) of the *B.C. Police Act*, where the Chief Constable shall, in consultation with the Board:
 - a) determine the goals, priorities and objectives of the Department; and



- b) implement programs and strategies to achieve the priorities, goals and objectives of the Department.
6. To ensure that the community of Delta and external stakeholders have an opportunity to participate in the development of the Strategic Plan.
7. To ensure all personnel participate in the development, implementation and execution of the Strategic Plan.
8. To provide consistency and unity of purpose.
9. To provide a basis from which to develop resource needs and requirements for the budget process.
10. To provide the Department with an ability to assess and measure progress in fulfilling its mandate in accordance with Section 26(2) - *B.C. Police Act*.

PROCEDURES

Strategic Planning

11. Strategic planning is a process whereby a unified, comprehensive plan, integrating our Vision, Mission, Core Values, Strategic Direction, Strategic Goals and Action Plans, is developed and implemented using all required resources.
12. Strategic planning will be conducted in consultation with Board Policy, Planning and Evaluation Committee.

Strategic Direction

13. The Strategic Direction is defined by a brief statement that provides a broad definition of the direction the Department is moving while in pursuit of the Mission.

Strategic Goals

14. The Strategic Goals are clear tangible statements that support the Strategic Direction and provide focus on specific areas where activity is required to realize the Strategic Direction.



Action Plans

15. Action Plans are quantifiable and measurable activities that are developed by section supervisors, in concert with their personnel, which are consistent with and support a specific Strategic Goal. Each section is accountable for reporting on and completing the Action Plans.

Planning Process

16. The Department strategic planning process is the responsibility of the Office of the Chief Constable. The process will involve representatives from all levels of the Department (volunteers, police staff, members, supervisors, management, and Board members) along with any other external partners as required. This group will work together to identify and anticipate crime trends as well as local and global issues which may impact the quality of life for the citizens of Delta. The results will form the basis of the new Strategic Direction and Strategic Goals for the period to come.
17. Each Department section supervisor shall develop Action Plans, in consultation with their personnel and consistent with the newly formed Strategic Direction and Goals, and provide them to the Chief Constable's office within the defined timeline.
18. The completed Strategic Plan will be provided to the Board for approval prior to the effective date of the plan. The tenure of the Plan will be decided on a Plan by Plan basis.

Strategic Plan Maintenance

19. The Chief Constable will make the Strategic Plan available to all personnel and publish the plan publicly.
20. Department supervisors will routinely meet with all personnel under their supervision to review and monitor the progress of their Action Plans.
21. The Management Team will review and update the Strategic Plan quarterly, and report to the board with the same frequency.
22. The Chief Constable will make a progress report on the current Strategic Plan available to all Department personnel annually.