

**AGENCY STRATEGIC PLAN  
2008 - 2011  
Iowa Law Enforcement Academy**

**Mission Statement**

Iowa Law Enforcement Academy's missions are "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 function is Education that includes the following:

1. To provide basic and specialized training for peace officers, jailers, and telecommunicator specialists.
2. Testing services
3. Administration (including public safety compliance, 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 other approved law enforcement academies that the Iowa Law Enforcement Academy oversees. 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 1,5000 reserve peace officers in Iowa. The reserve peace officers are to receive 80 hours of training in eighteen months and pass testing as required by ILEA to receive state certification. Rules concerning personal hiring standards for reserve peace officers became effective June 2, 2004. The state certification process will be fully implemented in 2008. The Academy also 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 155 officers were killed in this country during 2007. Iowa law enforcement agencies are beginning to experience the economic down turn and are facing hiring freezes. The agency hiring freezes impact revenue to the Academy. 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 Just and Inclusive Communities goals.)
2. Become less reliant upon general fund monies. (This goal aligns with the Governor's foundation of quality, value and delivery.)
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. (This goal aligns with the Governor's foundation of quality, value and delivery.)
4. Become the research source for law enforcement issues in Iowa. (This goal ties to Goal 3 of the Just and Inclusive Communities.)

5. Increase the level of professionalism of law enforcement officers, jailers, and telecommunicator specialists in Iowa by providing testing service, as needed, educational opportunities, and assuring compliance with required standards. (This goal aligns with the Governor's foundation of quality, value and delivery.)

The measures for these goals are:

Goal 1

Percent of persons successfully completing training programs.

Percent of stakeholders rating ILEA as good or excellent.

Number of officers trained.

Cost per hour to agencies for basic academy training.

Total student days of training.

Goal 2

Number of POST's administered and scored.

Number of MMPI-2's administered and evaluated.

Number of students tested.

Goal 3

Maintain general funds leveraged above 50%.

Number of staff attending training.

Number of professional articles written.

Percent of agencies in compliance with applicable regulation

Percent of electronic records with accurate information.

## 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

Provide one-day testing procedure for all required hiring standards conducted by ILEA staff quarterly at ILEA or around the state when requested.

Conduct study on MMPI-2 and usage by hiring authorities.

Conduct survey of agencies needs and rating of the academy.

Develop POST testing preparation class for those requesting.

### Goal 3

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.

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 basic training requirements.

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

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

Give research projects to students attending the basic training programs.

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.