

Assessment Cycle 2018 – 2019

University Police Department

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Northwestern State University Mission Statement. Northwestern State University is a responsive, Student-oriented institution that is committed to the creation, dissemination, and acquisition of knowledge through teaching, research, and service. The University maintains as its highest priority excellence in teaching in graduate and undergraduate programs. Northwestern State University prepares its Students to become productive members of society and promotes economic development and improvements in the quality of life of the citizens in its region.

University Affairs Mission Statement. University Affairs is a diverse group of innovative and talented professionals who provide quality facilities, maintenance and management services in support of education and research at Northwestern State University. University Affairs is committed to being fully responsive to the needs of faculty, students, staff and the public, as provided by the Physical Plant, Capital Outlay Office, Grounds and Custodial Services, Environmental Health and Safety, University Police, ADA Compliance and International Student Services.

University Police Mission Statement. The main mission of University Police is to provide the University with a safe and secure campus. This mission is accomplished by proactive patrols, a robust police presence, and providing services in a prompt manner. Although the primary mission of the University Police Department is to protect and serve, the Department also can provide a proper understanding of life as a law-abiding citizen by serving, educating and protecting the public through community collaboration, problem recognition, problem resolution and police action thus instilling methods and practices that a productive member of society possesses. In carrying out our mission, we must be progressive, pro-active, and responsive. Additionally, we realize we must work in partnership with the area communities that we serve, thus, providing the best protection and service.

Purpose: The Department will prepare students for life as a citizen away from a collegiate setting and provide a broader perspective of life as a law-abiding citizen with behaviors that are fitting for society as a whole. It will also show students how to engage in protective behaviors to enhance their quality of life from beyond the classroom and further into adulthood.

Methodology: The assessment process for University Police programs and initiatives is as follows:

- (1) Data from assessment tools (both direct and indirect, quantitative and qualitative) are collected and returned to the program coordinator;

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- (2) The program coordinator will analyze the data to determine whether statistics gathered show an improvement in public training programs;
- (3) Results from the assessment will be discussed by Police Department administration on an annual basis
- (4) As a result, from the discussion of Police Department administration programs or methods may be added, changed, or deleted based on its effectiveness in controlling criminal activity and student engagement.

Service Outcomes.

Service Outcome 1- Campus Safety

First year students and all employees will have a working knowledge of options that they have to survive an Active Shooter Situation. In addition, students will learn target-hardening practices to help secure their personal property.

Measure 1.1

On a semester basis students enrolled in University Studies 1000 will receive 1 day of campus safety instruction from a Certified Police Officer employed with the Department. During this course, multiple campus safety issues will be discussed with the primary focus on Active Shooter Survival training. A pretest and posttest will be administered to gauge the effectiveness of the training administered. At the end of the training students should achieve a score of 90% showing an understanding of the material.

Findings: Target met.

Fall 2018 Semester target met. Average score for fall semester was 91%

Analysis- In AY 2017-2018 the target of 90% was not met. Given the findings from AY 2017-2018 University Police Administration reviewed what differences there were between the Fall and Spring Semesters. During this review two different contributing factors were discovered. First the delivery method of instruction changed from the Fall Semester to the Spring Semester. During the fall semester instructors presented to large groups all day over a two day period. Leading to fatigue of the instructors and from the onset of the sessions there was a limited amount of engagement from the students involved in the sessions. During the spring semester, sessions were spaced out over a few days with only 2 to 3 sessions a day instead of all day with limited breaks. The sessions were also smaller with each session only having 20 to 30 instead of 150-250. The smaller group setting lead to a more intimate setting and fostered engagement from the students attending.

Based on the analysis of the 2017-2018 results, in 2018-2019 the model was updated and the average pretest score was 72% the post test score was at 91%, which was a substantial increase from the last academic cycle. However the process of teaching the course took a total of 3months to complete. Six different instructors were utilized to

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complete the small class room setting training. Some instructors were timely in completing their courses while others had scheduling conflicts. It created strain on the departments limited instructor pool.

Decision- Based on the analysis of the 2018-2019 result, we will change the delivery method and developing additional instructors, we increased engagement with the student population and also increase knowledge retention. In addition we need to work with the instructors. The implementation of these two factors increased the scoring percentage to 90% helping us meet our target. To increase timeliness of course completion a new set of instructors have been chosen, since a number of the previous instructors are no longer with the department. This change may naturally increase productivity.

Measure 1.2

Faculty members will take part of an online training program that will focus entirely on Active Shooter situations. This particular course will focus on their responsibilities as a faculty member with students in the classroom or as employees in an administrative function. A pretest and posttest will be administered to show knowledge and a passing score of 90% will be required before credit for the course will be given. Although 90% is passing, we expect that employees will score 100% on the posttest.

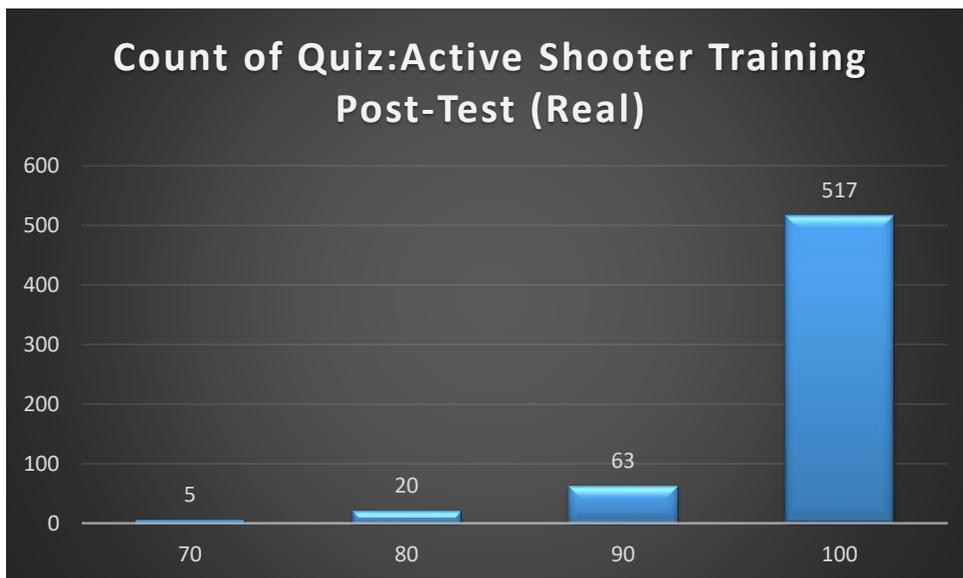
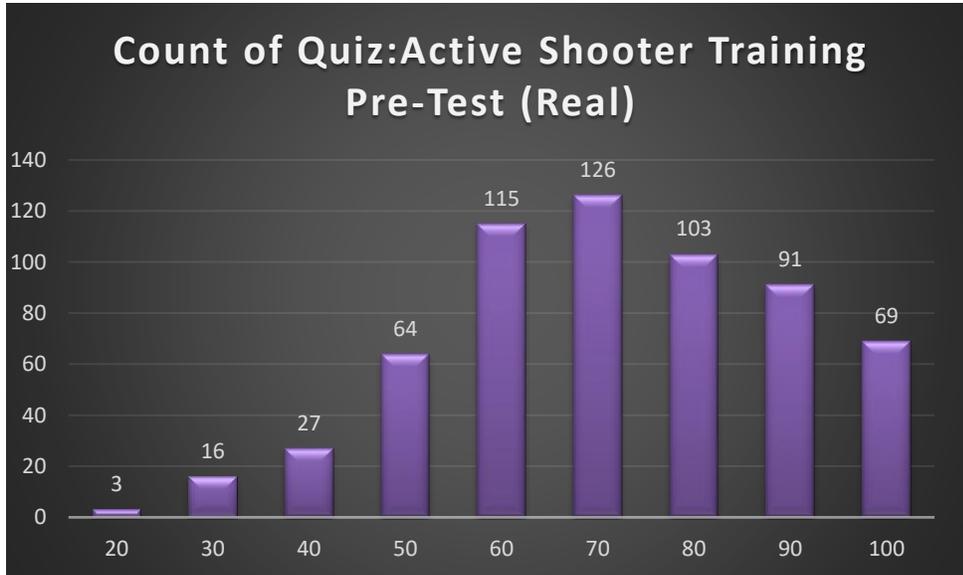
Findings: Target not met.

Faculty and Staff average score for Pre Test was 72%.

The average score for the Post Test was 97%

Analysis – In 2017-2018 the target of 100% was not met. Based on the analysis of these results in 2018-2019 the test stayed the same to determine if the information for the individuals was committed to long term memory. As a result, in 2018-2019 the target was not met. The acquired data showed us that while our initial outcome was not met, there was a significant increase from that data for AY 2017-2018. A required passing score of 90% was required to receive a certificate of course completion. While the training material has not changed from the previous academic cycle the pre-test shows that individuals are not committing the information for long term memory. The graphs depict the scoring from all of the participants in the 2018-19 academic year.

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Decision – Based on the analysis of the 2018-2019 results, in 2019-2020 we will incorporate different in-person trainings and other potential learning methods, to better gauge the depth of understanding of the material. In addition we will keep the training material the same for the upcoming cycle so that individuals taking the course can commit the information to their long term memory, however we realize that achieving 100% score for 800 plus employees is unrealistic therefore the target will be adjusted to a 95% average.

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Service Outcome 2 – Community Relations

Increased communication between Department and the University Community thereby building community relations.

Measure 2.1

The department should always strive to build and strengthen community-police relations. The Department should host meetings and take part in discussion sessions with private citizens and students to build community relations through an understanding of common police procedures and practices. By involving the department in these opportunities, it allows students and community members to meet Officers and understand the mission of law enforcement in different settings, rather than meeting during a possible negative interaction. The target is to conduct two meetings per academic year, one for each the fall and spring semester.

Findings – Target met. We hosted a total of 7 different discussion and training events.

Analysis – In 2017-2018 the target was met. Based on the analysis of these results in 2018-2019 we stayed with topics ranging from alcohol awareness to sex crimes. Trainings involved rape aggression defense tactics. Personnel described the experience and discussions as informative for both the presenters and the students involved in the process. In addition we added a new program to our community outreach program that placed community members in an active shooter scenario. These scenarios were based on previous situations that have occurred in the past and adjusted to match the layout of the buildings in which they have taken place. There were two test groups, one group was made of students and the other was University employees. No hard data was captured during the scenario as safety was the main focus.

Decision – Based on the analysis of the results, interactions, and discussion in 2018-2019 we feel it is best to continue our efforts in this measure. In 2019-2020 the scenario based Active Shooter training will need to become its own measure so that proper improvements can be made to future trainings. We will continue with 2 per academic semester since that is a good base line based on the number of staff that actually present.

Service Outcome 3 – Professional Development

Ensure Police Department is educated to meet the community needs for a safe and secure environment.

Measure 3.1

Additional training past the minimum required POST qualification ensures officers conduct themselves in a professional manner and ensure that the department is operating within industry standards. The training budget should reflect cost that will improve an officer's professional knowledge. To help reduce the cost of training whenever possible, train the trainer courses will be sought so that all officers can benefit

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from material presented. Target is to have two officers per calendar year attend train the trainer courses and serve as trainers for the department.

Findings – Target met. Three different train the trainer courses have been completed.

Analysis – In 2017-2018 the target was met. Based on the analysis of these results in 2018-2019 two personnel attended a training course to instruct the public on a rape aggression defense. Another personnel member attended a course on instructing use of Electronic Control Devices. And lastly an instructor in Officer Safety Programs. The train the trainer courses helps us complete two separate service outcomes, making it highly efficient for our area. Each area of instruction cuts our training cost and ensure that officers are trained regularly and efficiently.

Decision – Based on our findings of the results, in 2019-2020 this measure needs to be kept at this level so that the instructional value and hardship can be evaluated before increasing additional instructors. Other factors to consider is re-training the instructors and the cost for them and materials.

Measure 3.3

In service trainings should be utilized to grow the departments employees and have instructors come to the Department to offset the cost of the training as well. Doing so ensures that at least 94% of the department will receive the training. Target is to host at least four training courses where the instructor comes to our facilities to instruct the course.

Findings – Target met. We had 4 different in service training session.

Analysis- In 2017-2018 the target was met. Based on the analysis of these results in 2018-2019 the four inservice training sessions were provided by instructors from within the department or were fully funded courses from outside instructors. The cost of these internal instructions was very minimal.

Decision – Based on the analysis of the 2018-2019 results, outside instructors while very informative and knowledgeable require a lot of supporting resources and cost. While we were able to provide training to not only our department but others from across the state, we needed to consider other alternatives to support incoming instructors, or find fully funded courses of study to bring to campus. In 2018-2019 the internal instructors were better able to fit into a flexible schedule and were able to host more courses to accommodate officers working schedules making sure that there was 100% participation. In addition the fully funded outside instructors still provided a high level of instruction and we were able to maintain a training avenue for nation wide agencies to participate in, improving the University's image. As a result, in 2019-2020 we intend to stay with our internal instructors.

Service Outcome 4 - Safety

Safety is a priority of this department. A safe environment will provide students and employees the atmosphere needed for intellectual growth.

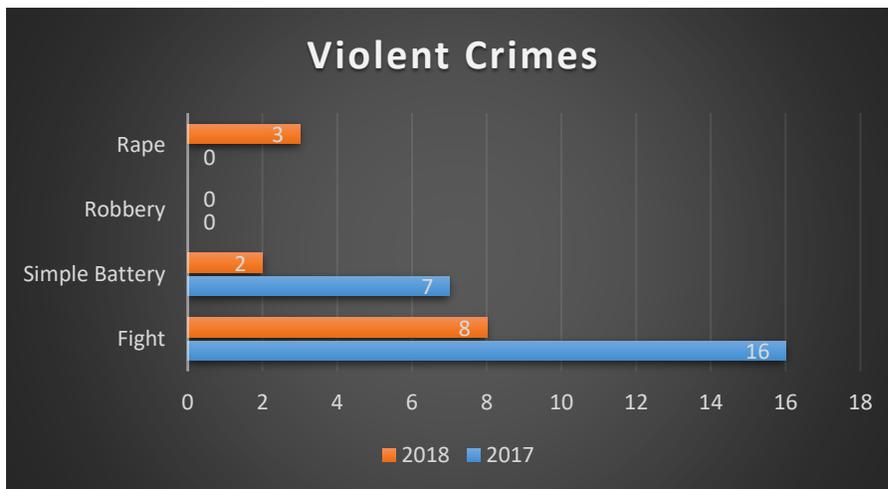
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Measure 4.1

Clery statistics give a great insight into the criminal activity that occurs on campus. The data obtained from this collection process will give insights into trends that are developing on each campus. The statistics gathered will provide guidance on enforcement efforts, student educational efforts, and crime trends that will need to be addressed. Target is to have no crime statistical growth from the previous year/semester to the present.

Findings – Target was not met. One crime increased others decreased.

Analysis – In 2017- 2018 the target was not met. Based on the analysis of the results in 2018-2019 because our patrol efforts have increased in those particular areas and the department has a high visibilities in critical areas around campus, we had reported 3 rapes that came to our department. For fights and simple battery a 50% drop, which we attribute to previous parties no longer involved in numerous altercations.



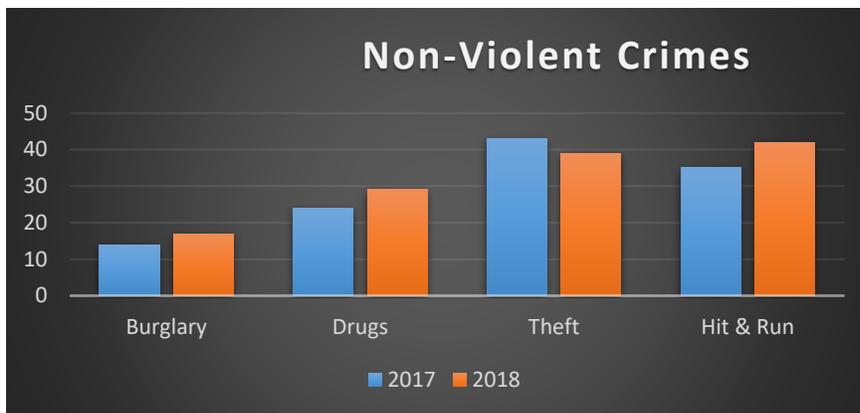
Decision – Based on the analysis of the 2018-2019 results in 2019-2020 efforts should be made to ensure that those individuals that violate the law, University Policy, or housing Policy face consequences for their actions. While there is a drop in the statistics of violent crimes, experience has taught us that those numbers increase and decrease based on the culture of the institution and community. Setting a minimum conduct standard with consistent behavior altering discipline will ensure a more long term decline in violent acts.

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Measure 4.2

In addition to Clery statistics gathered Uniform Crime Data collected and submitted will be crucial in determining what other measures are needed, since the Clery data does not require the collection of thefts and motor vehicle burglaries. These categories in the past have been some of our most frequent reoccurring crimes. Information gathered from these categories will show where efforts will need to be focused to deter and reduce crime. Target is a 15% decrease in criminal activity for these categories from the previous year based on effective policing practices.

Findings – Target not met. While reviewing the data while there was an increase in the number of burglaries, drugs law violations and hit and runs. However theft had a minimal decrease.



Analysis – In 2018 the above graph shows that there was a very minimal increase in non-violent crime rates with the exception of thefts. The only difference is about 1 or two less reported offenses. Compared to the 2017 data when our non-violent crime rate doubled from 2016 our educational efforts for these crime categories have not. With the public pressure to focus on active shooter survival the common and more occurring non-violent crimes education efforts have suffered.

Decision- Based on the analysis of results of 2018-2019, in 2019-2020 efforts in non-violent crimes must increase in order to meet a genuine decrease in this crime category. Another option that can be implemented to reduce drug law violations is a zero tolerance threshold. By limiting the amount of discretion that officers have in their response will in time decrease the number of criminal involvement. Also educational efforts need to be implemented as this is the 4th year that the statistic has increased. The department used to depend on teaching these subject matters in University studies however with the reduced time and also the demand for active shooter training we need to look at additional avenues.

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Comprehensive Summary of key evidence of improvements based on analysis of results.

- University Studies instructions course test scores improved from previous cycle to 91%.
- Seven in person discussion and training session were made with the public and a new program was developed to further educate the community.
- In-service training from department instructors reduce the training cost and ensured that department officers received training post the minimum post required standards.
- Outside instructors that were brought in were fully funded and cost the department was very minimal and still provided an opportunity for other State agencies to come to our campus for training.

Plan of Action moving forward

In 2019-2020 new educational efforts will be pursued to increase the publics knowledge of crime prevention, safety measures and also best practices. Some efforts will be in person trainings other educational efforts may come in the form of some sort of media. For the new educational materials presented such as our new Active Shooter Scenario Training program we will need to develop a productive system of measuring success of those programs. To combat drug law violations we need to work together with housing to enforce the not only laws but the policies of CLV as well. Stricter enforcement often leads to crime reduction for an environment like ours.