

Assessment Cycle 2019-2020

University Police Department

Prepared by: Chief Craig Vercher & Director Jon Caliste

Date: 5/10/20

Approved by: Jennifer Kelly

Date: 21 July 2020

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 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, proactive, 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.

Assessment Cycle 2019-2020

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;
- (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:

SO 1. 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 was met

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

Analysis. In 2018-2019 the target was met. Based on the analysis of the 2018-2019 results the following changes were implemented in AC 2019-2020. We changed the delivery method and developed additional instructors, we increased engagement with the student population and also increased knowledge retention. 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. As a result, in 2019 – 2020 the target was met, however the instructor pool was limited and the class was limited to only 3 instructors covering the course.

Decision. Based on the analysis of the results in 2019-2020, in 2020-2021 the following changes will be implemented to drive continuous improvement. We have to change the delivery method in response to Covid-19. An interactive training module is being created to supplement the limited staffing and to practice social distancing. The

Assessment Cycle 2019-2020

training module will have comprehension questions during the training that will provide data and feedback on retention of the material instead of providing a pre and post test.

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 2018-2019 the target was not met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action from 2018-2019. A passing score of 90% was required to receive a certificate of course completion. The training material was changed from the previous academic cycle as well as the testing mechanism to ensure that the participants paid close attention to the information provided. These changes increased the average post test score to 98.52%. In person trainings were implemented to supplement the online training module however participation was so limited data was not gathered to minimize outliers in the data modules.

Decision. Based on the analysis of the 2019-2020 results, in 2020-2021 we will provide the same testing method. In addition when social distancing measures are released will provide an engaging in person training to supplement the internet based training and provide advertising to increase the training material the same for the upcoming cycle so that individuals taking the course can commit the information to their long term memory.

SO 2. 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 9 different discussion and training events.

Assessment Cycle 2019-2020

Analysis. In 2018-2019 the target was met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action from 2018-2019. The community outreach programs included presentations to SGA and Faculty Senate, Fraternity/Sorority meetings and SHARP self defense course. Focus was on building a positive relationships between law enforcement and the University community and also steps to take to ensure personal safety. The talks were informative and well received.

Decision. Base on the analysis of the results in 2019-2020, in 2020-2021 the following changes will be implemented to drive continuous improvement. While the talks are informative and have help improve relations between our department and the community we serve the information will need to put into aggregate data to determine what issues face our community instead of national trends.

SO. 3 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 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.

Analysis. In 2018-2019 the target was met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action from 2018-2019. We had two added an additional instructor in our ALERRT system and replaced a Grenadier instructor that can teach chemical munitions. 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 the analysis of the results in 2019-2020, in 2020-2021 the following changes will be implemented to drive continuous improvement. While there are benefits to having instructors there is an associated cost. With the imergence of COVID -19, expected budgetary loss and travel restrictions this measure may be difficult to complete for the upcoming assessment cycle. However training must still be completed to ensure professional standards are met.

Measure 3.2 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.

Assessment Cycle 2019-2020

Findings. Target was met.

Analysis. In 2018-2019 the target was met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action from 2018- 2019. Three inservices trainings were provided for the department ranging from firearms to stadium and event safety. Regional participants from other University's and municipal agencies participated in the training provided. The cost to University was minimal and was for refreshments for the events.

Decision. Based on the analysis of the results in 2019-2020, in 2020- 2021 the following changes will be implemented to drive continus improvement. We will provide at least one outside instructor training course to regional partners from a federally funded source that we will partner with an outside agency to provide.

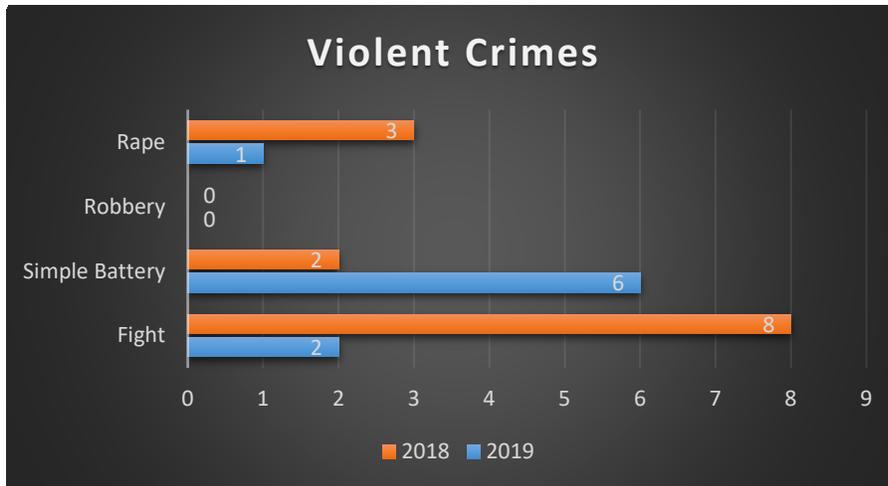
SO. 4 Safety is a priority of this department. A safe environment will provide students and employees the atmosphere needed for intellectual growth.

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.

Analysis. In 2018-2019 the target was not met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action for 2018-2019. We increased our educational efforts with the community to make them aware of the proper way to secure their property and safe practices to minimize bad social interactions during our community events and classes hosted. While the numbers of reports to the police for rapes and fights was decreased the number of batteries increased. The number of robberies stayed the same.

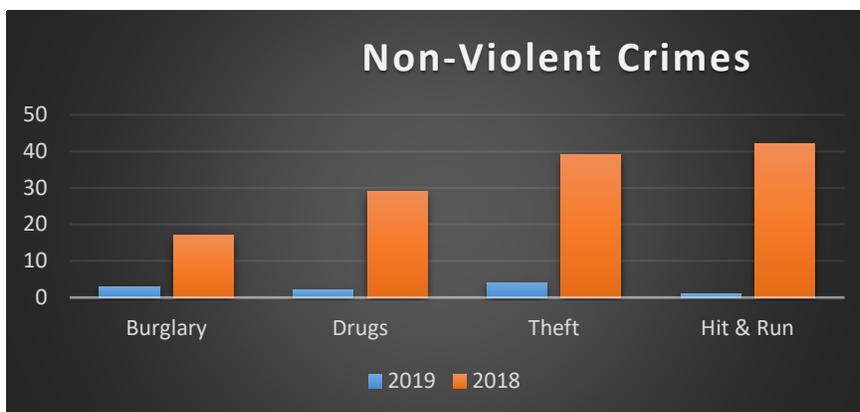
Assessment Cycle 2019-2020



Decision. Based on the analysis of the results in 2019-2020, in 2020-2021 the following changes will be implemented to drive continuous improvement. Education of property safety measures will have to increase and become more engaging to ensure knowledge retention. In addition collaboration with Student Conduct to minimize repeat offenders.

Measure 4.2 In addition to Clery statistics gathered Uniform Crime Report 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.



Assessment Cycle 2019-2020

Analysis. In 2018-2019 the target was not met. Based on the analysis of the 2018-2019 results the following changes were implemented in 2019-2020 according to the plan of action from 2018-2019. We implemented a zero tolerance policy on drug enforcement to limit officer discretion in drug offenses and increased educational efforts on teaching proper safety techniques. However in reviewing the data the crime statistic drop was too drastic indicating either a statistical outlier or improper data input into the system.

Decision. Based on the analysis of the results in 2019-2020, in 2020-2021 the following changes will be implemented to drive continuous improvement. Training for data entry clerks to ensure that the data entered is properly inputted since there has been a recent turnover in that area. In addition the zero tolerance policy will remain in effect. Lastly an comprehensive file review to determine the actual number non violent offense that occurred during the assessment cycle of 2019-2020.

Comprehensive Summary of key evidence of improvements based on analysis of results. *Provided are all of the things done in 2019-2020 to seek improvement based on the analysis of AC 2018-2019 assessment results.*

- We changed the delivery method and developed additional instructors, we increased engagement with the student population and also increased knowledge retention.
- The training material was changed from the previous academic cycle as well as the testing mechanism to ensure that the participants paid close attention to the information provided. These changes increased the average post test score to 98.52%.
- The community outreach programs included presentations to SGA and Faculty Sentate, Fraternity/Sorority meetings and SHARP self defense course. Focus was on building a positive relationships between law enforcement and the University community and also steps to take to ensure personal safety.
- Two additional instructors were added in our ALERRT system and a replacement Grenadier instructor that can teach chemical munitions was added.
- Three inservices trainings were provided for the department ranging from firearms to stadium and event safety. Regional participants from other University's and municipal agencies participated in the training provided.
- The number of reports to the police for rapes and fights was decreased the number of batteries increased. The number of robberies stayed the same.

Assessment Cycle 2019-2020

Plan of Action moving forward

SO	Measure	Plan
1	1.1	An interactive training module is being created to supplement the limited staffing and to practice social distancing.
1	1.2	Provide the same testing method to ensure knowledge retention
2	2.1	Information will need to be put into aggregate data to determine what issues face our community instead of national trends.
3	3.1	With the imergence of COVID -19, expected budgetary loss and travel restrictions this measure may be difficult to complete for the upcoming assessment cycle. However training must still be completed to ensure professional standards are met.
3	3.2	We will provide at least one outside instructor training course to regional partners from a federally funded source that we will partner with an outside agency to provide.
4	4.1	Education of property safety measures will have to increase and become more engaging to ensure knowledge retention. In addition colaboration with Student Conduct to minimize repeat offenders.
4	4.2	Training for data entry clerks to ensure that the data entered is properly inputed since there has been a recent turnover in that area. In addition the zero tolerance policy will remain in effect.