

Assessment Cycle 2020-2021

University Police Department

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Date: 6/17/21

Northwestern State University Mission Statement

Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

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. We are committed to being fully responsive to the needs of faculty, students, staff and the public, who are our customers. The division of University Affairs strive to cooperate with all campus constituents to provide a functional, safe, and efficient facilities operation for the University.

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.

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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 not met

Fall 2020 Semester target met. Average score for fall semester was 90%

Analysis. In 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in AC 2020-2021 according to the plan of action from 2019-2020. We changed the delivery method and developed in response to Covid-19. An interactive training module was created to supplement the limited staffing and to practice social distancing. As a result, the training module had no comprehension questions during the training that provided data and feedback on retention of the material instead of providing a pre and post test. The target was not met.

Decision. Based on the analysis of the results in 2020-2021, in 2021-2022 the following changes will be implemented to drive continuous improvement. With an update to training we will implement a comprehension test at the end of the training to determine if material is being retained.

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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 was met.

Faculty and Staff average score for Pre Test was 72.04%

The average score for the Post Test was 100%

Analysis. In 2019-2020 the target was not met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. A passing score of 90% was required to receive a certificate of course completion. As a result, it appears with the material staying the same that it reinforced what participants learned last year and the material is becoming an engrained thought process. The target was met.

Decision. Based on the analysis of the 2020-2021 results, in 2021-2022 the following changes will be implemented to drive continuous improvement. We will leave the course as designed for the previous year for an additional year to confirm the results of this cycle. If the target is met again we will enhance the training to cover more topics and trends in civilian active shooter response.

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 not met.

Analysis. In 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. Due to Covid-19 pandemic we were unable to have in person community outreach meetings with the campus community. The target was not met.

Decision. Base on the analysis of the results in 2020-2021, in 2021-2022 the following changes will be implemented to drive continuous improvement. While the pandemic greatly limited our in person outreach we believe given the current national strain

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between the law enforcement community and the communities we serve, community discussion are vital to help improve relations between our department and the community. We will plan on hosting a community outreach effort at least once a semester.

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 not met.

Analysis. In 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. While there are benefits to having instructors there is an associated cost. With the emergence of COVID -19, expected budgetary loss and travel restrictions this measure was difficult to achieve. We managed to have one instructor trained in the spring of 2021. The target was not met.

Decision. Based on the analysis of the 2020-2021 results, in 2021-2022 the following changes will be implemented to drive continuous improvement. With the lifting of travel restrictions and the national trend of use of force issues within law enforcement agencies our goal is to have additional instructors in control techniques and continue in developing our officers in deescalation techniques.

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 one training courses where the instructor comes to our facilities to instruct the course.

Findings. Target was met.

Analysis. In 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. One inservice trainings were provided for the department during the spring of 2021 from an outside federally funded source. Other trainings for the department were online training modules from the state of Louisiana to keep officers trainings up to date. The target was met.

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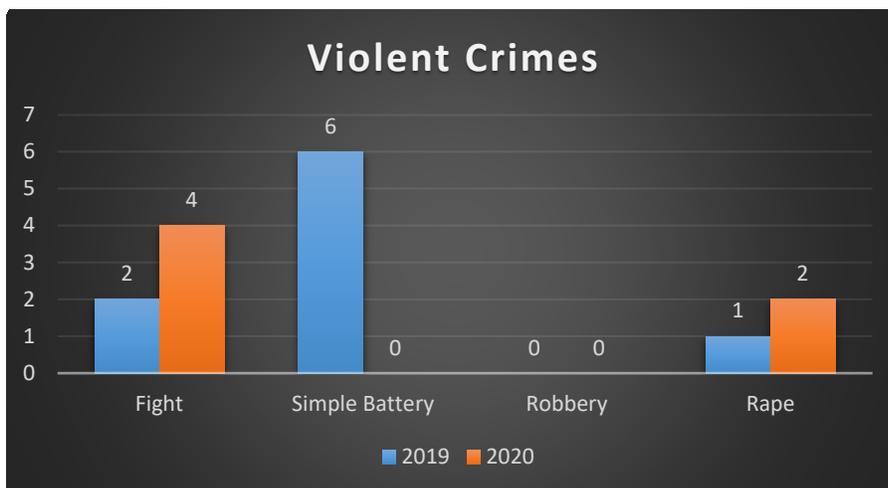
Decision. Based on the analysis of the 2020-2021 results, in 2021-2022 the following changes will be implemented to drive continuous improvement. We will provide at least two outside instructor training course to regional partners from a federally funded source that we will partner with an outside agency 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 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. Although the pandemic was a primary factor in 2020 there was still a decent population of students living on campus during the pandemic. While the numbers of reports to the police for rapes and fights was increased the number of batteries decreased. The number of robberies stayed the same. The target was not met.



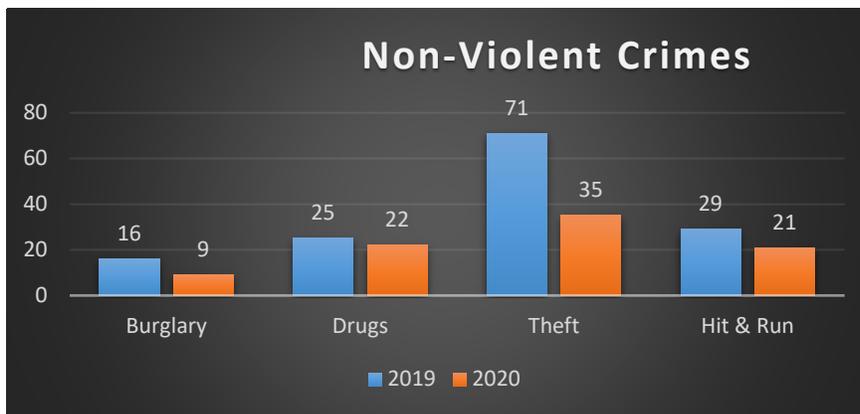
Decision. Based on the analysis of the 2020-2021 results, in 2021-2022 the following changes will be implemented to drive continuous improvement. With the end of the pandemic nearing we will provide education of property safety measures and become

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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 was met.



Analysis. In 2019-2020 the target was met. Based on the analysis of the 2019-2020 results the following changes were implemented in 2020-2021 according to the plan of action from 2019-2020. We implemented a zero tolerance procedure on drug enforcement to limit officer discretion in drug offenses and increased educational efforts on teaching proper safety techniques. Last years data was corrected from a statistical error that was discovered. The current number still shows a drop in the data from the previous year. Particularly because our department staffing numbers drastically dropped due to budgetary concerns which greatly limited our patrol capabilities. The target was met.

Decision. Based on the analysis of the 2020-2021 results, in 2021-2022 the following changes will be implemented to drive continuous improvement. We determined that the number of students and current social distance practices greatly contributed to the diminished crimes that were reported in 2020. However with the end of the pandemic nearing, in the fall of 2021 a refocus on community outreach and education will be critical in reducing a surge of criminal activity, in addition to increasing staffing levels.

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Comprehensive Summary of key evidence of improvements based on analysis of results. *Provided are all of the things done in 2020-2021 to seek improvement based on the analysis of AC 2019-2020 assessment results.*

- We changed the delivery method and developed in response to Covid-19. An interactive training module was created to supplement the limited staffing and to practice social distancing. The training module has no comprehension questions during the training that will provide data and feedback on retention of the material instead of providing a pre and post test.
- A passing score of 90% was required to receive a certificate of course completion. It appears with the material staying the same that it reinforced what participants learned last year and the material is becoming an engrained thought process.
- 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 was difficult to achieve. We managed to have one instructor trained in the spring of 2021.
- One inservice trainings were provided for the department during the spring of 2021 from an outside federally funded source. Other trainings for the department were online training modules from the state of Louisiana to keep officers trainings up to date.
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Plan of Action moving forward

SO	Measure	Plan
1	1.1	With an update to training we will implement a comprehension test at the end of the training to determine if material is being retained.
1	1.2	We will leave the course as designed for the previous year for an additional year to confirm the results of this cycle. If the target is met again we will enhance the training to cover more topics and trends in civilian active shooter response.

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2	2.1	We will plan on hosting a community outreach effort at least once a semester.
3	3.1	With the lifting of travel restrictions and the national trend of use of force issues within law enforcement agencies our goal is to have additional instructors in control techniques and continue in developing our officers in deescalation techniques.
3	3.2	We will provide at least two 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	With the end of the pandemic nearing we will provide education of property safety measures and become more engaging to ensure knowledge retention. In addition colaboration with Student Conduct to minimize repeat offenders.
4	4.2	We determined that the number of students and current social distance practices greatly contributed to the diminished crimes that were reported in 2020. However with the end of the pandemic nearing, in the fall of 2021 a refocus on community outreach and education will be critical in reducing a surge of criminal activity, in addition to increasing staffing levels.