



# Appleton Police Department Strategic Plan

## Mission:

“Excellence in Police Service” to the community and all those we serve.

## Vision: Impact the Future For a Safer Tomorrow.

- Recruit, hire, and retain the best members and continuously develop and challenge them;
- Prevent crime through effective strategies for the purpose of maintaining the high quality of life in the Fox Cities;
- Vigorously investigate crime and solve community problems;
- Continuously search for technology that will improve efficiencies and search for revenue sources to strengthen our fiscal future.

## Core Values: Compassion, Integrity and Courage

### Core Competencies:

- Encourage Independent and Creative Thinking
- Promote Collaborative Problem Solving Efforts
- Identify, Develop and Utilize Diverse Skill Sets

## Key Strategies:

1. Identify, Assess and Respond to Community Needs
2. Develop Community Advisory Committee
3. Promote the Expansion of Restorative Justice
4. Pursue Collaborative Regional Policing Opportunities
5. Foster Community Relationships
6. Be Culturally Responsive
7. Research and Implement New Technology
8. Enhance Staff through Recruiting, Hiring and Training

## Operational Plans:

Key strategies are aligned with the City of Appleton’s Strategic Plan and are included in the employees’ goals and objectives of the department

## City of Appleton Strategic Plan

### Community Values:

- Quality education
- Recreational and cultural opportunities
- Safe, healthy, accepting environment
- Welcoming and neighborhood-oriented
- Strong and balanced economy

### Planning Assumptions

(conclusions based on review of data and information)

- Competition for skilled and talented workforce will continue to increase
- Technology and national resources availability will shift how we work and play
- Global (and local) economic uncertainty
- Demographics of City will change
- Continued tension between service demands and services rendered

### Key Performance Measures:

- Community and Employee Surveys
- Crime Statistics
- Economic and Employment Statistics

### Outcomes:

- Successful collaborative efforts – communities, agencies, departments
- Improved safety and quality of life
- More informed through relevant communication
- Increased crime prevention
- Creating a greater sense of community
- Employee retention