

Appleton Police Department Vision 2020



Impact the Future...

For a Safer Tomorrow

City of Appleton



City of Appleton

Mission:

“The City of Appleton is dedicated to meeting the needs of our community and enhancing the quality of life.”

Vision:

“Appleton is a welcoming partner in a vibrant, diverse, well-planned, collaborative regional community that embraces neighborhood values.”



What is Vision 2020?

- ✓ Process the APD utilized to deliver “Excellence in Police Service” into the future (March of 2013).
- ✓ Who was involved:
 - ✓ Vision 2020 Project Team
 - ✓ Community Focus Groups
 - ✓ Electronic Surveys
 - ✓ 205 participants from the community and APD



Vision 2020 Strategic Planning Process focused on developing a strategic plan to encourage:

- Connection to the City's Strategic Plan
- Social sustainability
- Intelligence based policing
- Efforts to engage citizens to work closely with the APD to prevent crime and solve problems



Vision 2020 Project Participants

- John Ostermeier
- Todd Freeman
- Larry Potter
- Gary Lewis
- Dana Schmidt
- Sara Derks
- Andrea Krabbe
- Neal Rabas
- Meghan Cash
- Jack Taschner
- Ignacio Enriquez
- Todd Olm
- Robert Kavanaugh



APD Vision 2020 Participants



Methodology

- Link City of Appleton Strategic Plan
- Internal Strategic Vision Development
- Five Vision 2020 Team Sessions
- Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis
- Community Assessment



Community Assessment Participants

Facilitated by Jeff Miller and Leanne Wilson

Cindy Trombly

Appleton Police Department

Tom Wassink

Appleton Police Department

Bola Delano-Oriaran

St. Norbert College

Steve Winter

Rollie Winter & Associates

Erik Misselt

Fox Valley Metro Police Department

Lo Lee

Hmong American Partnership

Caroline Lasecki

Sexual Assault Crisis Center

Carlos Herrera

St. Therese Church

Amber Flores

Harbor House

Will Bloedow

First English Church

Dan Flannery

Post -Crescent

Carrie Schneider

District Attorney



Community Assessment Participants

Facilitated by Jeff Miller and Leanne Wilson

Brooke Blatz

Appleton Police Department

Mike Hammen

Appleton Police Department

Paula Morgen

ThedaCare

Peter Kelly

United Way of the Fox Cities

Mark Mertens

Outagamie Health & Human Services

Ben Vogel

Appleton Area School District

Shannon Kenevan

Goodwill Industries

Kole Oswald

Alderperson

Nancy Truesdell

Lawrence University

Jennifer Stephany

Appleton Downtown, Inc.

Roger Price

Outagamie Co. Sheriff's Dept.



Vision 2020 Survey Participants

Organizations participating in the electronic survey:

- Outagamie County Sheriff's Department
- Grand Chute Police Department
- Fox Valley Metro Police Department
- Homeless Shelter Advocates
- Harbor House Staff
- Outagamie County Human Services
- Neighborhood Watch Groups
- Business Watch
- Lawrence University
- Church Watch
- Appleton Department Heads
- United Way Fox Cities
- Goodwill Staff



Survey Results

Strengths: Top Five Responses

- Proactive approach
- Strong leadership
- Highly trained staff
- Committed to making changes
- Community engagement



Survey Results

Weaknesses: Top Five Responses

- Staffing to meet the needs of the community
- Employee stress related to increasing complexity and demands of the job
- Room for improvement in consistency of officer response (“some are sensitive, some come on too strong”)
- Elimination of programs based on community engagement
- Reluctance of other law enforcement agencies to partner with the APD for “fear of losing control”



Survey Results

Opportunities: Top Five Responses

- Work together with community partners to open lines of communication to solve problems
- Build trust to meet the needs of the changing demographics of the community
- Work together with external organizations for a progressive judicial system
- Regional approach to policing (policy, ordinances, collaboration)
- Expand on data sharing opportunities



Survey Results

Threats: Top Five Responses

- “Police force stretched too thin”
- Cultural shift toward violence (“access to firearms” and “CCW”)
- Lack of funding (budget)
- Changing moral standards and instability of family life
- Alcohol/Drug abuse



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:

- Identify, Assess and Respond to Community Needs
- Develop Community Advisory Committee
- Promote the Expansion of Restorative Justice
- Pursue Collaborative Regional Policing Opportunities
- Foster Community Relationships
- Be Culturally Responsive
- Research and Implement New Technology
- 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



Mission

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



Vision

Impact the Future...

For a Safer Tomorrow



Values

- Compassion
- Integrity
- Courage



What are Core Competencies?

The skills, characteristics, and assets that set your organization apart.



Core Competencies

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



Key Strategies

Team Assignments

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



Key Strategies

**Team
Assignments**

- 5. Foster Community Relationships**
- 6. Be Culturally Responsive**
- 7. Research and Implement New Technology**
- 8. Enhance Staff through Recruiting, Hiring, and Training**



Key Performance Measures

- Community and Employee Surveys
- Crime Statistics
- Economic and Employment Statistics
- Results from Key Strategies



Outcomes

- Successful collaborative efforts (communities, agencies, departments, etc.)
- Improved safety and quality of life
- More informed through relevant communication
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Operational Plan

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October, 2013

**Presentations to the
APD, Safety and
Licensing, and the
Community**



ACKNOWLEDGMENTS

- ◎ **Ben Fauske**
 - > Rise Leadership, LLC
- ◎ **Mark Manske**
 - > Leadership & Planning Consultant







