

# Idaho State Police

Strategic Plan

FY2022-FY2026

Brad Little, Governor

Colonel Kedrick Wills, Director





# Idaho State Police

## Mission, Vision, and Values

### **Mission**

The Idaho State Police is committed to serve and protect the lives, property, and constitutional rights of people in Idaho.

### **Vision**

Be a model law enforcement agency and an innovative leader in public safety services across Idaho.

We are an agency that:

- Fairly and aggressively enforces the law
- Enhances public safety through a combination of proven methods and incorporation of new technologies
- Engages the public through community outreach and education
- Promotes and supports workforce development and wellness
- Is transparent and is a good steward of public funds and resources
- Is built upon the professionalism of our employees

### **Values**

The core values of Idaho State Police guide and inspire us in our words and actions. We ensure this through:

#### Leadership

Leadership means leading by example, doing the right thing, creating an environment where people can develop, and being willing to go beyond traditional expectations.

#### Integrity

Integrity means being honest, ethical, courageous, inspiring, and holding oneself accountable.

#### Fairness

Fairness means impartiality in all we do.

#### Teamwork

Teamwork means communication, collaboration, and cooperation with each other.

#### Respect

Respect means treating each other and the citizens we serve with dignity and humility.

#### Personal accountability

Personal accountability means taking responsibility for our actions.

#### Customer service

Customer service means providing exceptional internal and external customer service.



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## FY2022-FY2026 Strategic Plan

### **Goal: Protect the lives, rights, and property of the people in Idaho.**

Objective: Provide law enforcement services through a combination of proven methods and incorporation of new technologies

*Performance Measure: Identify and correct operational deficiencies to align with and enhance identified agency strengths.*

### **Goal: Be prudent stewards of agency resources on behalf of the taxpayers of Idaho.**

Objective: Comply with Executive Order 2019-01 Licensing Freedom Act

*Performance Measure: Report on changes in licensing requirements.*

Objective: Ensure all information technology (IT) purchases over \$2,000 are approved through Idaho Information Technology Services (ITS).

*Performance Measure: Route 100% of IT purchase requests through ISP IT for review.*

### **Goal: Enhance agency workforce development and employee wellness.**

Objective: Develop a work environment that is supportive and rewarding.

*Performance Measure: Conduct a bi-annual employee survey.*

Objective: Promote physical fitness and wellness for all employees.

*Performance Measure: Increase ISP Wellness App usage and participation.*

*Performance Measure: Increase participation in physical fitness training.*

### **Goal: Create openness and transparency between employees and the citizens we serve.**

Objective: Increase Community Engagement.

*Performance Measure: Conduct an annual ILEAD Academy.*

*Performance Measure: Develop and conduct Citizen Education opportunities.*

*Performance Measure: Increase Social Media presence.*

Objective: Comply with Executive Order 2020-02 Transparency in Agency Guidance Documents.

*Performance Measure: Publish guidance documents.*