



**Peace Officer Standards
and Training**

Strategic Plan



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FOUNDATION AND VISION

Division Mission Statement

In concert with the Peace Officer Standards and Training Council, our mission is to provide professional standards and training, leadership and certification for peace officers and dispatchers as we work to protect the rights and privileges of Utah's citizens while elevating the integrity of the profession.

Our stakeholders (citizens, law enforcement leaders, police & correction officers, and dispatchers) require the Division to certify, train, and uphold professional standards for highly competent and ethical peace officers, correctional officers, and dispatchers. Citizens and law enforcement leaders alike anticipate a focus on integrity, transparent accountability for misconduct, and providing the current workforce with progressive, evidence-based training to ensure the protection of the rights and privileges of all Utah citizens.

GOALS AND OBJECTIVES FOR NEW INITIATIVES

- **External Engagement**
- **Innovation & Adaptability**
- **Collaboration**
- **Operational Efficiency**
- **Individual Development**

EXTERNAL ENGAGEMENT

- **Goal:** To enhance the Division's relevance and responsiveness, we will actively engage with our diverse stakeholders, including the public, law enforcement leadership, and personnel, to clearly understand their evolving needs and foster trust and cooperation.
- **Objectives:** Standardize stakeholder feedback.

Objective	Strategy	Key Employees	Timeline	Status
#1	Standardize stakeholder feedback	POST Director, Deputy Director, and Administrative Team	Annually	

- **Milestones:** Prepare survey Q2 annually, distribute Survey Q3 annually, and report to Council and Commissioner Q4 annually.

- **Objectives:** POST representation at stakeholder meetings.

Objective	Strategy	Key Employees	Timeline	Status
#2	POST representation at stakeholder meetings	POST Director, Deputy Director, and Lieutenants	Annually	

- **Milestones:** Log quarterly attendance.

- **Objectives:** Increase digital outreach.

Objective	Strategy	Key Employees	Timeline	Status
#3	Increase digital outreach	POST Training and Investigation Teams	Per Training Session/ Investigation	

- **Milestones:** Review rate of use and engagement annually on POST CRM platforms (Canvas, Logiforms, Acadis)

- **Measurement and Accountability**

- Success will be defined by achieving an 85% participation rate in the annual stakeholder surveys by the end of year 2.

INNOVATION & ADAPTABILITY

- **Goal:** The Division will adopt and implement innovative technologies and methodologies in training and certification to ensure our standards and practices remain current, effective, and capable of addressing the dynamic challenges faced by Utah's public safety professionals.
- **Objectives:** Integrate simulation technology

Objective	Strategy	Key Employees	Timeline	Status
#1	Integrate Simulation Technology	POST Training and Curriculum Teams, Utah DTS	Y1/Q1-Y2/Q4	

- **Milestones:** Evaluate options Y1/Q2. Implementation Y2/Q4.

- **Objectives:** Curriculum review/updates.

Objective	Strategy	Key Employees	Timeline	Status
#2	Curriculum Review/Updates	Curriculum Team and SME's	Y1/Q1-Y3/Q4	

- **Milestones:** Ongoing cycle of continuous improvement, ensuring all curriculum is updated on a minimum 3-year cycle.

- **Objectives:** Participate in and attend the International Association of Directors of Law Enforcement Standards and Training (IADLEST) meetings and conferences.

Objective	Strategy	Key Employees	Timeline	Status
#3	Participate in IADLEST meetings and conferences	POST Director, Deputy Director, and POST Curriculum Team	Annually	Ongoing

- **Measurement and Accountability**
 - Success will be defined by the full implementation and sustained use of at least one new simulation technology in the basic training curriculum by the end of year 3.

COLLABORATION

- **Goal:** We will establish and strengthen strategic partnerships across all levels of government, law enforcement, and the community to leverage shared resources, coordinate training efforts, and create a unified approach to professional development and integrity.
- **Objectives:** Cross jurisdictional training.

Objective	Strategy	Key Employees	Timeline	Status
#1	Cross Jurisdictional Training	POST Basic Training Team, Statewide SME's	Y1/Q1-Y3/Q4	

- **Milestones:** Annual meeting with SME's.

- **Objectives:** University partnerships.

Objective	Strategy	Key Employees	Timeline	Status
#2	University Partnerships	POST Curriculum Team, POST Council Curriculum Committee	Y1/Q1-Y3/Q4	

- **Milestones:** Quarterly meetings.

- **Objectives:** Leverage POST resources to support other agencies' training.
- **Measurement and Accountability**
 - Success will be defined by the execution of three joint training exercises with external partners by year 3.

OPERATIONAL EFFICIENCY

- **Goal:** We aim to streamline internal processes, optimize resource allocation, and integrate technology to achieve maximum effectiveness and timely service delivery in all certification, training, and standards enforcement functions.
- **Objectives:** Streamline administrative processes.

Objective	Strategy	Key Employees	Timeline	Status
#1	Streamline administrative processes	Post Administration	Y1/Q1-Y2/Q4	

- **Milestones:** Annual review.

- **Objectives:** Optimize facility utilization.

Objective	Strategy	Key Employees	Timeline	Status
#2	Optimize Facility Utilization	POST Administrative Team	Y1/Q1-Y3/Q4	

- **Milestones:** Quarterly review and facilities user meetings.

- **Objectives:** Fiscal reviews.

Objective	Strategy	Key Employees	Timeline	Status
#3	Fiscal Reviews	POST Leadership, DPS Finance Team, Internal Auditors	Y1/Q1-Y3/Q4	

- **Milestones:** Monthly meeting and reviews with DPS Finance Team.
- **Measurement and Accountability**
 - Success will be defined by documenting a verifiable time or cost saving reduction in administrative processing for two time-consuming tasks by the end of year 2.

INDIVIDUAL DEVELOPMENT

- **Goal:** To maintain a highly skilled workforce, the Division will prioritize continuous learning, specialized training, and career progression for all officers, corrections officers, and dispatchers to meet and exceed professional standards.
- **Objectives:** Increase specialized certification.

Objective	Strategy	Key Employees	Timeline	Status
#1	Increase specialized certification	All POST Team Members	Y1/Q1-Y3/Q4	

- **Milestones:** Annual review with each team member.

- **Objectives:** Enhance leadership training.

Objective	Strategy	Key Employees	Timeline	Status
#2	Enhance leadership training	All POST Team Members	Y1/Q1-Y3/Q4	

- **Milestones:** Quarterly meetings focused on leadership development.

- **Objectives:** Standardize instructor feedback and evaluation.

Objective	Strategy	Key Employees	Timeline	Status
#3	Standardize instructor feedback and evaluation	POST Basic Training Lieutenant, and POST Curriculum Team	Y1/Q1-Y1-Q4	

- **Milestones:** Establish process Y1/Q4 with full implementation by Y2/Q4.

- **Measurement and Accountability**

- Success will be defined by achieving a 10% annual increase in the number of officers attaining advanced Division certifications by year 3.