



Hopkins Police Department

STRATEGIC PLAN 2016

The Hopkins Police Department will:

1. Continue to embrace the “Guardian” role in our policing philosophy and embrace the procedural justice recommendations into our culture.
 - a. We will train the department in the principles of procedural justice.
2. Continue to build community trust and strengthen our partnerships with the diverse communities.
 - a. Increase and diversify membership on the Multicultural Advisory Committee (MAC)
 - b. Increase involvement of MAC in our community and police department
 - c. Increase involvement/participation with Big Brothers Big Sisters program
 - d. Maintain levels of involvement with our youth programs and always be open to new ideas or ways of delivering these services
3. Commit to training all of our sworn staff with the 40-hour Critical Incident Training (CIT) by the end of 2018.
4. Develop an HPD YouTube channel so we have the ability to share our story, rather than relying on mainstream media to create their own narrative for us.
 - a. Increase our current presence on social media and technology with more public safety messaging opportunities
5. Assess our current model of field training for our police officers and move to a more problem solving field training such as the Police Training Officer (PTO) program originally initiated by the Community Orientated Policing Services (COPS) Office of the U.S. Department of Justice.
6. Research best practices of current models being used concerning the regular mental health check-in programs with police staff.
7. Promote all staff to continue their education, whether through their formal education or career development.
 - a. Commit to sending all of our Officer In Charge (OIC) officers through formal leadership training