

Commission on Law Enforcement Standards and Training

FY 2018 – FY 2019 STRATEGIC PLAN

MISSION: The mission of the Commission on Law Enforcement Standards and Training is to advance the professional standards in training and certification for Arkansas law enforcement.

VISION: The vision of the commission on law enforcement standards and training (CLEST) is to continually enhance the professionalism of law enforcement through comprehensive training and standards that promote accountability, integrity, leadership and transparency.

CORE VALUES:

- Leadership
- Integrity
- Professionalism
- Accountability
- Transparency

GOALS:

1. CLEST will stimulate and design high quality training and standards that revolutionize policing.
2. CLEST will enhance accountability and professionalism in policing by certifying quality training.
3. CLEST will be a resource for departments seeking to improve policing.
4. CLEST will input and evaluate law enforcement training records.
5. CLEST will increase efficiency and customer service in systems and operations.

EXPLANATION OF HOW THE CLEST GOALS ALIGN WITH THE GOVERNOR'S STATE GOALS

Governor's State Goals	Alignment of CLEST Goals
Grow: Create jobs and grow Arkansas's economy	<p>Goal 1: CLEST will stimulate and design high quality training and standards that revolutionize policing. CLEST will contribute to quality training in law enforcement which will encourage more people to consider law enforcement as a career.</p>
Educate: Support a path of life-long learning for Arkansans	<p>Goal 1: CLEST will stimulate and design high quality training and standards that revolutionize policing.</p> <p>Goal 2: CLEST will enhance accountability and professionalism in policing by certifying quality training. Ensuring quality training will increase instructor effectiveness in the training thus creating meaningful learning experiences.</p>
Healthy: Accessible care and active lifestyles	<p>Goal 3: CLEST will be a resource for departments seeking to improve policing. CLEST will help to improve access to treatment and community options for those with disabilities by providing training to law enforcement officers in Crisis Intervention as it relates to citizens with mental health and other disabilities. CLEST will increase personal responsibility in health care by training new law enforcement officers in health and physical fitness concepts.</p>
Safe: Protecting the public's safety and security	<p>Goal 3: CLEST will be a resource for departments seeking to improve policing. CLEST will promote safe communities by providing ongoing training to law enforcement and access to lesson plans and resources to Arkansas law enforcement agencies.</p> <p>Goal 4: CLEST will input and evaluate law enforcement training records. This increases</p>

	<p>accountability in the law enforcement profession which increases public safety and security.</p>
<p>Efficient and Responsive: Transform the culture of state government</p>	<p>Goal 5: CLEST will increase efficiency and customer service in systems and operations. CLEST will increase availability of state services through innovative technology solutions. CLEST will require electronic submission of documents and supporting documentation thus reducing the use of paper and duplication of work duties. CLEST will audit agencies online for compliance thus reducing the number of onsite visits. CLEST will allow portal access to law enforcement officers which will allow them to have easy access to their personal records online training.</p> <p>Goal 1: CLEST will stimulate and design high quality training and standards that revolutionize policing. CLEST enlist support from agencies across the state to leverage available resources by working with area agencies and experts in the field of law enforcement to partner in developing and providing quality law enforcement training.</p>
<p>Quality of Life:</p>	<p>Goal 3: CLEST will be a resource for departments seeking to improve policing. CLEST will strive to make Arkansas the best state to work, live, and raise a family by providing resources for law enforcement agencies to give and receive high quality training for their officers. This training will promote proper practices in law enforcement that will make communities safer thus providing a great environment for working and raising a family.</p>

GOAL 1 SUMMARY: CLEST WILL STIMULATE AND DESIGN HIGH QUALITY TRAINING AND STANDARDS THAT REVOLUTIONIZE POLICING

Measurable Objective 1: Develop a model statewide core curriculum and template for replication in Arkansas police academies

Strategy 1: Update curriculum, according to new laws, policy, and regulations by researching state and federal law and prevailing court decisions

Strategy Detail 1: Research state and federal law and prevailing court decisions with the purpose of providing updated curriculum

Strategy 2: Review and revise curriculum to reflect the highest standards in training

Strategy Detail 1: Attend quality training and implement appropriate updates and changes in current curriculum

Strategy Detail 2: Research training topics and educational resources and implement appropriate updates and changes in curriculum

Strategy 3: Compare and contrast similar training by obtaining curriculum from other Peace Officer Standards and Training (POST) organizations

Strategy Detail 1: Correspond with other POST organizations and compare and contrast curriculum and implement appropriate updates and changes in the curriculum

Measurable Objective 2: CLEST will conduct a statewide law enforcement survey to better inform curriculum development and improve standards

Strategy 1: Design a survey to issue to agencies that allows agencies to express the needs that they have concerning law enforcement training

Strategy Detail 1: Use current topics in law enforcement to design a survey that evaluates law enforcement training needs

Strategy 2: Conduct and analyze surveys to prioritize changes to curriculum

Strategy Detail 1: Organize implementation of distribution and collection of survey

Strategy Detail 2: Analyze the results of the survey and implement appropriate additions or changes in curriculum

Measurable Objective 3: CLEST will explore the increased use of technology and technological innovation to improve policing and accountability

Strategy 1: Incorporate technologies and increase scenario-based learning by providing access to online trainings and increasing practical trainings

Strategy Detail 1: Attend quality training and implement appropriate updates and changes in current curriculum

Strategy Detail 2: Research training topics and educational resources and implement appropriate updates and changes in curriculum

Strategy 2: Measure academic success through the utilization of online testing through purchase and implementation of the online testing module

Strategy Detail 1: Receive training on the testing module

Strategy Detail 2: Upload questions and develop testing modules for existing courses

Strategy Detail 3: Use test bank data to evaluate success of student learning and make plans to reteach objectives that were not learned

Strategy 3: Add the use of computer applications in learning differentiation in the Basic Academy class

Strategy Detail 1: Develop differentiation strategies for learning to include specifically in the basic academy. This could include, but is not limited to, scenario based learning, online research, and formative whole class assessments

GOAL 2 SUMMARY: CLEST WILL ENHANCE ACCOUNTABILITY AND PROFESSIONALISM IN POLICING BY CERTIFYING QUALITY TRAINING

Measurable Objective 1: Review the certification process of training to ensure classes meet high standards

Strategy 1: Review procedures for certifying training and amend any procedures that do not require training to meet high standards

Strategy Detail 1: Develop core objectives and time requirements that must be met for every course that is approved by standards

Strategy Detail 2: Compare submitted training request to core objectives and time requirements to ensure training meets standards. Check submitted instructors training record to ensure they have completed required training to be an instructor

GOAL 3 SUMMARY: CLEST WILL BE A RESOURCE FOR DEPARTMENTS SEEKING TO IMPROVE POLICING

Measurable Objective 1: CLEST will enhance the agency website to provide information on training and current law enforcement issues allowing agencies to be abreast of valuable relevant information

Strategy 1: Training will be updated regularly to allow agencies to easily see what training is available

Strategy Detail 1: Training will be posted on CLEST Website

Strategy 2: Emerging law enforcement announcements will be posted on the agency website

Strategy Detail: Research law enforcement information sources and provide pertinent information that is immediately relevant to law enforcement agencies

Measurable Objective 2: CLEST will be a resource for model practices and collect best practices for distribution to the field

Strategy 1: Promote the highest standards in training and serve as a resource for Arkansas law enforcement agencies

Strategy Detail 1: Set the example of the highest standards in training for law enforcement by modeling best practices in instruction

Strategy 2: Monitor emerging issues in policing as they relate to training and review current best practices in training and their appropriate application in the current culture and demographic

Strategy Detail 1: Research emerging issues that will influence the profession of law enforcement and adapt training to keep law enforcement abreast

Strategy 3: CLEST will provide training to law enforcement officers in Crisis Intervention as it relates to citizens with mental health and other disabilities in accordance to Arkansas Act 423.

Strategy Detail 1: CLEST will require officers enrolled in a commission certified basic police training academy to complete at least sixteen hours of training relating to behavioral health crisis intervention in a law enforcement context.

Strategy Detail 2: CLEST will certify specialized training for qualified law enforcement of at least 8 hours.

Strategy Detail 3: CLEST will certify crisis intervention team training of at least 40 hours taught over 5 consecutive days.

Measurable Objective 3: CLEST will produce, collect, and disseminate model lesson plans

Strategy 1: CLEST will provide access to lesson plans and lesson resources to Arkansas law enforcement departments

Strategy Detail 1: A method will be established to provide lesson plans and lesson resources to Arkansas law enforcement department

GOAL 4 SUMMARY: CLEST WILL INPUT AND EVALUATE LAW ENFORCEMENT TRAINING RECORDS

Measurable Objective 1: CLEST will issue applicable certifications to individuals who meet standards and monitor officer records in order to ensure officer compliance

Strategy 1: Review procedures for certifying law enforcement officers and amend any procedures that do not ensure the minimum eligibility requirements are met

Strategy Detail1: Review procedures for certifying law enforcement officers

Strategy Detail 2: Amend procedures that do not ensure minimum eligibility requirements are met

GOAL 5 SUMMARY: CLEST WILL INCREASE EFFICIENCY AND CUSTOMER SERVICE IN SYSTEMS AND OPERATIONS

Measurable Objective 1: CLEST will ensure regulations are met for Arkansas law enforcement officers using the automated law enforcement records and management system (ACADIS)

Strategy 1: Require the electronic submission of all documents and supporting documentation thus reducing the use of paper and duplication of work duties

Strategy Detail 1: Provide training for law enforcement agencies on how to use ACADIS to submit documents

Strategy 2: Audit agencies online for compliance thus reducing the need for onsite visits

Strategy Detail 1: Use ACADIS to monitor the compliance of local agencies

Measurable Objective 2: Expand the implementation of the automated law enforcement records and management system (ACADIS) to allow agency use and access

Strategy 1: Allow portal access to the electronic records and management system for viewing agency records, verification of document submission, and individual training reports

Strategy Detail 1: Train agencies to use the portal to access electronic records, verify agency records, and access individual training reports

Agency Profile:

The Commission on Law Enforcement Training establishes standards for employment and retention of law enforcement officers in the state of Arkansas. Utilizing our Arkansas Law Enforcement Training Academies in Camden, Springdale, and Little Rock, CLEST provides training for law enforcement officers across the state. CLEST maintains records for law enforcement training and approves training for law enforcement. CLEST has the power to both issue and take away certification of a law enforcement officer in Arkansas. CLEST serves law enforcement officers and their agencies, public safety answering points, Arkansas Community Corrections, Veterans to Law Enforcement Program, and the Coroners Association. CLEST consist of a Director and a Commission, 2 Deputy Directors, CLEST Agents, administrative staff and assistants, and support staff. With the face of Law Enforcement responsibilities and training needs changing every day, CLEST is very fortunate to have a committed staff with statewide agency support.



Arkansas Commission on Law Enforcement Standards and Training



Organizational Chart

