

Assessment Cycle 2023-2024

University Police Department

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Date: 6/3/24

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Date: 6/21/24

Northwestern State University Mission Statement

Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

University Affairs is a diverse group of innovative and talented professionals who provide quality facilities, maintenance and management services in support of education and research at Northwestern State University. We are committed to being fully responsive to the needs of faculty, students, staff and the public, who are our customers. The division of University Affairs strive to cooperate with all campus constituents to provide a functional, safe, and efficient facilities operation for the University.

University Police Mission Statement

The main mission of University Police is to provide the University with a safe and secure campus. This mission is accomplished by proactive patrols, a robust police presence, and providing services in a prompt manner. Although the primary mission of the University Police Department is to protect and serve, the Department also can provide a proper understanding of life as a law-abiding citizen by serving, educating and protecting the public through community collaboration, problem recognition, problem resolution and police action thus instilling methods and practices that a productive member of society possesses. In carrying out our mission, we must be progressive, proactive, and responsive. Additionally, we realize we must work in partnership with the area communities that we serve, thus, providing the best protection and service.

Purpose: The Department will prepare students for life as a citizen away from a collegiate setting and provide a broader perspective of life as a law-abiding citizen with behaviors that are fitting for society as a whole. It will also show students how to engage in protective behaviors to enhance their quality of life from beyond the classroom and further into adulthood.

Methodology: The assessment process for University Police programs and initiatives is as follows:

- (1) Data from assessment tools (both direct and indirect, quantitative and qualitative) are collected and returned to the program coordinator;

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- (2) The program coordinator will analyze the data to determine whether statistics gathered show an improvement in public training programs;
- (3) Results from the assessment will be discussed by Police Department administration on an annual basis
- (4) As a result, from the discussion of Police Department administration programs or methods may be added, changed, or deleted based on its effectiveness in controlling criminal activity and student engagement.

Service Outcomes:

SO 1. First year students and all employees will have a working knowledge of options that they have to survive an Active Shooter Situation. In addition, students will learn target-hardening practices to help secure their personal property.

Measure 1.1 On a semester basis students enrolled in University Studies 1000 will receive 1 day of campus safety instruction from a Certified Police Officer employed with the Department. During this course, multiple campus safety issues will be discussed with the primary focus on Active Shooter Survival training. A posttest will be administered to gauge the effectiveness of the training administered. At the end of the training students should achieve a score of 90% showing an understanding of the material.

Findings. Target was not met

Student score average was 88%

Analysis. In 2022-2023 the target was not met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. The previous format was used again and reviewed to determine if there is a flaw in the delivery method or if there are other reason for the low response rate to the questions. While the response rate increased questions 6 and 7 which deal with the law enforcement response and the students response had the lowest avg of correct response. Question 6 had a 71% correct answer rate and Questions 7 had a correct response rate of 59%.

Decision. Based on the analysis of the results in 2023-2024, in 2024-2025 the following changes will be implemented to drive continuous improvement. The course content will be changed to include new training methods and review data from new test results.

Measure 1.2 Faculty members will take part of an online training program that will focus entirely on Active Shooter situations. This particular course will focus on their responsibilities as a faculty member with students in the classroom or as employees in an administrative function. A pretest and posttest will be administered to show knowledge and a passing score of 90% will be required before credit for the course will

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be given. Although 90% is passing, we expect that employees will score 95% on the posttest.

Findings. Target was met.

The average score for the Post Test was 95.2%

Analysis. In 2022-2023 the target was met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. We left the course the same as from the previous year for an additional year to confirm the results of this cycle. Further analysis also showed that the amount of time used to complete the test was very low. In some cases, test takers completed the test in less than a minute. A few tests taker were able to complete the test in 38 seconds

Decision. Based on the analysis of the 2023-2024 results, in 2024-2025 the following changes will be implemented to drive continuous improvement. Given the current data while the target was met. The short amount of time utilized to complete the test shows that the population has become accustomed to the test and course material. After research, study, and training a new program will be implemented to change the program for future growth.

SO 2. Increased communication between the Department and the University Community thereby building community relations.

Measure 2.1 The department should always strive to build and strengthen community-police relations. The Department should host meetings and take part in discussion sessions with private citizens and students to build community relations through an understanding of common police procedures and practices. By involving the department in these opportunities, it allows students and community members to meet Officers and understand the mission of law enforcement in different settings, rather than meeting during a possible negative interaction. The target is to conduct two meetings per academic year, one for each the fall and spring semester.

Findings. Target was met.

Analysis. In 2022-2023 the target was met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. During the fall semester there were a total of 8 community engagement events and during the Spring semester we hosted an additional 6. A partnership was formed with Residential life and Student Life to host campus community meetings to discuss our department's resources and mission.

Decision. Base on the analysis of the results in 2023-2024, in 2024-2025 the following changes will be implemented to drive continuous improvement. Given the new partnerships we will increase the number of community engagement targets to a minimum of 5 per semester. These additional outreach efforts should increase the public's trust in the department.

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SO. 3 Ensure Police Department is educated to meet the community needs for a safe and secure environment.

Measure 3.1 Additional training past the minimum required POST qualification ensures officers conduct themselves in a professional manner and ensure that the department is operating within industry standards. The training budget should reflect cost that will improve an officer's professional knowledge. To help reduce the cost of training whenever possible, train the trainer courses will be sought so that all officers can benefit from material presented. Target is to have two officers per calendar year attend train the trainer courses and serve as trainers for the department.

Findings. Target was met.

Analysis. In 2022-2023 the target not met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. Two officers were sent to a Taser instructor school to provide additional in-service training for the department.

Decision. Based on the analysis of the 2023-2024 results, in 2024-2025 the following changes will be implemented to drive continuous improvement. Given the amount of turnover within the department, assigning responsibilities to officers helps them have a vested interest in the direction of the department and makes them feel more like partners and not just employees. Additional instructors will be added to supplement the current instructors and give the department redundancy in the instructor pool should the employee be separated from the department for any reason.

Measure 3.2 In-service trainings should be utilized to grow the departments employees and have instructors come to the Department to offset the cost of the training as well. Doing so ensures that at least 94% of the department will receive the training. Target is to host at least one training courses where the instructor comes to our facilities to instruct the course.

Findings. Target was met.

Analysis. In 2022-2023 the target was not met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. The department hosted a conference bringing multiple outside agencies to attend the conference as well as providing our department with in service training that was needed for POST hours.

Decision. Based on the analysis of the 2023-2024 results, in 2024-2025 the following changes will be implemented to drive continuous improvement. We will enter a training consortium with other North Louisiana Universities to provide training solutions and resources with other Universities. Our new target is to host one of these consortium training sessions.

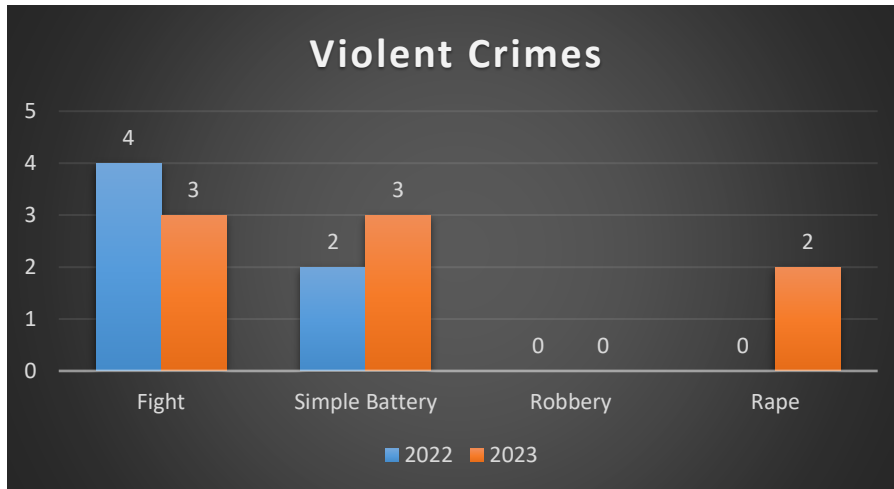
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SO. 4 Safety is a priority of this department. A safe environment will provide students and employees the atmosphere needed for intellectual growth.

Measure 4.1 Clery statistics give a great insight into the criminal activity that occurs on campus. The data obtained from this collection process will give insights into trends that are developing on each campus. The statistics gathered will provide guidance on enforcement efforts, student educational efforts, and crime trends that will need to be addressed. Target is to have no crime statistical growth from the previous year/semester to the present.

Findings. Target was not met.

Analysis. In 2022-2023 the target was not met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. During our analysis we discovered that there was an increase in all categories of reported violent crimes except for fights and robberies.



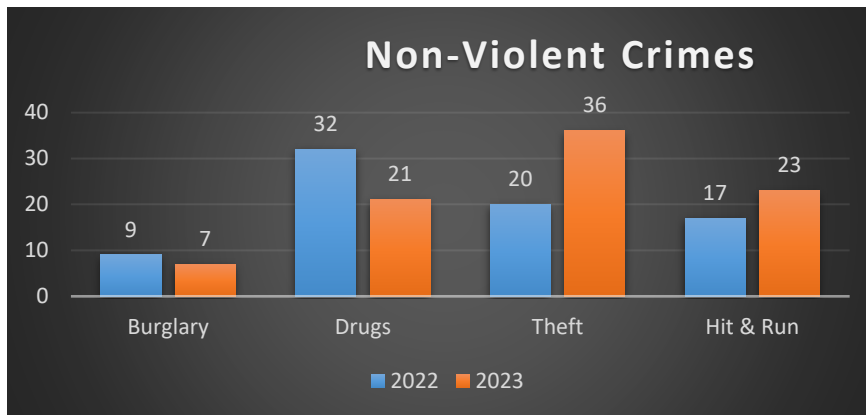
Decision. Based on the analysis of the 2023-2024 results, in 2024-2025 the following changes will be implemented to drive continuous improvement. With the addition of housing meetings added to our engagement efforts we monitor this delivery methodology to determine how effective the program is and if the past year data was a statistical outlier. The violent crime rate is still relatively low and has not increased over 5 occurrences for any category which is considered a positive.

Measure 4.2 In addition to Clery statistics gathered, Uniform Crime Report Data collected will be crucial in determining what other measures are needed, since the Clery data does not require the collection of thefts and motor vehicle burglaries. These categories in the past have been some of our most frequent reoccurring crimes. Information gathered from these categories will show where efforts will need to be

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focused to deter and reduce crime. Target is a 15% decrease in criminal activity for these categories from the previous year based on effective policing practices.

Findings. Target was not met.



Analysis. In 2022-2023 the target was not met. Based on the analysis of the 2022-2023 results the following changes were implemented in 2023-2024 according to the plan of action from 2022-2023. In 2022 we experienced a massive drop in staffing levels at our department. From which we have still not recovered. With the diminished staff officers are overworked and presence is limited due to low shift numbers.

Decision. Based on the analysis of the 2023-2024 results, in 2024-2025 the following changes will be implemented to drive continuous improvement. Increasing the number of officers on patrol to increase officer presence will be vital to a decrease in criminal activity. We will work with University Administration on methods and strategies to increase employment opportunities.

Comprehensive Summary of key evidence of improvements based on analysis of results. The following reflects all the changes implemented to drive the continuous process of seeking improvement in AC 2023-2024. These changes are based on the knowledge gained through the AC 2022-2023 results analysis.

- The previous format was used again and reviewed to determine if there is a flaw in the delivery method or if there are other reasons for the low response rate to the questions. While the response rate increased questions 6 and 7 which deal with the law enforcement response and the student's response had the lowest avg of correct response.
- We left the course the same as from the previous year for an additional year to confirm the results of this cycle. Further analysis also showed that the amount of time used to complete the test was very low.

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- During the fall semester there were a total of 8 community engagement events and during the Spring semester we hosted an additional 6. A partnership was formed with Residential life and Student Life to host campus community meetings to discuss our department's resources and mission.
- Two officers were sent to a Taser instructor school to provide additional inservice training for the department.
- The department hosted a conference bringing multiple outside agencies to attend the conference as well as providing our department within service training that was needed for POST hours.
- During our analysis we discovered that there was an increase in all categories of reported violent crimes except for fights and robberies.
- We experienced a massive drop in staffing levels at our department. From which we have not recovered. With the diminished staff, officers are overworked, and presence is limited due to low shift numbers.

Plan of Action moving forward

SO	Measure	Plan
1	1.1	The course content will be changed to include new training methods and review data from new test results.
1	1.2	Given the current data while the target was met. The short amount of time utilized to complete the test shows that the population has become accustomed to the test and course material. After research, study, and training a new program will be implemented to change the program for future growth.
2	2.1	Given the new partnerships we will increase the number of community engagement targets to a minimum of 5 per semester. These additional outreach efforts should increase the public's trust in the department.

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3	3.1	Given the amount of turnover within the department, assigning responsibilities to officers helps them have a vested interest in the direction of the department and make them feel more like partners and not just employees. Additional instructors will be added to supplement current instructors and give the department redundancy in the instructor pool should the employee be separated from the department for any reason.
3	3.2	We will enter a training consortium with other North Louisiana Universities to provide training solutions and resources with other Universities. Our new target is to host one of these consortium training sessions.
4	4.1	With the addition of housing meetings added to our engagement efforts we monitor this delivery methodology to determine how affective the program is and if the past year data was a statistical outlier.
4	4.2	Increasing the number of officers on patrol to increase officer presence will be vital to maintain a decrease in criminal activity. We will work with University Administration on methods and strategies to increase employment opportunities.