Assessment Cycle 2024-2025

University Police Department

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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;

(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 89%

Analysis. In 2023-2024 the target was not met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the plan of action from 2023-2024. The course test data showed that while students are aware of ways to protect their property, the data shows that 30% of students struggle with understanding their attack options in a violent situation. Also 31% are not clearly understanding Law Enforcement initial role in responding to active events. A new instructor's course has been implemented to increase the content of the course and will have new data that can be used in the course. Given the new data that is available, the course content may need to be changed again.

Decision. Based on the analysis of the results in 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. The course instructor will attend a new training seminar to enhance the course with newer data and testing.

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

Findings. Target was not met.

The average score for the Post Test was 90%

Analysis. In 2023-2024 the target was not met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the plan of action from 2023-2024. The course content was changed as well as the questions on the pretest and posttest. The Pre-test had an average score of 71% and the posttest had a score of 90%. Although the target was met, there may need to be a change in the content again. A new instructor's course has been implemented to increase the content of the course and will have new data that can be used in the course.

Decision. Based on the analysis of the results in 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. The course instructor will attend a new training seminar to enhance the course with newer data and testing.

SO 2. Increased communication between 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 not met.

Analysis. In 2023-2024 the target was met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 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 due to personnel limitations we were only able to host 4 community outreach events.

Decision. Based on the analysis of the results in 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. Although the target wasn't met by semester measurements, it was met by the total number of outreach events. It may be best to shift the target to meet a total number within a year instead of based on a semesterly basis. The department will use 2025-2026 to evaluate staffing levels and program interactions to determine this change.

SO. 3 Ensure the Police Department is educated to meet the community's 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 ensures 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, training courses will be sought so that all officers can benefit from the 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 2023-2024 the target was met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the plan of action from 2023-2024. Two officers were sent to an ALERRT instructor school to provide additional in-service training for the department. The instructors can supplement the other course instructors in this field of instruction.

Decision. Based on the analysis of the results of 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. Given the number timeline of instructor certification the measure should now start to reflect instructor recertification to keep instructors up to date on updated training methods, legal requirements, and skill utilization. The new measure will be to have at least 1 instructor complete refresher courses based on the standards of the field of instruction.

Measure 3.2 In service training 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 and build a consortium of training for local agencies.

Findings. Target was met.

Analysis. In 2023-2024 the target was not met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the

plan of action from 2023-2024. The department hosted a training session that included not only our department but multiple University Departments and local agencies building a training solution for our agency, other University Agencies, and municipalities.
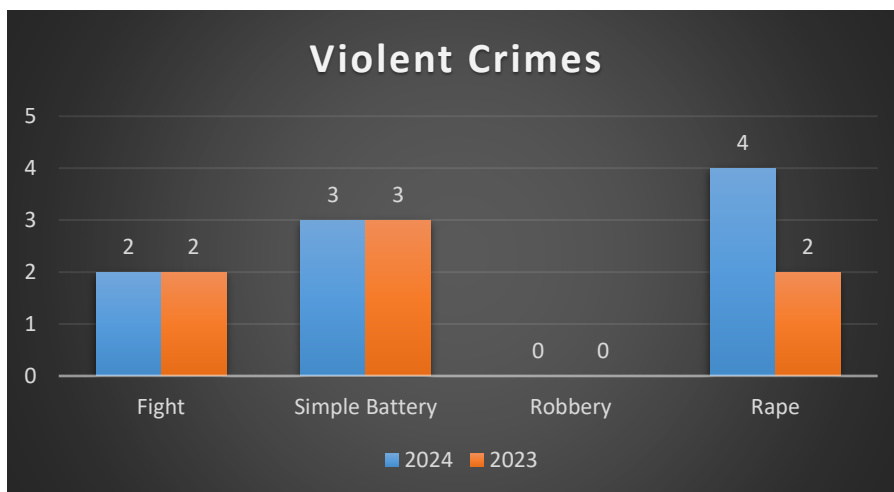
Decision. Based on the analysis of the results of 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. We will host another training courses with other Universities and local municipalities to provide training solutions and resources with other agencies.

SO. 4 Safety is a priority of this department. A safe environment will provide students and employees with 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 2023-2024 the target was not met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the plan of action from 2023-2024. After a series of community engagement efforts in partnership with housing and conduct are numbers leveled out except for rape case reported to our office. However, it is common knowledge in our industry that an increase in reports in this category could mean a higher level of community trust may have been achieved.
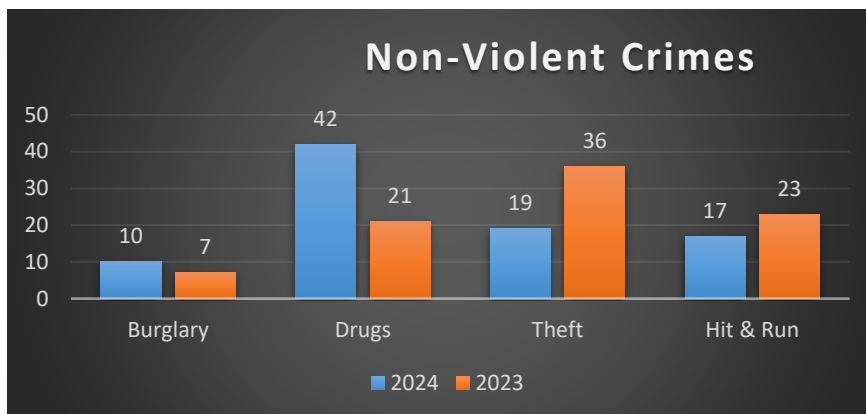

Violent Crimes

	Fight	Simple Battery	Robbery	Rape
2024	2	3	0	4
2023	2	3	0	2

Decision. Based on the analysis of the results of 2024-2025, in 2025-2026 the following changes will be implemented to drive continuous improvement. With the addition of housing meetings added to our engagement efforts another year of program assessment is needed to monitor this delivery methodology to determine the programs successes or shortfalls.

Measure 4.2 In addition to Clery statistics gathered, non-violent crime data collect 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 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 2023-2024 the target was not met. Based on the analysis of the 2023-2024 results the following changes were implemented in 2024-2025 according to the plan of action from 2023-2024. Diminished staffing levels continue to be a core issue within the department. While hiring efforts are continuously made the replacement rate is lower than the rate of separation. While working with university administration the patrolman replacement timeline can take a month or more depending on determining factors.

Decision. Based on the analysis of the results of 2024-2025, in 2025-2026 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 are in the process of developing a recruiting strategy to shorten the application timeline as much as possible. However, there is a hiring freeze currently placed on state agencies at the date of this report which has delayed the hiring process further.

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 2024-2025. These changes are based on the knowledge gained through analyzing the AC 2023-2024 results and lessons learned.

- The course test data showed that while students are aware of ways to protect their property, the data shows that 30% of students struggle with understanding their attack options in a violent situation. Also 31% are not clearly understanding Law Enforcement initial role in responding to active events.

- The course content was changed as well as the questions on the pretest and posttest. The Pre-test had an average score of 71% and the posttest had a score of 90%. Although the target was met, there may need to be a change in the content again.

- During the fall semester there were a total of 8 community engagement events and during the Spring semester due to personnel limitations we were only able to host 4 community outreach events.

- Two officers were sent to an ALERRT instructor school to provide additional in-service training for the department. The instructors can supplement the other course instructors on this field of instruction.

- The department hosted a training session that included not only our department but multiple University Departments and local agencies building a training solution for our agency, other University Agencies, and municipalities.

- After a series of community engagement efforts in partnership with housing and conduct are numbers leveled out except for rape case reported to our office. However, it is common knowledge in our industry that an increase in reports in this category could mean a higher level of community trust may have been reached.

- Diminished staffing levels continue to be a core issue within the department. While hiring efforts are continuously made the replacement rate is lower than the rate of separation.

Plan of Action moving forward

SO	Measure	Plan
1	1.1, 1.2	The course instructor will attend a new training seminar to enhance the course with newer data and testing.
2	2.1	Shift the target to meet a total number within a year instead of based on a semesterly basis.
3	3.1	Given the number timeline of instructor certification the measure should now start to reflect instructor recertification to keep instructors up to date on updated training methods, legal requirements, and skill utilization.
3	3.2	We will host another training courses with other Universities and local municipalities to provide training solutions and resources with other agencies.
4	4.1	With the addition of housing meetings added to our engagement efforts another year of program assessment is needed to monitor this delivery methodology to determine the programs successes or shortfalls.
4	4.2	Increasing the number of officers on patrol to increase officer presence will be vital to a decrease in criminal activity. We are in the process of developing a recruiting strategy to shorten the application timeline as much as possible.