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| SGSC Police Department Strategic Plan  2019-2023 | |
| **Mission**  As members of the South Georgia State College Campus Police Department, we are committed to excellence. We take pride in providing a safe and secure learning environment and assisting those in need with honor and integrity. Conducting ourselves in a manner that is above reproach by advocating unquestionable ethical standards, professionalism, and honor is our pledge.  **Vision**  The SGSC Police Department is committed to professionalism and integrity by upholding high ethical and performance standards. The department will encourage technological advances, innovative police practices, and professional development. Through campus wide and community collaboration, we will enhance our effectiveness and ability to ensure the well-being of the SGSC Campus Community. | |
| **GOAL 1**  Promote a culture of understanding that safety is a shared responsibility and a collaborative effort.  *SGSC Goal 2, Goal 3, and Goal 4* | 1a. Schedule regular meetings with Building Coordinators to discuss safety needs/initiatives. |
| 1b. Increase Campus Community connections though visibility and contacts to include both planned and spontaneous interactions with students, staff and -faculty. |
| 1c. Provide quality training and presentations for the Campus Community on matters relevant to safety and security. |
| 1d. Engage in proactive self-initiated traffic enforcement activities. |
| 1e. Develop Satisfaction Survey’s to measure perception of police services and safety on campus. |
| **GOAL 2**  Recruit and retain quality, high performing personnel to support the SGSC Police Department mission.  *SGSC Goal 2* | 2a. Develop strategies to enhance job satisfaction. |
| 2b. Evaluate and revise hiring and recruiting processes and practices. |
| 2c. Promote an environment in which all personnel are committed to a professional code of ethics, accountability and personal responsibility. |
| 2d. Provide continuing professional and personal development opportunities for all department employees specific to the needs of SGSC. |
| 2e. Provide a framework to allow for development opportunities and succession planning. |
| 2f. Mandate monthly command staff meetings. |

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| **GOAL 3**  Continue to develop and execute comprehensive and collaborative emergency preparedness and response planning and training for SGSC constituents.    *SGSC Goal 2, Goal 3, and Goal 4* | 3a. Heighten the South Georgia State College Emergency Response Team’s (ERT) ability to prepare for, respond to, and recover from emergencies. |
| 3b. Develop formalized policies/procedures consistent for delivery of timely warnings, emergency notifications, and other relevant information. |
| 3c. Update and distribute Building Coordinator guidelines. |
| 3d. Purchase “Stop the Bleed” tourniquets for both campuses. |
| 3e. Review policies and procedures manuals for revisions on a three-year rotation. Update as needed. |
| 3f. Participate in community wide exercises. |
| 3g. Provide a coordinated response to disaster situations. |
| 3h. Designate Safe Refuge Locations |
| 3i. Organize an SGSC Sexual Assault Response Team in order to provide a victim centered approach when responding to sexual assaults on campus. |
| 3j. Create checklists with various divisions for “what to do if” situations to be included in the EOP. |
| **GOAL 4**  Facilitate the use of technology to enhance safety and security.  *SGSC Goal 2* | 4a. Evaluate existing and emerging safety and security technologies for continual improvement. |
| 4b. Procure and implement the Power DMS System. |
| 4c. Install panic alarms in strategic locations. |
| **GOAL 5**  Minimize deficiencies in human, facilities, and equipment resources.  *SGSC Goal 2* | 5a. Ensure that the department is staffed sufficiently to satisfy the USG Board of Regents recommendation. |
| 5b. Plan for a centralized and accessible Police Department/EOC facility. |
| 5c. Create an equipment replacement plan to add or replace equipment as needed or upon expiration. |