

1.2 Goals, Objectives, and Evaluation of Goals

ADMINISTRATION

STANDARD 1.2 **The agency develops annual goals and objectives that are available to all personnel. Each year the goals and objectives will be reviewed and a written evaluation of the degree to which the agency has attained its goals and objectives will be prepared and made available for review by all personnel.**

Commentary: *By establishing and routinely updating goals and objectives, an agency has a basis for measuring progress, as well as for ensuring direction and unity of purpose. A written evaluation must be prepared each year.*

When developing goals and objectives, bear in mind that a goal is an aim; something that is desired that has not already been accomplished. An example of a goal is "The ABC Police Department will establish a K9 Unit." It speaks to establishing something new, something to work towards. "The ABC Police Department will continue to utilize its K9 Unit when appropriate." is NOT a goal; it is simply a statement that continues business as usual and gives an agency nothing to strive for.

An objective establishes a series of concrete steps to take to meet the goal. They are actionable and measurable. Objectives to meet the goal of establishing the K9 Unit might include 1) Assign and train a police officer; 2) obtain a K9 officer; 3) Equip a K9 patrol vehicle; etc. Objectives support the attainment of the goal.

Compliance Verification Strategies:

Assessors may seek to verify compliance with this standard by using one or more of the strategies listed below. There may be other strategies identified by the agency which could also be acceptable.

1. A current list of agency goals and objectives are available for review.
2. Interview(s) with agency personnel to verify that the information has been made available for review.
3. Prior years' goals and objectives, and the evaluations of those goals, are available in cases of reaccreditation to demonstrate that they are updated and evaluated annually.