

Denver Sheriff Department Strategic Plan 2.0 Overview

Key Stakeholders: Employees, Leadership, Inmates & the Community

STRATEGIC PILLARS	<p>ORGANIZATIONAL CULTURE</p>  <p>Objectives and activities aimed to define and establish shared values and beliefs formed by the Department's guiding principles</p>	<p>EMPLOYEE EXPERIENCE</p>  <p>Create an environment through engaging employees that fosters camaraderie, supports retention, and allows employees to be heard, valued, and supported</p>	<p>INMATE WELLNESS</p>  <p>Strengthen evidence-based programs for inmates, supported by all staff, to encourage safety, respect, ownership of outcomes, and lead to healthier communities</p>	<p>COMMUNITY PARTNERSHIPS</p>  <p>Inform and engage our community to build partnerships and, together, transform lives</p>
STRATEGIC OBJECTIVES	<ol style="list-style-type: none"> 1. Safety & Security 2. Leadership Engagement 3. Innovation 4. Communication 5. Equity & Inclusion 	<ol style="list-style-type: none"> 1. Leadership Training 2. Policies & Procedures 3. Staff Development 4. Data & Reporting 	<ol style="list-style-type: none"> 1. Support Network 2. Programming Delivery & Support 3. Transition from Jail to Community 	<ol style="list-style-type: none"> 1. Community Education & Awareness 2. Strategic Network 3. Community Meetings 4. Sheriff Advisory Board (SAB)
TACTICAL ACTIVITIES	<ol style="list-style-type: none"> 1. Vulnerability assessments 2. Command staff job shadowing 3. Performance Improvement teams 4. Multiple communication platforms 5. Build project awareness 	<ol style="list-style-type: none"> 1. Supervisor training 2. Streamline existing policies 3. Feedback & Coaching 4. Data usage & communication 	<ol style="list-style-type: none"> 1. Improve Inmate connections 2. Staff responsiveness & consistency 3. Targeted programming - mental health focus, safe environment 	<ol style="list-style-type: none"> 1. Increase knowledge of department 2. Build relationships with media 3. Encourage community discussions 4. Establish SAB as primary resource
DATA MEASURES	<ol style="list-style-type: none"> 1. Percentage of findings complete 2. Implementation of program 3. Power BI Dashboard completions 4. Percentage of implementation 5. Project count and status 	<ol style="list-style-type: none"> 1. Training surveys 2. Policy reductions 3. Coaching & mentoring sessions 4. Data reports published 	<ol style="list-style-type: none"> 1. Visitation data 2. Grievance decreases 3. Programs data, activities, training 	<ol style="list-style-type: none"> 1. Stakeholder data 2. Media & partnership engagements 3. Neighborhood location data 4. SAB recommendations implemented