**Continuous Improvement Plan**

**Date:** Feb 17, 2023 **Name of Program/Unit: Law Enforcement Academy**

**Contact name:** Scott Donaldson **Contact email:** sdonaldson@collin.edu **Contact phone:**  972-549-6325

**Table 1: CIP Outcomes, Measures & Targets Table (focus on at least one for the next two years)**

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| **A. Expected Outcome(s)**  Results expected in this unit  (e.g. Authorization requests will be completed more quickly; Increase client satisfaction with our services) | **B. Measure(s)**  Instrument(s)/process(es) used to measure results  (e.g. survey results, exam questions, etc.)  Include Course Information and Semester in which assessment will occur | **C. Target(s)**  Level of success expected  (e.g. 80% approval rating, 10-day faster request turn-around time, etc.) |
| |  |  |  | | --- | --- | --- | | Demonstrate mastery for tactical skills in firearms, patrolling, and handcuffing using Texas Commission on Law Enforcement requirements. | What course will this be in? |  | | Reality-based scenario (Pass/Fail Practical) and course qualifications. | At least 90 % of students will receive an 80% or better on firing, patrolling, and handcuffing. |
| Demonstrate de-escalation strategies during critical times. | Reality-based scenario (Pass/Fail Practical) | At least 95% of students will successfully pass the practical examination. |
| Maintain an acceptable retention rate for both the Basic Peace Officer Course and Basic Correctional Officer Course. | Course completion rate. | At least a 90% course completing rate. |

**Description of Fields in the Following CIP Tables:**

**A. Outcome(s)** -Results expected in this program (e.g. Students will learn how to compare/contrast conflict and structural functional theories; increase student retention in Nursing Program).

**B. Measure(s)** -Instrument(s)/process(es) used to measure results

(e.g. results of surveys, test item questions 6 & 7 from final exam, end of term retention rates, etc.)

**C. Target(s)** -Degree of success expected (e.g. 80% approval rating, 25 graduates per year, increase retention by 2% etc.).

**D. Action Plan** -Based on analysis, identify actions to be taken to accomplish outcome. What will you do?

**E. Results Summary** - Summarize the information and data collected in year 1.

**F. Findings** - Explain how the information and data has impacted the expected outcome and program success.

**G. Implementation of Findings** – Describe how you have used or will use your findings and analysis of the data to make improvements.

**Table 2. CIP Outcomes 1 & 2 (FOCUS ON AT LEAST 1)**

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| 1. **Outcome #1**   Demonstrate mastery for tactical skills in firing, patrolling, and handcuffing using Texas Commission on Law Enforcement requirements | |
| 1. **Measure (Outcome #1)**   Reality-based scenario (Pass/Fail Practical) and course qualifications. | 1. **Target (Outcome #1)**   At least 90% of students will receive an 80% or better on firing, patrolling, and handcuffing. |
| 1. **Action Plan (Outcome #1)**   **Classroom lectures reinforced with scheduled training sessions to achieve mussel memory and proper techniques for each objective.** | |
| 1. **Results Summary (Outcome #1)**   107 students were evaluated (59 handcuffing, 49 firearms, 49 patrol scenarios). 106 students meet the target (99%). | |
| 1. **Findings (Outcome #1)**   The findings exceeded the targeted outcome. | |
| 1. **Implementation of Findings**   Several areas were identified that resulted in the target outcome. One of the main areas identified was the utilization of repetitive and remedial training throughout the academy prior to the test/qualification. Example, a new pre firearms qualification was implemented in class 117. Of the 49 students attempted the pre-qualification. | |

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| 1. **Outcome #2**   Demonstrate de-escalation strategies during critical times. | |
| 1. **Measure (Outcome #2)**   Pass/Fail on reality-based scenario | 1. **Target (Outcome #2)**   95% of students will successfully pass the practical examination. |
| 1. **Action Plan (Outcome #2)**   **Classroom lecture will be reinforced with reality-based force on force scenarios. A team of instructors will evaluate each response and determine if the appropriate response was achieved. This will be done using rubric of TCOLE requirements, law, and best standard and industry practices.** | |
| 1. **Results Summary (Outcome #2)**   106 students were evaluated. 106 students meet the target (100%). | |
| 1. **Findings (Outcome #1)**   The findings exceeded the target outcome. | |
| 1. **Implementation of Findings** | |