

Chief Scott's Strategies for GPD



VISION: My vision for the Greensboro Police Department remains to be a national model for exceptional policing through our commitment to excellence, selfless public service, and effective community partnerships.

MISSION: Partnering to fight crime for a safer Greensboro

INTENT: I intend to achieve our mission and vision through the following strategies:

Implementing emerging best practices in policing to reduce crime and improve quality of life throughout the city

- Geographically realign patrol and zone boundaries for Neighborhood Oriented Policing by the end of April 2015
- Reassign personnel in support of NOP by the end of August
- Finalize training and accountability aspects of NOP by the end of the year
- Continue and expand technology-based systems that help with predictive policing, crime analysis, and problem-solving

Expanding GPD's community outreach efforts to better connect with all of Greensboro's residents, business owners and visitors

- Create small group enhancement teams focused on strengthening relationships with the media, the elderly, youth (pre-high school) and the faith community
- Form employee-lead focus groups to develop and implement methods to reach designated communities and demographics by the end of April 2015
- Contract to conduct a community survey to measure perceptions of safety and professionalism of GPD no later than August 2015
- Create civilian community liaisons to better connect unrepresented populations to GPD by December 2015
- Create additional videos for the community that specifically addresses use of force and discretion. These videos can be used as the framework for discussion with multiple audiences by fall 2015
- Tap the potential of the Greensboro Police Foundation to increase opportunities for positive police-community interactions by August 2015
- Expand use of social media to reach today's tech-savvy and mobile population by the end of June
- Provide a new uniform for officers to wear at certain community functions to make them more approachable to the public in order to invite discussion and interaction

Instituting professional development programs to build skilled, passionate and values-based employees

- Conduct a top to bottom evaluation of current Police Academy and field training programs
- Revise the program of instruction of the 100th Police Academy to focus on interpersonal skills, data-driven operations, and problem-solving by the end of 2015
- Create a formal method of mentorship for officers through command-level positions by the end of August 2015 with a specific focus on female and other underrepresented officer mentorship program to address upward mobility
- Implement an in-house innovative primary leadership development course to prepare corporals and sergeants by the end of 2015
- Re-brand the academy to reflect GPD's cultural shift and to make it more relevant to younger people by the end of June, 2015
- Expand supervised hands-on training time to better teach, evaluate and improve the skills of new officers before 2016

Placing greater emphasis on recruiting and retaining qualified employees, with a focus on diversity

- Evaluate existing discipline and promotion policies and practices to ensure they are suitable for today's generation while preserving the high standards necessary to maintain a quality department and public trust by the end of August 2015
- Create a new Senior Command promotion system designed to allow for greater transparency and a sense of inclusion by all of staff by June 2015
- Develop clear career progression paths, including advanced schools and training, for specialized positions by the end of 2015
- Dedicate young diverse officers to temporary full-time recruiting efforts by April 2015
- Attract and retain high-achieving people who have the values and skills that reflect favorably on our city for the 100th Police Academy
- Expand use of social media in recruiting efforts by the second quarter 2015; brand GPD to make it more culturally relevant and appealing by the second quarter 2015

Providing the department and the people it protects with cost-effective, innovative, and sustainable services and equipment

- Evaluate the number and type of vehicles needed to support operations; recommend cost-effective sources of supply by the end of August 2015

- Research and recommend the best means of providing reliable in-car communications with the understanding that many police practices are data-driven by the end of August, 2015
- Refurbish, furnish and occupy 100 Police Plaza by the end of 2016
- Select the locations and designs to replace aging police substations based on population needs and police response times to select by 2018
- Keep Body Worn Cameras (BWC) and associated evidence retention systems state-of-the-art; upgrade and/or replace by the end of August 2015
- Provide the Family Justice Center with the staff and resources from GPD to contribute to the county's effort to reduce the harmful effects of family violence

Emphasizing the nobility of policing throughout the department's culture and the Greensboro community

- Implement a personnel evaluation tool that measures employees' performance and behaviors that support the department's vision and mission related to NOP
- Conduct a comprehensive review of current internal investigation and discipline system
- Instill the spirit of NOP throughout the department with an emphasis on rightful policing (2016 In-service training)
- Encourage members of the public to participate in GPD's ceremonies, traditions, and community programs