



2024-2026 STRATEGIC PLAN

Mission

By adhering to our core values, we provide modern policing services for all persons to protect life, peace, and property throughout Colorado.

Vision

To create a safer Colorado through strategic innovation led by an engaged and empowered membership that provides visible service.

Protect Life

• Traffic Safety

- Eliminate 7% of CSP Investigated Fatal Crashes from 282 to 262 by December 31, 2024.
- Reduce by 8% the number of fatal crashes caused by the top 3 fatal driver actions (lane violations, careless driving, and speed) from 125 to 115 by December 31, 2024.
- Reduce by 12% the number of DUI/D fatal crashes from 83 to 73 by December 31, 2024.
- Achieve effective visibility in 20% of work hours within your area of responsibility by December 31, 2024.

• Criminal Interdiction

- Increase the identification and interdiction of criminal activity on all roadways through training, growing member awareness, and building partnerships within our communities.
- Decrease the rate of auto theft by 20% by deploying innovative enforcement strategies by December 31, 2024.
- Enhance investigation and intervention capabilities to mitigate threats against elected officials and other dignitaries.

Partnership Coordination

• Community Engagement

- Develop a service-driven outreach strategy specific to local communities across Colorado to further efforts to educate, inform, and learn from the communities we serve.

• Shared Resources

- Boost partnerships with other divisions in the Colorado Department of Public Safety and with the Colorado Department of Transportation to advance safety services in Colorado's communities.
- Collaborate, train, and increase the level of response coordination with other policing agencies across the state by December 2026.
- Enhance service capability and readiness to support statewide public safety communication dispatch services to local partner agencies by December 2026.



Professional Excellence

- **Recruit and Retain Members**

- Develop a recruitment strategy applicable to all career streams within the organization that represents a diverse workforce reflective of communities throughout Colorado by July 2024.
- Achieve desired staffing levels for all understaffed job classifications through the use of innovative strategies by December 2025.

- **Wellness**

- Eliminate roadside struck-by incidents through a safety culture at the individual and organizational levels.
- Expand the wellness program to address the comprehensive needs of all members across the Patrol through enhanced and available resources.

- **Professional Development & Training**

- Develop a holistic training curriculum for current and future leaders of the organization that includes topics such as leadership, communication, emotional intelligence, and conflict mitigation strategies by July 2025.
- Create a career pathing library for all job classifications that can be a self-service tool accessed by members seeking promotion, transfer, or professional development by December 2024. across the Patrol through enhanced and available resources.



Organizational Effectiveness

- **Accountability**

- Provide public access to foundational policies and data regarding standard policing functions to increase understanding of organizational performance by December 2024.

- **Innovation & Process Improvement**

- Implement a change management process guide for significant policy or procedural initiatives to increase stakeholder buy-in and organizational adoption of the changes by July 2024.
- Improve the Early Intervention System (EIS) that supports and encourages individual professional and personal growth by December 2024.
- Complete a roadmap for agency-wide implementation of eCitation by January 2025.

Member Charge

The Colorado State Patrol is committed to its core values of Honor, Duty, and Respect. I renew these values daily to help save lives and protect the vulnerable from harm through my commitment to take the right action for the right reason, seize opportunities to serve, and build relationships through displayed trust.