



# 2025-2026 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.

## 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.

## Vision

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

## Protect Life

### • Traffic Safety

- Reduce by 15% impaired driving caused fatal and SBI crashes investigated by CSP from 233 to 198 by December 2025.

### • Criminal Interdiction

- Enhance the identification and interdiction of criminal activity on all roadways through training, growing member awareness, operational visibility, and building partnerships within our communities by December 2025.
- Achieve an auto theft reduction of 25% or more in at least 10 high-risk auto theft areas statewide by December 2025.
- Strengthen CSP's risk management capabilities for comprehensive threats, disruptions, damage, and harm to the Capitol infrastructure and the officials, employees, and public that work and visit the complex by December 2025.

## Partnership Coordination

### • Community Engagement

- Develop an outreach strategy specific to local communities across Colorado to further efforts to educate, inform, build relationships, and establish trust in the communities we serve by December 2025.

### • Shared Resources

- Boost partnerships with other divisions in the Colorado Department of Public Safety and the Colorado Department of Transportation to advance safety services in Colorado's communities by December 2025.
- Enhance service capability and readiness to support statewide public safety communication dispatch services to local partner agencies by December 2026.



## Professional Excellence

- **Recruit & Retain Members**

- Build a diverse applicant pool and develop strategic talent pipelines to achieve desired staffing levels across all career streams in the Patrol by December 2025.

- **Wellness**

- Eliminate roadside struck-by incidents through a safety culture at the individual and organizational levels by December 2025.
- Expand the wellness program to address the comprehensive needs of all members across the Patrol through enhanced and available resources by December 2025.

- **Professional Development & Training**

- Design an iterative holistic training approach that achieves an in-house CSP leadership training course for current and future leaders of the organization that includes topics such as leadership, communication, emotional intelligence, and conflict mitigation strategies by January 2026.
- Complete 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 2025.



## Organizational Effectiveness

- **Accountability**

- Provide public access to foundational policies and data regarding standard policing functions to increase understanding of organizational performance by December 2025.

- **Innovation & Process Improvement**

- Implement a change management program with supporting tools and materials to increase stakeholder buy-in, organizational adoption, and consistent application of a CSP approach to change by December 2025.
- Renovate the Early Intervention System (EIS) via an iterative approach that ultimately results in a sustainable, long-term program that supports and encourages individual professional and personal growth by December 2026.
- Begin implementing a CSP eCitation capability, coordinated through the Records Utilization Upgrade IT CC Project, by December 2025.