



## 2024/2025 TACP Strategic Plan

### I. Vision

TACP will be a leader in setting law enforcement standards on ethics, service, integrity, and leadership; while providing services to its membership to promote and practice professionalism in our departments, communities, and state.

### II. Mission

Provide Tennessee law enforcement agencies with a voice in setting standards, legislative representation, and management development while promoting cooperation, communication, and the exchange of information to better serve our communities.

### III. Values

TACP is committed to the highest standards of:

#### A. Service to the public by:

- Respecting the rights of all individuals under the Constitutions of both the United States and the State of Tennessee and all laws.
- Dedicating ourselves to promoting the preservation of life, social order, and prevention of crime statewide.
- Promoting progressive, innovative, and responsible management of law enforcement agencies.
- Committing to open communication with the public, government officials, and our departments.

#### B. Service to our organization, by:

- Committing to the respect and consideration of all employees.
- Being dedicated to improving our personal knowledge and abilities through advanced professional law enforcement training and networking with law enforcement executives and agencies.
- Developing the highest accreditation standards for department policies and procedures.
- Committing to transparency and financial oversight for the organization.

### IV. Strategic Goals

Improve our organization through the following means:

## **A. Financial and Fund Development**

***GOAL: Increase financial stability and secure necessary funding.***

- Seek out and apply for grants and outside funding opportunities.
- Employ a professional financial manager to oversee the day-to-day financial operations and maintain records for all necessary paperwork.
- Adhere to a balanced budget.
- Increase transparency by conducting regular outside audits.
- Increase the number of scholarships awarded to the membership.
- Through the Financial Oversight Committee develop and annual update a comprehensive strategy for funding and partnership opportunities
- Ensure TACP Rainy day fund has the reserves needed for the organization to properly function

## **B. Policy Development**

***GOAL Robust professional Internal Policy Development to maintain professionalism, accountability, transparency, and accreditation standards. Review and update the TACP Operations Manual and By-Laws on a regular basis but at least annually. Review and Update Administrative Procedures Manual annually.***

***GOAL: Continuous Professional Policy Development for accreditation***

- Collect and maintain a member access database of policy samples from accredited agencies.
- Assist agencies seeking accreditation or reaccreditation in the amending of policy to meet accreditation standards.
- Develop sample policies for initial or amended accreditation standards.

## **C. Membership**

***GOAL: To retain and grow association membership to include a diverse selection of police executives from across the state***

- Provide services and resources needed by membership.
- Increase participation in bi-monthly meetings.
- Research having meetings across the state to bolster attendance by region.
- Increase communication with members and begin/continue using survey instruments to gauge membership interests and needs.
- Continue to review and update recruitment strategy: Board to evaluate annually.
- Develop retired members committee to explore better ways to increase retired members participation.

## **D. Professional Development**

***GOAL: To be recognized as the leading organization for training and professional standards for all Tennessee law enforcement officials (members)***

- Maintain and utilize the Training Committee to provide quality training to the membership.
- Develop, communicate, and implement an annual training program with the Training Committee's assistance for TACP meetings.
- Conduct regular training surveys to ensure high quality training pertinent to the membership's prescribed needs is delivered.
- Acquire POST certification for provided training.
- Develop and implement regional training programs that are specific to the needs of a region and the membership.
- Utilize resources from within the association, different agencies, and private businesses, when possible, to provide top quality professional development and policy training
- Explore and report to the Executive Committee on concepts and programs voted on by the Board of Directors (e.g., Executive Law Enforcement Leadership Development –New Chiefs School)
- Update “resource library” on the TACP website to promote policies and best practices.
- Recruit retired members expertise to facilitate classes or programming.
- Develop a Media Relations training program for executive law enforcement officials.

***GOAL: Staff Development***

- Develop a Succession Plan
- Develop an Executive Director Selection Process
- Provide opportunities for Executive Director and staff professional development.

**E. Advocacy**

***GOAL: Communicate and promote the vision, mission, and goals of TACP***

- **Public Relations: Utilize accomplishments to build awareness and partnerships**
  - Develop a case statement for promotion and fundraising efforts for a specific target or program.
  - Investigate the ability to create and print a “Media Guide for CLEOs.”
  - Utilize various mediums to promote the TACP and member's accomplishments.
  - Disseminate pertinent information in a timely manner.
  - Develop a strategy to promote the professional image of law enforcement and to impact public safety.
- **Legislative: Identify public safety issues to develop into public safety policy initiatives.**
  - Provide annual legislative training “The Legislative Process 101.”
  - Update Legislative Manual, (“How to Guide”), annually for contacting and discussing legislative and public safety policy with government officials.
  - Maintain liaison relationships with state and federal governmental agencies as well as becoming experts on legislative committees.
  - Utilize the Board of Directors as an active part of the Legislative Committee.
  - Actively engage the Legislative Committee to assist with promoting positive public safety issues and good public policy.
  - Provide leadership and guidance at the state and national level on issues of concern for the TACP.

- Develop and maintain collaborative partnerships.
- Recognize, develop, and implement necessary public safety initiatives and policies.
- Educate TACP members on the legislative process and policy development to develop involved or informed law enforcement officials (members) and the importance and necessity of their involvement.