East Fallowfield Township Police Department
Strategic Plan 2026-2030

The Strategic Plan

The strategic planning process allows the East Fallowfield Township Police Department to establish a vision for the future and develop well planned, well-defined objectives and strategies to accomplish these goals. The Strategic Plan will serve as a "roadmap" that will steer the Police Department. This plan will assist with resource allocation and budget planning. This plan is a "living document" that will be continually reviewed and updated as community issues, organizational goals and the change of the economy occur. This plan does not cover everything that needs to be accomplished within the agency, but instead focuses on priority areas.

The following four strategic goals will direct our efforts for the next five years:

- Community Partnerships
- Department Workforce
- Department Infrastructure
- New Technologies in Policing

Collaboration is paramount in the development of our four strategic goals and will continue to be necessary to achieve these goals. This requires that we build upon the strong relationships that we have already formed within East Fallowfield Township and continue to strive to form new relationships with others. Working together towards these common goals, we will continue to provide excellent public safety services to residents and visitors to East Fallowfield Township.

"A goal without a plan is just a wish"
-Antoine de Saint-Exupery

Guiding Principles

Collaboration: We believe collaboration with the public is essential for ensuring security and safety for all.

Dedication: We are dedicated to serving the public with integrity, fairness, and honesty. We must ensure that our staff and Officers have the support and resources they need to proudly serve and protect all who live and visit East Fallowfield Township.

Trust: Working hard every day to earn the trust and confidence of those we serve.

Service: We hold ourselves accountable to the highest standards of service and professionalism. We expect the best from ourselves at all times.

East Fallowfield Police Department

Strategic Goals for 2026-2030

Four Strategic Goals will direct our investments and efforts during 2026-2030:

I. **Community Partnerships:** Partner with residents, institutions, businesses, and organizations to help solve community problems, build trust, increase safety, and ensure readiness to respond to public needs.

II. **Department Workforce:** Retain and develop a responsive, talented, diverse, and effective workforce.

III. **Department Infrastructure:** Invest in physical facilities, equipment, and professional accreditation.

IV. **Technology in Policing:** Incorporate the best and latest technologies to detect, prevent, reduce, and solve crimes and ensure public safety.

Following are the priority objectives for each goal, all of which are designed to position the Department to most effectively reduce, prevent, and solve crimes, and to increase the safety and security of all people in the community.

Goal I. Community Partnerships

Partner with residents, institutions, businesses, and organizations to help solve community problems, build trust, increase safety, and ensure readiness to respond to public needs.

Priority Objectives

1. **Community Partnerships and Presence:**

    a. Ensure regular police presence in every neighborhood.
    b. Participate in community meetings to identify and address safety and security concerns facing the community.
    c. Continue to build a strong partnership with Coatesville Area School District, specifically East Fallowfield Elementary and new Doe Run Elementary to promote institutional collaboration and ensure safety for students and staff.
    d. Ensure police presence at major community events.
    e. Continue to build relationships with business owners, neighborhood associations, nearby municipalities, faith-based communities, and other community stakeholders to identify public safety needs and solutions.

2. **Communications:**

    a. Ensure transparency and encourage public engagement by publishing monthly and annual reports on police activity and performance.
    b. Educate community members about available resources, points of contact, and emergency preparedness.
    c. Develop and implement print and social media approaches to distribute transparent, accurate, and timely information about events, initiatives, and incidents.
    d. Distribute messages that promote safety, security and respect for others.
    e. Solicit feedback and ideas from community members on a regular basis to identify areas for improvement.

Goal II. Department Workforce:

Retain and develop a responsive, talented, diverse, and effective workforce.

Priority Objectives:

1. **Recruitment:**

    a. Continue to enhance recruitment and retention efforts to attract talented, diverse people to work for the department.
    b. Promote a diverse workforce that reflects the community the Department serves.
    c. Recognize the shift in the policing environment making part-time police officers more difficult to recruit and retain.
    d. Evaluate the need for additional full-time police officers when part-time officers are no longer viable staffing option.

2. **Retention:**

    a. Identify and implement initiatives that will improve job satisfaction for officers and administrative staff.
    b. Promote collaboration and communication within the department and with Township Administration.

3. **Processes and Structure:**

    a. Review, update, and expand the Department's staffing and leadership structure to ensure administrative support, support for officers, and optimal staffing.
    b. Increase the supervisory staff of the Department to ensure access to supervision in each platoon.
    c. Provide regular opportunities for officers and administrative staff to provide ideas and input for the progress of the Department.

4. **Professional Development:**

    a. Invest in professional development and identify training opportunities for officers and administrative staff.
    b. Provide training opportunities for officers including but not limited to – mental health/crisis intervention, special needs, de-escalation, and implicit bias.
    c. Provide resources that support officer fitness and well-being.
    d. Ensure internal communications are effective relating to policies, changes, and community needs or concerns.

Goal III. Department Infrastructure:

Invest in physical facilities, equipment, and state accreditation.

Priority Objectives:

1. **Facilities:**

    a. Collaborate with stakeholders to develop a modern policing facility that meets Department needs and future needs.
    b. Ensure building plans support police best practices and accreditation standards.
    c. Strive to ensure current facility meets modern safety standards.

2. **Equipment:**

    a. Make certain officers have equipment they need to ensure their own safety, secure the safety of those they serve, support crime prevention, and crime solving.
    b. Continue to invest in fleet management plan to ensure patrol response capabilities.

3. **Accreditation:**

    a. Obtain and maintain an accreditation through the Pennsylvania Law Enforcement Accreditation Commission (PLEAC).
    b. Invest in quality training in accordance with accreditation status.

4. **Fiscal Responsibility:**

    a. Continually review all policies/procedures to ensure the most efficient and effective use of resources.
    b. Secure adequate funding to meet the personnel and infrastructure needs of the department.
    c. Engage in the planning process for new police facility to ensure current and future needs are met.

IV. Technology in Policing:

Incorporate the best and latest technologies to detect, prevent, reduce, and solve crimes and ensure public safety.

Priority Objectives:

1. **Crime and Incident Analysis:** Conduct and publish a monthly and annual crime analysis to identify trends and priorities.

2. **Monitor Advances in Technology:** Identify and explore emerging advances in public safety technologies.
    - **a.** Continue to evaluate and improve weapon systems and less-lethal options including Conducted Electrical Weapons (CEW) systems, to maximize effectiveness and positive outcomes during emergency situations.
    - **b.** Continue to upgrade reporting systems to meet new standards in policing to include the trend toward NIBRS reporting.
    - **c.** Explore social media platforms to reach community members raising awareness of local crime trends and safety concerns.
    - **d.** Regularly review and update Body Worn Camera and In-Car Camera systems as appropriate to reflect advances in performance and reliability.
    - **e.** Continue evaluating and exploring new law enforcement technologies as they emerge.

3. **Website development:** Collaborate with Township Administration on upgrading website for Police Department.