



SYSTEM PLAN

Eighth Edition

Chief William Hollingsed
Commission Chairman

PLANNING AND STANDARDS COMMITTEE MEMBERSHIP November 2015

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General Assembly Appointment (Senate Pro. Tem.) VACANT	Appointment by the Secretary (Department of Public Safety)
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SYSTEM PLAN

Eighth Edition

Mission

To assure that all of the State's criminal justice officers are both competent and ethical in the conduct of their duties.

Our Vision

The system of selection, training, and retention of criminal justice officers will support the continued professional development and growth of all officers and the most effective and ethical provision of protection to all citizens.

Core Values

The North Carolina Criminal Justice Education and Training Standards Commission is dedicated to meeting the multitude of needs of the criminal justice system in everything it does. The Commission strives to provide quality justice services to all the citizens of North Carolina. To this end the following Core Values will guide the Commission in all its deliberations and decision making:

- ◆ Make no decision unless it is thoroughly researched, explained, and evaluated by Commission members, those they represent, and other constituencies.
- ◆ Put the concerns of the Criminal Justice System first. The Commission will help the system members, and ultimately all the citizens of North Carolina, achieve their goals. We shall seek their input in all that we can do.
- ◆ All persons appearing before the Commission will be courteously received and be allowed to present their point of view in accordance with Commission procedures and the laws of North Carolina.
- ◆ Strive to be innovative and responsive in addressing the current and future needs of the Criminal Justice System by a coordinated planning and goal-setting process.
- ◆ Be receptive and open to new ideas and concepts and alert to change, which if implemented, will improve the Criminal Justice System in North Carolina.
- ◆ Promote a system where only the very best can be selected, employed, and retained by establishing reasonable, yet exacting standards and require that training and other developmental activities improve the competence and ethical behavior of professional criminal justice officers and staff.

Eighth Edition System Plan

January 2016 – December 2018

North Carolina Criminal Justice

Education and Training Standards Commission

The North Carolina Criminal Justice Education and Training Standards Commission, through N.C.G.S. Chapter 17C, is given the responsibility to establish minimum employment, training, and retention standards for the State's criminal justice officers. The Commission and its predecessors have found it necessary to plan for the effective implementation of innovations in the State's system of criminal justice employment, training, and education. The Commission has always operated under the guidance of a "System Plan." This document is the Eighth System Plan since the original was adopted by the Commission's predecessor in 1979.

Since its initial meeting on January 18, 1980, the Commission has conducted its business through three Standing Committees and an Executive Committee. In 2004, the Standards Committee became the Probable Cause Committee, and standards responsibilities were transferred to the Planning Committee, making it the Standing Committee on Planning and Standards. This Committee is responsible for developing and presenting a System Plan to the full Commission for discussion and approval. The System Plan, once adopted by the Commission, provides direction for the full Commission and its staff.

The Eighth Edition System Plan continues the policy set forth in the preceding plan of setting a legislative agenda and funding strategy for each goal. It differs in that the goals and objectives are less in number and the plan is in effect for only three years, in comparison to five years. This is due to the Planning & Standards Committee finding a need to include a more prioritized list of tasks and responsibilities to ensure Division staff could allocate the necessary time and resources. The goals and objectives are more measurable and attainable.

The Commission seeks to accomplish its Mission in this System Plan through three (3) Goals, each with set Objectives. The Goals were derived from discussions with the members from each of the three Standing Committees as well as Division staff members. Commission and staff will use this System Plan as a guide in its work and responsibilities, and it will also serve to increase transparency and accountability as the Commission works towards maintaining and promoting its Core Values.

GOALS & OBJECTIVES

The Commission's Standing Committee on Planning and Standards recommends the following goals, with their underlying objectives, for adoption in the Eighth Edition of the System Plan.

Timelines for working on the goals should be established by the committees with responsibility for each goal. Some committees must coordinate working on several goals.

The Commission should recognize that committees will work on some goals without ever completing them and that some goals may never be reached, given budgetary constraints on the Commission and its staff. Even so, we recommend these goals with the conviction that they will promote the mission and vision of the Commission.

GOAL 1

Review certification requirements for law enforcement and criminal justice officers to ensure high quality officers are being certified.

Objectives

- A. Review in-state lateral transfer requirements.
- B. Develop process guides for use by applicants and agencies to aid in completion of all Commission forms.

Background

The Criminal Justice Standards Division receives numerous inquiries about the requirements for lateral transfers. In order to continuously improve how applications are processed, the Division will take into consideration the needs of hiring agencies while maintaining the standard of hiring high quality officers. Additionally, staff receives a variety of questions regarding completion of forms. By providing guides, applicants will be able to find answers to assist in navigating Commission processes.

GOAL 2

Continue examination of professional development, retention, and recruitment of law enforcement and criminal justice officers, with the goal of improving the profession.

Objectives

- A. Continue to study and identify recruitment obstacles and identify best practices for reaching a larger number of qualified candidates that are more representative of our communities, as well as share findings and best practices to agency heads.
- B. Research the feasibility of developing a process for acknowledging performance and professional development by awarding officer, school, instructor and agency of the year.
- C. Research the feasibility of incorporating Commission-approved law enforcement training into criminal justice Associate's Degree program.
- D. Research the feasibility of mandating field training for new hires after passing the state exam.

Background

Recruitment and retention of professional criminal justice officers is an on-going challenge for criminal justice agencies. In discussions with agency heads and universities, it has become clear that obtaining a more diverse group of interested applicants is a major challenge.

The Commission considered its role in this matter and found that continued research and taking a proactive approach are important steps in improving the quality and representativeness of the profession.

Additionally, reports from the field indicate that newly hired officers believe they would benefit from field training prior to taking on full officer duties.

GOAL 3

Review the manner in which instructor (F-16) evaluations are currently being completed and submitted in order to maximize the data being captured and to ensure quality instructors are teaching Commission courses.

Objectives

- A Review requirements for the instructor re-certification process.
- B. Create an advisory group to review requirements for instructor certification, to include work experience.

Background

Currently evaluations are used to grant instructor renewal requests. There is concern over how much meaningful data is actually captured on the F-16. It may be determined that requiring a re-certification process for instructors similar to Specialized Physical Fitness, Specialized Firearms Instructor and SMI Instructor, would be beneficial in ensuring only those who demonstrate proficiency be allowed to renew.