**Title: Scottsdale Police Department Strategic Plan**

**Your Name (First M Last)**

**School or Institution Name (University at Place or Town, State)**

**Measurement Outcomes**

**Introduction**

The Scottsdale Police Department serves the city of scottsdale with an average population of around 242500. The Scottsdale Police Department recently formed a strategic plan in order to form long term goals. This strategic plan revolves around a three year long period that focuses on effective resource allocation and budget planning.

**Stages of Plan Implementation**

 The strategic plan had four stages of implementation and each stage consisted of one objective and several sub-objectives that needed to be achieved over a period of 3 years. The first stage of implementation required connecting with the community. The second stage required making the organizational structure more effective. The third stage focused on strengthening and improving the workforce. Finally, after implementing all the three above stages they would be able to enhance public safety. These four stages of the plan would allow the Scottsdale Police Department to evolve law enforcement to meet the changing needs of the people (Scottsdale Police Department, 2018).

**Stakeholders Involved**

Any strategic plan ever developed has had more than one stakeholder involved in its formation. These stakeholders are important for the effective implementation of the plan as they will be the most affected by it (Harrison & St. John, 1996). In the strategic plan developed by Scottsdale Police Department the stakeholders involved were firstly the police department itself including the Chief of Police to employees in the lower lines. Other stakeholders included such as Community & Economic Development Dept, local businesses, recommendations from Centre for Public safety management, Bridge Forum, members of the Department Command Staff and the Scottsdale community itself.

**Measurement of Outcomes:**

 Measurements such as Financial viability, Public satisfaction, Employee satisfaction and Contribution to the community will be important in determining the success or failure of the Scottsdale Police Departments three year strategic plan (Tapinos et al, 2005). As it provides public service, Contribution to the society and Citizen satisfaction will be very important.

**Justification for Measurements**

Each of the measurements taken above are important to measure the viability and the success of the plan. It also allows the police department to check if they are on track to completing their objectives. The Financial viability measure take into account the cost associated with the plan. As it is the public money that will be used to implement the different elements of the plan, they will need to account for every penny used. Public satisfaction is important because again they are providing a public service and so public satisfaction is really important. Employee satisfaction is also necessary to avoid any mismanagement that might derail the efficiency of the plan. This plan must have a positive contribution to society and this can only happen if the plan is followed to the letter to have any success.

**Gap Analysis**

Gap analysis takes into account the desired outcome versus the actual outcome and what could actually be done to limit the gap between the two (Brown & Swartz, 1989). In terms of the plan by the Scottsdale police department they managed to decrease the gap by engaging the community, investing in technological upgrades, Improving the workforce and organizational effectiveness.

**Conclusion**

The scottsdale Police Department’s strategic plan focused on improving the public security through implementation of several different levels of plans.

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**References**

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