

POLICE DEPARTMENT HANOVER PARK, ILLINOIS



DIRECTIVE: 101-A

REFERENCE STANDARDS: 11.5.1 11.5.2

SUBJECT: Development of Goals and Objectives

PURPOSE: The development of goals and objectives is essential to proper development of the organization. Routinely updating and re-evaluating the goals and objectives ensures direction, unity of purpose, and a basis for measuring progress. As part of its ongoing effort to insure that the police services provided are the finest possible, the department shall continue to evaluate its goals and objectives in terms of community demands and objective standards of police service.

I. Administration

- A. Department goals should be directed toward those areas of police service that are within the practical abilities of the department.
- B. Department objectives should be expressed in quantifiable terms that can be used as a measure against which department performance can be determined.

II. Responsibilities

- A. The Chief of Police establishes and annually reviews the goals and objectives for the department at large and for each cost center within the department. (11.5.1)
 - 1. Care should be taken to assure that specific component goals and objectives are consistent with those established for the department as a whole.
 - 2. Objectives established for cost centers should be determined following consultation with the respective Deputy Chief of each division.
- B. The Deputy Chief of each division is expected to submit annually, or as recommended, to the Chief of Police:

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VILLAGE OF HANOVER PARK

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Auth:

1. A written evaluation of the progress made toward attainment of organizational goals and objectives; and
2. Any recommendations for the establishment of new goals or revisions of existing ones. (11.5.2)

III. Distribution

A. Distribution

1. Department and component goals and objectives will be distributed annually to all affected personnel in conjunction with budget preparation, no later than June 1st of each year.