

SMART



Employee Name:

My SMART Goal: My SMART goal for 2023 is to become an instructor in more fields.

S

I would like to be able to instruct more areas for the Department. I would have to be involved and make sure that POSTC is offering classes regarding various fields that we need instructors in. The only financial commitment that would be needed is possible overtime depending on when the classes were scheduled

M

The way to measure progress in this is to become certified as an instructor. Chief will be aware of what classes I am taking and what courses I am becoming an instructor in.

A

I believe that the goal is attainable by researching what areas obtaining an instructor in would truly benefit the agency and enrolling in those. I believe that I have shown that I am a good instructor and have been one since 2017.

R

I believe that this goal aligns with the needs of the Department as we are going to have some key members of the agency retiring soon and believe that it would be beneficial to get more instructors in the various areas needed. I would like to start taking a more active role in the Administrative Leadership of this Department and feel that this is a good start to achieving that goal.

T

Depending on scheduling, I believe I could get certified as an instructor in two (2) different areas before the years end. I would like to try and obtain one prior to the new fiscal year however am willing to do both toward the year end. I will continue to monitor the POSTC website and CTIC for upcoming classes being posted and be in contact with Chief Spera and Captain DePerry to learn where the areas are we need instructors.

SMART



Employee Name:

My SMART Goal: My SMART goal for 2023 is to conduct more thorough narcotic type investigations resulting in more search warrants of residences.

S	<i>I would like to be able to conduct more thorough narcotic type investigations resulting in search warrants being obtained for residences and numerous arrests being made. I believe we can involve a large number of officers to achieve this goal. I believe that the largest cost for this goal would be the man power overtime.</i>
M	<i>I believe the best way to measure progress for this goal is to quarterly review narcotic investigations pulled and determine how many resulted in search warrants. Chief will know the goal was achieved as he will be on scene for the execution of the search warrant and subsequent numerous arrests.</i>
A	<i>I believe that the goal is attainable utilizing the proper investigative methods. I think incorporating undercover surveillance, controlled drug purchases, electronic surveillance, and my narcotic K-9 Skye we can achieve the goal. I believe that I do possess the required skills to attain this goal and combat the issue with drugs in our town.</i>
R	<i>I know that your goal has and will always be to keep drugs off the streets, and out of our town which I have enforced and made a mission of mine since being employed here. I believe that the goal is also aligned with my professional needs as I have always made narcotic enforcement a priority throughout my career.</i>
T	<i>I believe that this goal can and will be achieved throughout the year hopefully on numerous occasions. I think that each successful execution of a search warrant would constitute an intermittent deadline being met. I will make sure that all officers involved stay on task even though these types of investigations do take time and long hours.</i>

SMART



Employee Name: _____

My SMART Goal for 2023 is to become certified on the operation of the quads and assist in search and rescue utilizing them. I would also like to achieve my EMT certification.

S

I would like to attend both Quad and EMT school during 2023. Involved with this goal would be the Chief. There is a financial commitment to this goal but I am not aware of what it will be.

M

I will measure my progress by graduating from these classes. The Chief will know that I have attained my SMART Goal with my graduation.

A

My SMART Goal is attainable by having the time granted to attend these schools. I do possess the required skills and materials to attain this SMART Goal.

R

This SMART Goal is aligned with the needs of the department by allowing me to assist in patrol and rescue functions, thus protecting the citizens of Old Saybrook. It is aligned with professional needs by allowing me to continue to pursue further education and excellence.

T

I do not know how long it will take to achieve this SMART Goal and will be class dependent. I will continue to check web sites to locate possible classes and report them to the Chief.

SMART



Employee Name: _____

My SMART Goal:

To become a more involved Community service officer and be more assisble.

S

I would like to be more present for my community at events and my activities

M

I would like to attend 5 events where I am able to engage with the public.

A

If I hear about an event, ask Chief to attend. if I see something on the Green, stop by to say hi.

R

In our ~~Q~~ October meeting we said we need to get more involved in the community and to utilize the CPO more (me).

T

the time frame to attend at least 5 events should only take less than a year by the next evaluation.

SMART



Employee Name:

My SMART Goal: My SMART Goal for 2023 is to become ATV certified for this Department. My Other SMART Goal is to advance my interview and interrogation skills.

S	<i>I would like to be ATV certified in 2023. To achieve this goal I would need to attend to ATV training courses. For my second goal, I would need to attend advanced interview and interrogation classes. I am unsure how much either of these classes would cost, however I have been viewing future course schedules/availibilities.</i>
M	<i>I will measure my progress when I pass the ATV training and interview and interrogation courses. The Chief will know that I achieved my SMART goals when I finish the courses and sees my certifications.</i>
A	<i>I believe that I have the skills to become ATV certified. I have experience driving ATVs in the past, so I think I will excel in this course. For my interview & interrogation goal, I already passed the basic course in 2022, so I believe that I can pass the advanced course given my previous accomplishment.</i>
R	<i>Both these SMART goals are aligned with the needs of the Department because I believe becoming being ATV certified will allow me to be beneficial to this Department because in situations where people are lost in the woods, I can go attempt to locate them in a quicker manner. I will also like to be a part of the ATV unit. Advancing my interview & interrogation skills will allow me to not only communicate with people better, but also aid in solving bigger cases. Profesionally, these would allow me to continue to grow in my career, as well as expand what I can offer to this Department.</i>

T

Based on the research I've done regarding the time frame of these courses (2 days for ATV, 5 days for I&I), I can complete these accordingly depending on the dates they're offered in 2023. I would like to accomplish both of these goals before the summer season begins. I would ensure I stay on tasks for both of these goals by checking the upcoming course dates for both subjects. Once, I see the schedule and availability for these subjects, I will email Captain DePerry and Chief Spera.

SMART



Employee Name: _____

My SMART Goal: My SMART Goal in 2023 is to become a K-9 Handler for this Department. I would also like to obtain my ATV Certification and also attend Interview and Interrogation advanced. These SMART Goals to me are not hard to obtain and I definitely can make these SMART Goals happen this year.

S I would like to accomplish being placed into a Certified K9 Academy. This Smart Goal does require a financial requirement, but I know this Department and also members

M Chief will understand my progress because once I am placed into this course, I will keep him posted on how the training is going.

A The required skills that this goal take is being a hard worker. This goal is not an easy SMART Goal and definitely not a goal that happens over night. I am certain that I am a great candidate and definitely will make a great K9 Handler for this Department

R This Department currently does not have a tracking canine. We have had numerous cases with missing people where we either have to call other Police Departments or some instances where we have had no responses from other Police Departments and we are left with no assistance from other Departments.

T This goal will take how ever long it takes me to complete the K9 Handling academy as well as all the training that I do on my spare time and when I am not at work.

SMART



Employee Name:

My SMART Goal: *Become a firearms instructor*

S

I would like to become a firearms instructor. Chief Spera needs to be involved as well as current firearm instructors

M

I will measure my progress by obtaining the necessary requirements.

A

This goal is obtainable if I take the necessary courses. I believe I do possess the necessary skills.

R

My goal is aligned with our departments needs as our current instructors currently are high ranking members of the department that can retire now or soon. Becoming an instructor while they are still here would be beneficial for everyone.

T

Class availability will dictate how long this goal will take.

SMART



Employee Name:

My SMART Goal: Become an instructor

S

I would like to become an instructor. Chief Spera would need to be involved in this.

M

I will measure my progress by becoming a certified instructor via MOI certification.

A

This is an attainable goal and I believe I do possess the skills to accomplish this.

R

Having more instructors within the agency directly benefits the Department. This goal is important to my professional needs as I want to "climb" as high as I can within the agency.

T

This goal will take as long as it does to enroll in a MOI class and become certified.

SMART



Employee Name: _____

MY SMART goal for 2023 is to go to CIT class/training.

S	I would like to go to Crisis Intervention Team class because I have heard that it is very beneficial and we interact with citizens with a variety of mental health issues. The only people that need to be involved in this goal is me and the chief. This goal does require a minor financial commitment.
M	I will measure my progress by being accepted into the class. The Chief will know I achieved this goal once class has been completed and I can assist in mental health crises.
A	This Goal is attainable as this is a very common class. I have the skills to be able to get into the class and use what was taught to benefit this Department.
R	I believe this is aligned with the Department's goals as we have had numerous RPO's and mental health calls for service. This is aligned with my professional needs because almost everyday this Department interacts with citizens with mental health issues.
T	This goal will not take long to achieve as there are usually multiple trainings a year. The one specific training I know of is done by the group CABLE.

SMART



Employee Name: _____

MY SMART goal for 2023 is to have 8 DUI arrests this year.

S	I would like to make 8 DUI arrests this year. The only person needed to achieve this goal is me. This does not require a financial commitment.
M	I will measure my progress by DUI arrests half way through the year. I will have achieved my SMART Goal once I have made the arrests. I believe having an admin day will help with more time to conduct proactive motor vehicle enforcement.
A	This Goal is attainable because I believe with an admin day I will have more time to be proactive and believe I have the skills to accomplish the goal.
R	This goal is aligned with the needs of this Department because we are seeing more DUI accidents. Professionally, I am solid in DUI investigations and can continue to teach my subordinates how to become better.
T	This goal will take until the end of the year. The first deadline will be by the summer. I will ensure to stay on task by being proactive and stopping cars.

SMART



My SMART Goal: *Develop a robust car seat program*

S	Increase number of certified car seat techs. Develop schedule for weekly installations and community events with Car Dealerships.
M	Easily to measure with added personnel and actual events
A	Training costs and personnel time dependent on number of events
R	Definitely - Department is community orientated.
T	Once established program would be continual. Training is dependent on outside organization.

SMART



Employee Name: _____

My SMART Goal: *Develop Union by-laws and continue to build relationship between the members and the Depa*

S	Develop Union By-Laws. Establish committee to write. Continually work with and meet with Department Administration to establish improved relationship between Department members and Department Administration
M	Completion of by-laws is measurable. Improved relations is measurable.
A	Time and effort will make this attainable
R	This is a department need
T	No set time

SMART



Employee Name:

My SMART Goal: My SMART goal is to become a FTO, a POST-C Physical Fitness Assessment Battery Examiner (Formerly Cooper Testing) and to receive additional training in something that would aid in Detective work.

S	I would like to accomplish career goals that I have and goals that would aid my work as a Detective. The only financial commitment would be the classes for Detective work. The other two (2) classes are FREE from POST-C.
M	My progress can be measured by my work product and how others would do after or if they passed FTO and/or the physical fitness test. Chief would know and understand that I achieved my SMART goal as he would be involved with each step.
A	These SMART Goals are attainable by applying or asking to attend each class mentioned above. I believe I possess the required skills and materials to lead and teach others.
R	This Department is need of new FTOs for the several people that are coming out of the academy. Only one or two people at this Department can administer the physical fitness assessment test. The Detective classes can aid in me learning how to do my job better, which ultimately leads to serving this Department better.
T	I do not believe it will take long to achieve these SMART goals as long as the classes are available. There are no deadlines I have set to achieve these SMART Goals. I can stay on task by checking the POST-C website for the availability of these classes.

SMART



Employee Name:

My SMART Goal: My smart goal is to obtain the position as the departments next K9 handler. I would also like to help implement the possible implementation of red dot sights and weapons lights for the department duty pistols.

S	I want to become the departments next K9 handler. I believe I wont necessarily need help as much as I need to prove myself and show my abilities as a police officer. The only financial commitment to obtain this would be for the cost of the K9. As for the weapons accessories, the red dot sights would run the department approximately \$250.00 / each and a good weapons light cost about \$175.00. I would need the help of leadership to allow me to test these accessories and provide feedback for the Chief of Police.
M	The best way for me to measure my progress is to continue to be proactive, write good and detailed reports, and to respond accordingly to every call with professionalism and confidence. The Chief would hopefully see that I have proven myself enough to award me with such an honorable position. For the additions for the weapons, I would provide weekly reports, if necessary, to show when and why the accessories were utilized. To include range time.
A	This goal is obtainable through hard work and dedication to being better on every shift. I believe I can show that I am the right fit for this position and can utilize my previous experiences as a benefit in this position and for the department as a whole. I believe that since I was a K9 handler previously, It wuld be an easy transition for me. For the weapons accessories, I believe the additions would produce a more accurate lethality for each officer while greatly improving officer safety.
R	Based on the current state of policing, and the restrictions placed on law enforcement officers in this state, I believe having a K9 will help tremendously on the road in the utilization of interdiction. With a K9, I would not only help keep the roads safe, but it would also develope me more as a leader daily. Along with that, it is dangerous being an officer during this critical time frame in history. Officers need to always be one step ahead of the criminal and i believe upgrades to our weapons would do just that.
T	If given the opportunity, I would be ready to take on a canine as soon as possible. However, I am aware that these achievements take time and effort and have set a deadline of two years, minimum, to accomplish this goal. I will stay on track to accomplish this goal with hard work and dedication while on the road. I would also be willing to teach fellow officers how to utilize weapons accessories so they become proficient and comfortable.

SMART



Employee Name: _____

My SMART Goal:

My goal is to increase my DUI proficiency.

S

I would like to increase my knowledge and skills when it comes to DUI arrests.

M

By the amount of DUI arrests I get

A

By being on a shift with a higher number of intoxicated drivers

R

Provides residents of the town safety and security

T

This goal can be attained by the end of the year

SMART



Employee Name: _____

My SMART Goal:

My SMART goal is to become an FTO

S

I would like to be an FTO, this involves me and my supervisors. There is no financial commitment.

M

This goal will be measured by whether or not I become an FTO

A

This goal is attainable because I have the skills, experience and knowledge to be an FTO

R

The department needs people to ~~continue~~ continue training and mentoring the new generation of officers. This fits with my career goal of teaching/mentoring.

T

This goal can be achieved at any point during the year. I will make sure to stay on top of my career development.

SMART



Specific



Measurable



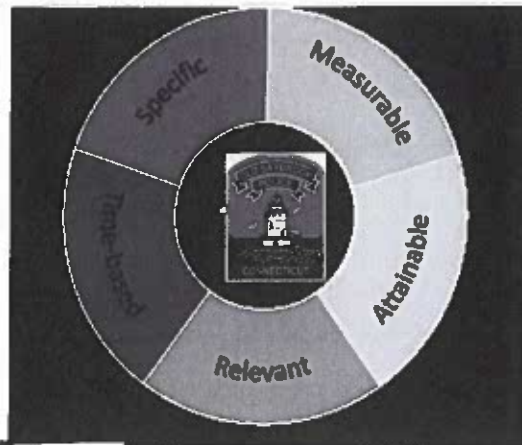
Attainable



Relevant



Time Based



Employee Name: _____

My SMART Goal:

TEACHING DARE TO THE 5TH GRADE CLASS / OSMS

S

- COMPLETE ALL DARE LESSONS / GRADUATION
- 5TH GRADE CLASS / MYSELF
- DARE SUPPLIES

M

DIFFERANT LESSON EACH WEEK

A

DARE SCHOOL
10 LESSONS / ONE LESSON EACH WEEK

R

- SR0 AT OSMS
- DARE PROGRAM

T

- 10 LESSONS / GRADUATION
- END OF SCHOOL YEAR
- DIFFERANT LESSON EACH WEEK

SMART



Specific



Measurable



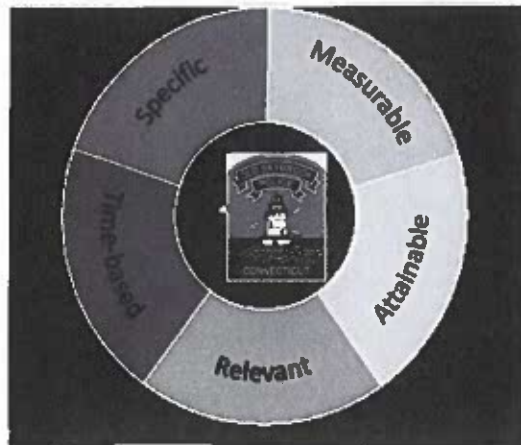
Attainable



Relevant



Time Based



Employee Name: _____

My SMART Goal:

TRY TO MAKE A POSITIVE IMPACT AT OSMS

S

MAKE A POSITIVE IMPACT / DIFFERENCE AT OSMS

M

FEEDBACK FROM STAFF / STUDENTS

A

BE INVOLVED, AT LUNCHES, RECESS, COACHING

R

SRO AT OSMS

T

BEING AT THE SCHOOL DAILY
- YEARLY DEADLINE
- ON TASK BY COMMUNICATING
GETTING INVOLVED

SMART



Employee Name: _____

My SMART Goal: 1.) My first goal is to complete all Tier 1 standards within PowerDMS and have all policies signed off by Captain and Chief by July 1, 2023. 2.) My second goal is to have a mock assessment set up within PowerDMS and have all Tier 1 standards highlighted within each policy by October 1, 2023. 3.) My last SMART goal is to ensure this Department becomes POSTC Tier 1 Accredited on November 2, 2023.

S	I would like to ensure this Department becomes POSTC Tier 1 accredited without any issues on the on-site date of November 2, 2023. To achieve this goal I require the assistance from Captain and Chief to review each new (or updated) policy to ensure it fits this Department's needs and standards. This goal does have a financial commitment which has already been obtained/approved by the Chief (PowerDMS membership) and the Accreditation Coordinator Departmental position.
M	My progress can be measured using PowerDMS to ensure I have completed and have all standards approved by certain dates. PowerDMS allows the progress to be monitored and shows the dates in which each policy is completed for review.
A	This goal is attainable and must be completed per State Mandate. I have the required skills to complete this goal with my education and knowledge of; being a police officer, CT state laws, and usage of the PowerDMS website. The POSTC standards manual membership which is assessible within PowerDMS provided by this Department is also a detrimental program which assists greatly in completing this goal
R	This goal is very much aligned with the needs of the Department as the State of CT mandates all Police Departments become accredited. The CT State POSTC accreditation program currently has 127 standards within the Tier 1, Liability Certification, which is this Department's goal for the year 2023. Completing all necessary tasks to ensure this Department becomes accredited for the year 2023 is a mandate and is extremely important in aquiring as my role as this Department's Accreditation Coordinator.
T	Each of my SMART Goals are time consuming. I believe having the three deadlines of July 1 (complete all Tier 1 Policies) , October 1 (complete the Mock Assessment), and November 2 (State Accreditation) are very accessible. These three dates are set up intermittently throughout this year. All progress is documented within PowerDMS which I can access to determine how ahead, behind, or on-time my progress it with obtaining these SMART goals.

SMART



Employee Name: _____

My SMART Goal:

To participate on the committee that will review existing safety, non-lethal, and lethal department equipment.

S	<ul style="list-style-type: none"> -Review current equipment and determine if better options exist. -Committee being put together by Chief. -The cost should be minimal if any to conduct the review and options available.
M	<ul style="list-style-type: none"> -Progress will be measured by achievement of goals established by Chief Spera. -Chief will receive a written document with findings
A	<p>I am already an instructor in all force options so there should be no issues in attainment.</p>
R	<p>Helps me and the department as it makes certain that we have the most current equipment options available. Also becomes incorporated into my instruction of department members.</p>
T	<p>Deadlines to be established by Chief Spera.</p>

SMART



Employee Name: _____

My SMART Goal:

To obtain instructor certification in two additional topics to add to my list of subjects that I instruct. I would like to add Domestic Violence and the Drager Alcotest 9510 to my topic areas.

S	Increase instructor topic certification. I can achieve this myself. The cost should be minimal- classes at POST.
M	Progress will be measured by achievement of certification. Chief will see class completion and certification
A	I am already an instructor so there should be no issues in attainment.
R	Helps me and the department as it increases my instructor topics certification and I currently instruct department members.
T	Should be something that can be accomplished by the end of 2023 without a problem.

SMART



Employee Name: _____

My SMART Goal: is to catch up on reports and establish an effective way of getting reports done on time

S	I will clear out my case management by finishing my reports and making corrections. I will make sure to thoroughly review my reports to receive less returns.
M	My case management helps track my goal and progress
A	On mids I have much more time to use for report writing, helping me catch up. I will start attempting to complete my reports while on scene to help save time
R	This helps me be more productive on shift and helps me meet the deadlines of the PD.
T	I think in a month I can obtain this goal. I will start attempting to complete my reports while on scene and/or complete report the soonest available time after to assure I stay on track.

SMART



Employee Name: _____

My SMART Goal: *is to attend I&I school*

S	I would like to attend the school to become better at investigations and have stronger cases. Administration would have to be involved to assist in sending me to school.
M	I can measure by the knowledge and skills I gain. I can also compare the cases I have done before the class to the ones I will do after the class.
A	The SMART Goal is attainable by going to the course and putting in the effort to learn and then using that knowledge out on patrol.
R	This will help produce stronger cases from the Department.
T	This goal is attainable in a year or two depending on class and schedule availability.

SMART



Employee Name: _____

My SMART Goal: To to have all Warrants Submitted to court within two weeks.

S	It is a specific clear goal.
M	It can be tracked from the date of incident to date of submission
A	It's an attainable timeline as most warrants are around a similar timeline.
R	It would make our community safer and would keep my case management low.
T	The two week time line creates the specific end point.

SMART



Employee Name: _____

My SMART Goal: To make 25 DUI arrests in 2023

S

It is a specific clear goal.

M

It is a specific number of arrests.

A

It's an attainable and reasonable number of arrests.

R

It would make our community safer.

T

It would be completed by the end of the year.

SMART



Name: _____

My SMART Goal: To participate in no less than 3 events requiring a bicycle patrol officer

S	Provide Police Bicycle Patrol in no less than 3 events in 2023
M	Assist with road races, general patrol, Summer Concerts on the Green
A	Road races begin in Spring-- provide Bike patrol services for runners. Summer Concerts are held during summer months-- General patrol in the downtown area during these events.
R	Provides me with additional bike patrol hours while alleviating Patrol resources. This will maintain my comfort with bike patrol while providing non-traditional police services to the community we serve.

SMART



Name: _____

My SMART Goal: To participate in no less than 2 community events

S	Provide Police services in our community outreach events
M	Assist with some of our non-traditional community events such as the Art Show, Family Day, Turkey Drive, Toy Drive
A	Family Day is usually in late September, Art show has now been moved to October, , Turkey Drive is in November and Toy Drive is in December
R	Provides relief to some of the full-time members by filling the gap in areas where they may want some time off, while still providing an OSPD Presence. I feel that this is relevant to showing our community that we are human and care about our community

SMART



Employee Name:

My SMART Goal: My SMART goal for 2023 is to learn to swim.

S

I would like to learn how to swim and to be proficient enough to be able to rescue someone that may be in distress in the water should the need arise. I need to enroll and attend the appropriate training, and then practice what I've learned on my own with an instructor. Private adult lessons are available at the local YMCA at a cost of roughly \$250 every six weeks.

M

I will measure my progress by obtaining the feedback of the instructor and the length of area I can cover in the pool (without touching the wall or bottom.)

A

Although the basics of this skill are typically learned at a young age, I unfortunately did not have the opportunity. I am in good shape, and don't need anything other than a towel and maybe some goggles as the YMCA has the other required items. I do not need any other materials to complete this goal.

R

The Department is based in a shoreline community and is surrounded by water. As a first responder, we typically are first on scene for a variety of water emergencies. Completing and becoming proficient in this regard will help me to become a better asset to the Department and the community we serve.

T

I hope to become comfortable on my own within a few months and be proficient by Summer 2023. I would like to be able to be comfortable being away from the pool wall and the ground, eventually being able to do full laps and transitioning in to a place where I would be able to save others. I will ensure I stay on task by attending all of the required lessons and scheduling time to practice on my own as my work

SMART



Employee Name: _____

My SMART Goal: One of my SMART goals for 2023 is to attend M.O.I. classes to become a POST certified instructor.

S	I would like to become an instructor as I believe this would be a great addition to my professional development. I am responsible for obtaining this goal which would require a financial commitment in order to attend the class.
M	My progress would be measured by first becoming certified in M.O.I., and then showing the Chief I have achieved this goal by finding subject matter he deems appropriate for me to instruct.
A	This SMART goal would be obtainable by my presence and focus in the M.O.I. classes. I believe that as a Supervisor in this Department, one should possess the Skills necessary already to lead by example and instruct.
R	I believe that this goal aligns with both the needs of this Department as well as my own professionally because with the ever-changing landscape of law enforcement, I believe there will always be new subject matter requiring instruction.
T	From completion of required courses to my presentation of material, I believe this process could take several months. Regarding deadlines and time on task, this would totally be my responsibility to ensure timely completion.

SMART



Employee Name: _____

My SMART Goal: One of my SMART Goals for 2023 is to become an EMT.

S	-I want to become a Nationaly Certified EMT. I am the sole individual who can make this goal happen (with obvious guidance/assistance from the Chief) Acheiving this goal does require financial commitment, whether that comes from myself or the Dept.
M	-Measuring my progress can be acheived by passing both the practical exam and the written exam. I also believe completing/passing practice exams. -The Chief, as a Paramedic and strong believer in my obtaining this goal, will have direct input/knowledge.
A	- This SMART Goal will be obtainable by my focus narrowing itself onto the written portion of the test, and studying/testing myself as frequently as I did in order to pass my First Line Supervisor Classes.
R	This goal aligns with both the needs of the Department as well as my Professional needs because as a First Line Supervisor, it is important that I am able to confidently direct those under my supervision at a medical, and that I am able to practice in the legal ^{scope of} certification ^{allow} one to.
T	This is a goal I wish to attain ASAP. I have spoken to both the Chief and my wife about the importance of acheiving this goal in a timely fashion. In previous attempts the practicals came easy to me. I most focus on the written portion which I believe I could pass with a few months of practice.