

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

To attend M.O.I. class

**S**

-With the Chief's permission, I would be responsible for achieving this myself; other than support from Chief with regards to the cost of the course.

**M**

My progress would be measured by successfully completing the course. Chief would be aware of me achieving this by being made aware of my second SMART Goal.

**A**

This goal is attainable because I believe at this juncture in my career, I DO possess the qualities it takes to be a successful instructor.

**R**

I believe this goal aligns with Departmental needs with the recent retirement of the Captain, and professionally I am expected to lead and guide new hires.

**T**

This goal could be achieved relatively quickly, and I am already on the lookout for upcoming classes.

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

To become a Drager Instructor

**S**

Similar to my first goal, with the Chief's support and financial backing, I would be solely responsible for achieving this.

**M**

Progress and Chief's awareness would both be measured by my ability to become the Department's Drager Instructor.

**A**

I believe this goal is truly attainable and that due to the shift I work and my proficiencies in DUI enforcement, it would be a smooth transition.

**R**

I believe that with Capt. DePerry's retirement, the Dept. is in need of a Drager Instructor. Similar to my "A" answer, DUI enforcement is something I feel confident in and believe it would be a natural professional progression.

**T**

I believe this could be achieved quickly following completion of the class, and "deadlines" would quickly fall into place with regards to re-certifications.

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

Become Ceres Instructor Certified

**S**

Specific Class

**M**

Only need to Sign up and attend Class

**A**

Only a four hour course

**R**

Could help Det Sgt Williams with records

**T**

Become Certified by Summer

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

Start Explorer Program by Summer

**S**

Starting a specific program

**M**

Multiple Steps to the process

**A**

It is able to be achieved

**R**

will help with Community Policing

**T**

Done by Summer

# SMART



*My SMART Goals for 2024 are to consider getting promoted to Sergeant and to become certified on the operation of the quads and assist in patrol and 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 any and all of 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**

These SMART Goals are aligned with the needs of the department by allowing me to assist in patrol and rescue functions, thus protecting the citizens of Old Saybrook. They are 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 these SMART Goals 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:

My smart goal for 2024 is to become ARIDE certified.

**S**

As I continue to get more DUI's I think taking ARIDE will help me grow. I need to continue to practice SFST's.

**M**

I can role play DUI's with peers & sots. my goal will be achieved when I obtain the ARIDE certification.

**A**

ARIDE is attainable as I want to better myself as a police officer. materials will be given at course.

**R**

I will be able to assist my peers who aren't ARIDE. I want to do the best work I can do.

**T**

I think by the end of the year the latest. I will practice myself to improve so I am ready for class.

# SMART



**Employee Name: !**

*My SMART Goal for 2024 is to become a commercially certified drone pilot.*

|          |   |
|----------|---|
| <b>S</b> | I would like to become a certified drone pilot. This can be done on my own through study and by completing a training course. Training in this area ranges in price from \$300 to \$1000 depending on venue and the method (online vs in-person with hands on sessions).  |
| <b>M</b> | The success of this goal will be measured by my completion of the course and the receipt of the FAA certification.  |
| <b>A</b> | I possess the skills to fly and have been flying on my own privately. Obtaining the commercial FAA certification will allow the lifting of restrictions currently in place as a "hobbyist."   |
| <b>R</b> | The Department has recently purchased a drone for use in its operations. Obtaining the FAA certification is the next step in proper operation in a commercial setting.  |
| <b>T</b> | Depending on the venue/course setting a FAA certification can be completed in a few months. I have set a personal goal to have it completed by the Summer 2024 - in time for the busier season where this agency typically sees an increase in lost members of the public. I will ensure I remain on task by completing the course selected and adding study sessions to recap the knowledge as part of my regular routine. |

# SMART



**Employee Name: :**

*My SMART Goal for 2024 is to complete my Master's Degree in Public Administration.*

|          |   |
|----------|---|
| <b>S</b> | <p>I would like to complete my Master's Degree In Public Administration. I need to put forth the effort to register, pay for and ultimately attend both in-person and online classes. Achieving this goal will require a significant financial commitment that could range in the thousands of dollars per credit hour. I will have to balance work life, home life, the extra overtime to pay for the classes, and make sure I have enough time to take care of the homework assigned.</p> |
| <b>M</b> | <p>I will measure my progress by attending and passing the selected classes. The chief will know that I have achieved my SMART goal when I submit my completed Master's Degree at the culmination of my classwork.</p>  |
| <b>A</b> | <p>This SMART Goal is truly attainable by my willingness to continue my education, choosing a school, and enrollment and subsequent payment of the appropriate classes.</p>   |
| <b>R</b> | <p>My position as a Patrol Supervisor has refocused my efforts from simply blindly following instructions, to being aware of the reasons why the directives were given. Increased education in this subject area will allow me to become a better resource to the other members of the leadership team, and will align me for other promotional opportunities as the current leadership team transitions to other opportunities.</p>  |
| <b>T</b> | <p>This goal will take the entirety of this year, and a portion of the following year. Depending on the selected school, certain deadlines need to be met for registration, payment and class selection. I will ensure I stay on task by making sure to properly manage my time to make sure there is a work/personal life balance to meet the demands of all areas of responsibility.</p>  |



# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

TEACH DARE TO 85 5<sup>TH</sup> GRADERS

**S**

TEACHING DARE TO 85 5<sup>TH</sup> GRADERS  
THE FINANCIAL COMMITMENT WOULD BE MATERIALS PURCHASED BOOKS/ETC.

**M**

TEACHING 5 DAYS A WEEK,  
ONE DARE LESSON A WEEK  
GRADUATION IS IN JUNE

**A**

TEACHING 5 DAYS A WEEK  
ONE DARE LESSON A WEEK  
I WILL BE TEACHING AND HAVE  
THE MATERIALS TO TEACH

**R**

THE PD HAS BEEN TEACHING  
DARE FOR YEARS  
ONE OF MY ASSIGNMENTS  
AS AN SRO

**T**

IT WILL TAKE 3/4 MONTHS,  
TEACHING 5 DAYS A WEEK,  
GRADUATION IS IN JUNE

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

CONTINUE TO BUILD POSITIVE  
RELATIONSHIPS WITH STUDENTS  
AND STAFF.

|          |  |
|----------|--|
| <b>S</b> | SRO AT<br>BUILD POSITIVE RELATIONSHIPS<br>W/STUDENTS & STAFF |
|----------|--|

|          |   |
|----------|---|
| <b>M</b> | COMMUNICATING WITH STUDENTS<br>AND STAFF<br>CHIEF/POSITIVE FEEDBACK FROM<br>SCHOOL ADMINISTRATORS/COMMUNITY MEMBERS |
|----------|---|

|          |   |
|----------|---|
| <b>A</b> | SRO AT<br>ATTAINABLE BY BEING HERE<br>DAILY, COMMUNICATING WITH<br>STUDENTS/STAFF |
|----------|---|

|          |                               |
|----------|-------------------------------|
| <b>R</b> | SRO AT<br>BUILD RELATIONSHIPS |
|----------|-------------------------------|

|          |  |
|----------|--|
| <b>T</b> | DEADLINE/SCHOOL YEAR<br>STAY ON TASK BY BEING<br>HERE DAILY. |
|----------|--|

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

#1 My SMART Goal for 2024 is to become a De-Escalation Principles and Practice Instructor.

**S**

#1 To accomplish this goal I am scheduled to take the course on April 29-May 3, 2024. I will have to pass this course to prove I can train my Department efficiently. There is no financial commitment.

**M**

By the end of the course I will receive a pass or no pass. If I pass the course I will complete the mandatory instructor paperwork and send it to POSTC for be a qualified De-Escalation Instructor. Chief will be provided with paperwork from myself showing the POSTC credits were completed.

**A**

In my opinion this task is extremely attainable. By attending the course and completing the required homework and paperwork I should have no issues with becoming a trainer, as I am already an Instructor.

**R**

It is important in policing today to have efficient, effective and useful de-escalation skills to reduce unnecessary or avoidable use of force incidents. Teaching this course to the Department provides officers with training hours necessary to be re-certified. This would be another educational professional development skill to add to my

**T**

I will be able to attain this Goal by May 2024. The class ends in May and the appropriate paperwork will be handed in, in a timely manner to POSTC allowing me to be an Instructor for the course.

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

#2 My SMART Goal for 2024 is to handle duties of a Training Officer.

|          |   |
|----------|---|
| <b>S</b> | <p>I would like to be able to assign Officers to training courses, assist with the hiring process of new patrolman, ensure all Department members are on track for receiving all training that is needed to be certified. I believe being an Instructor for this Department and being well organized allows me to be a great candidate for this position.</p> <p>The Chief would need to be involved and have confidence in me, in order for me</p> |
| <b>M</b> | <p>I will continue to assist/lead in the FTO program and accreditation program. I will provide Chief updates of the developments of both programs and complete all tasks in a timely manner when directed by the Chief.</p>   |
| <b>A</b> | <p>This Goal is attainable if I am able to prove my organizational skills and knowledge of the training process with limited assistance/direction from other Leadership members. I believe I do possess the required skills, dedication and workmanship to attain this Goal</p>   |
| <b>R</b> | <p>This Department needs a training officer who is organized, skilled, and knowledgeable of Department mandates to achieve the title of a training officer and to ensure all members are accountable and up-to-date on courses and credit hours.</p>  |
| <b>T</b> | <p>I hope to achieve this goal as soon as possible but it depends on the needs of the Department and the officers who are qualified for the position to ensure this Department is up to date on training credits, the law, and all training requirements.</p>   |

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal:

#3 My SMART Goal for 2024 is to become Tier 3 Accredited, roll out the PowerDMS policies to all Department members, and prepare forms and proofs-of-compliance for the Accreditation Assessment.

|          |   |
|----------|---|
| <b>S</b> | I am currently 85% completed with Tier 3 and hope within the next few months to be completed. I will need to send out a instructional e-mail to Department members allowing them to sign into the new PowerDMS program and to sign off on completed   |
| <b>M</b> | My progress will be measured using the PowerDMS website which will show what policies are completed and what policies are not. It will show the accreditation process and when the assessment is completed by the Final Assessor. PowerDMS will also allow Department members to sign off on policy review to record/document all acknowledgments/understanding of the policy review.<br>Chief will be advised when Tier 3 is achieved and when each policy is sent to Department members.    |
| <b>A</b> | As Tier 3 is a mandate it is an achievable Goal. Additional work time may be needed to complete the policy review, edits, and sign offs. The PowerDMS program allows for users to sign off on policies which will document the review of each Department member. After policies are signed off on I will then start to collect proofs of compliance to prepare for the Department Assessment.   |
| <b>R</b> | As being Tier 3 accredited is a State Mandate this Goal is extremely important to the agency to show our excellence in management and delivery of Police Services to the community. This Goal of Professional Standards helps me to in the near future achieve other goals of being a valued Instructor for the Department, FTO coordinator and Training Officer.   |
| <b>T</b> | I believe with some dedicated time I can achieve the goal of finishing my duties of reviewing and editing policies by April 1st. I then would like to roll out the PowerDMS program to Department members and start having them sign off on policies at a pace of 1 or 2 policies a week, to not overload them with information at a fast pace.<br>I believe it best to go over the deadlines with Chief to ensure certain policies are being reviewed and put into place in a timely manner. |

# SMART



Employee Name: \_\_\_\_\_

**My SMART Goal:** List your SMART Goal Here in complete sentence form. If your SMART Goal does not meet all the elements of the SMART Goal Process and/or Does not meet work product expectations it will be returned for further work. Here is a SMART Goal that would be accepted. "My SMART Goal for 2022 is to become a Firearms Instructor." A SMART Goal that would not be accepted would be "My SMART Goal for 2022 is to come to work on time and leave on time." Answering the questions below will be very helpful in creating an acceptable SMART Goal.

|          |  |
|----------|--|
| <b>S</b> | <p><i>What exactly would you like to accomplish?</i></p> <p><i>Who needs to be involved for you to achieve this goal?</i></p> <p><i>Does achieving your goal require a financial commitment? How much?</i></p> |
| <b>M</b> | <p><i>How will you measure your progress?</i></p> <p><i>How will the Chief know and understand that you have achieved your SMART Goal?</i></p>   |
| <b>A</b> | <p><i>Detail how this SMART Goal is truly attainable</i></p> <p><i>Do you possess the required skills and resources to attain this SMART Goal?</i></p>   |
| <b>R</b> | <p><i>Detail how this SMART Goal is aligned with the needs of the Department</i></p> <p><i>How is this SMART Goal aligned with your professional needs?</i></p>  |
| <b>T</b> | <p><i>How long do you think it will take to achieve this SMART Goal?</i></p> <p><i>Have you set intermediate deadlines for your SMART Goal?</i></p> <p><i>How will you ensure you stay on task?</i></p>        |

## Smart Goals

S

- "I would like to work towards becoming a detective."

- The Chief of Police and Detective Sergeant Williams need to be involved in order for me to achieve this goal

- I'm not sure of the financial requirements but I am sure more training and course at the academy are required.

M

- I will measure my progress in the cases I investigate and eventually close and help my co-workers w/ similar cases involving extensive investigation.

- The Chief would be able to review my case management and reports and usually see me working towards my goal

A

- I would need to go above and beyond investigating burglaries, larcenies, and learning how to utilize search warrants and the amount of detail that goes into an investigation.

- I believe I have the skill and knowledge to attain this smart goal and utilizing Sgt Williams and the shark drive can help me tremendously

R

- I know that whether or not I make detective in the future is going to be based on my abilities to close cases and investigate crimes according to department and POSTC standards and policies.
- Learning how to investigate and utilize the tools available to solve cases will help me get closer to my professional goal of making detective.

T

- It's a forever learning experience and I think two more years I will be ready to accomplish my smart goal.
- I have not set deadlines but I've categorized my cases and noted my investigative techniques throughout investigations.
- I will stay on task by continuing to learn and complete cases assigned to me.



# SMART



## Employee I

### My SMART Goal:

My Smart Goal for this year 2024 is to become more involved with DUI's and DWI's.

**S**

What exactly I would like to accomplish is to get as many drivers driving under the influence of alcohol or any type of drugs off the street to keep the road safe for everyone else driving. Who I need to accomplish this goal is other PTLMs and myself to make sure the streets are safe.

**M**

I will measure my goal by having a number by the end of year by seeing how many DUI or DWI I have gotten off the road. The chief will know I have achieved my goal by writing better reports and be more proficient with DUI's and DWI's

**A**

My SMART is truly attainable by staying on the road and looking for drivers who don't seem to be following the rules and laws of the road. With the help of other SGTs, PTLMs, and the training we received I believe I do possess the right skills and material to attain this smart goal.

**R**

This Smart goal is aligned with the needs of the Department because we are the reason why we need to keep the road safe for families and other individuals out of harm's way. This goal is aligned with my professional needs because I am a police officer and it is my duty to keep the town of Old Saybrook safe for not only the residents but the people who visit Old Saybrook.

**T**

I believe attaining this goal won't be long as long as I get the right training and the right person to show me the ropes of this process as well I believe I should keep a deadline checking my goal at least 3 times a year roughly every 4 months

# SMART



**Employee Name:**

**My SMART Goal:** *Become a use of force instructor*

**S**

*I would like to become a use of force instructor. Chief Spera needs to be involved. Financially I would need to take the class at POST.*

**M**

*I will measure my progress by successfully completing the class.*

**A**

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

**R**

*My goal is aligned with our departments needs as Capt. DePerry retired and we are down an instructor. Becoming a UOF instructor would be beneficial for everyone.*

**T**

*Class availability will dictate how long this goal will take*

# 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 we currently only have one firearms instructor who can retire at any time. 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: \_\_\_\_\_

Explorer Program

Start Explorer program

**S**

• Get more involved with the goals of the community

**M**

• make a list of needs and update old resources  
 • make a time line  
 • get applications to the community  
 • see how many people show interest

**A**

• The PD has had a successful program in the past  
 • ~~Att~~ ending meetings to grow knowledge in the program

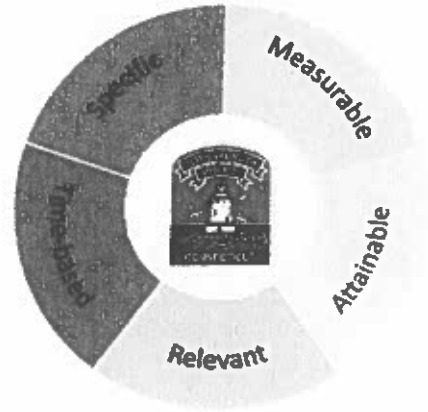
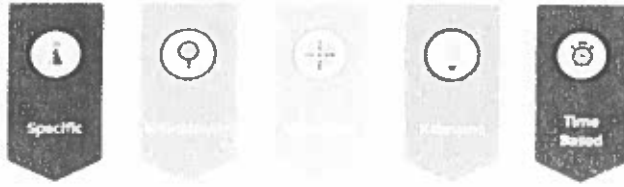
**R**

• Gets the PD more involved with the community and gain more of their trust + support  
 • Educate future possible CEOs

**T**

• This will take a couple months to get things updated and then get the applications out.

# SMART



Employee Name: \_\_\_\_\_

**My SMART Goal:**

To participate in any committees formed in 2024 that address the current need to retain Police Officers at OSPD and the benefits enhancements required to do so.

|          |   |
|----------|---|
| <b>S</b> | <ul style="list-style-type: none"> <li>-Review current contract and benefits package and determine what enhancements are needed to bring us in-line with other departments.</li> <li>-The cost should be minimal if any to conduct the review and options available.</li> </ul> |
| <b>M</b> | <ul style="list-style-type: none"> <li>-Progress will be measured by achievement of goals of any committees that form and from contract negotiations.</li> </ul>  |

Things such as cost of actuarial studies etc. and the result of those studies would be possible hurdles to attainment.

|          |   |
|----------|---|
| <b>R</b> | Helps me and the department as it makes certain that we have the ability to draw the most desirable applicants available. |
| <b>T</b> | Deadline to be the contract expiration of June 2024.  |

# SMART



Employee Name: \_\_\_\_\_

My SMART Goal: I would like to improve on report timeliness

**S**

-I would like to finish the more important report quicker  
-I need to be involved & there is no financial commitment

**M**

-I can ~~measure~~ measure my progress by seeing if I have reports in my queue for extended periods of time

**A**

-I can obtain my goal by immediately completing reports and investigating anything that needs to be documented

**R**

-This goal meets department needs by allowing other members of the department being able to view my cases  
-It meets my professional needs by completing required documentation and for people who need copies of reports for personal needs

**T**

I believe that once I am at a ~~near~~ near fully caught up on my current work I can begin to achieve my goal and continue to to obtain my goal

# SMART



**Employee Name:**

*My SMART Goal: Is to attend Middle Management / Leadership classes this year.*

|          |   |
|----------|---|
| <b>S</b> | I would like to attend Middle Management and Leadership classes. I will have to attend the classes and ensure that I am looking for open classes. The course registration fees are usually around \$750 for the week long class.  |
| <b>M</b> | Progress will be measured by attending the classes. Chief will know when I have gone to the classes.  |
| <b>A</b> | I believe this goal is attainable as there are several classes already listed throughout the beginning of the year for this topic. I believe I do possess the skills to become an Executive Level leader at this Department in the future.                              |
| <b>R</b> | This SMART goal is aligned with the needs of the Department as we currently do not have a second in command. I believe that this SMART goal aligns with my professional needs as it allows me to expand my resume and keep my options open for the future in my career. |
| <b>T</b> | I believe I can achieve this goal before the half way point of the year. I am already signed up for one class which I hope to be taking in the coming weeks. I will ensure that I keep checking for other classes in various locations.                                 |

# SMART



Employee Name:

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

|          |   |
|----------|---|
| <b>S</b> | <i>I would like to be become an instructor in more fields for the Department. I can make sure that POSTC is offering classes regarding various fields that we need instructors in and talk with the Chief about signing up for them. Some classes do cost money to attend but the majority are free.</i>  |
| <b>M</b> | <i>Progress would be measured when I attend the classes and can bring the information back to members of the Department and teach them in the various fields. The Chief will be aware of what classes I am taking and what courses I am certified as an instructor in.</i>  |
| <b>A</b> | <i>The goal is attainable by researching what areas an instructor is needed for the Department and enrolling in those classes. I believe that I have shown that I am a good and capable instructor and have been one since 2017.</i>  |
| <b>R</b> | <i>I believe that this goal alligns with the needs of the Department as now that Captain has retired there is a large void and I 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 Adminstrative Leadership of this Department and feel that this is a good start to achieving that goal.</i> |
| <b>T</b> | <i>I believe I could get certified as an instructor in two (2) different areas before the years end. I will continue to monitor the POSTC website and CTIC for upcoming classes being posted and be in contact with Chief Spera to learn where the areas are we need instructors. I hope to attend the Intoxilizer Training in the coming months.</i>                                       |



# SMART



oyee Name: \_\_\_\_\_

*My SMART Goal: My SMART goal is to have more one on one meetings with subordinates.*

|          |   |
|----------|---|
| <b>S</b> | I would like to have more one on one meetings with subordinates once every one to two weeks to check in and see how they are doing. Talk about life/work and anything else they want to talk about.                                     |
| <b>M</b> | Progress will be measured by consistency and frequency. Chief will know I achieved it by feedback from subordinates.  |
| <b>A</b> | Yes this is attainable by putting in the time and effort and staying consistent, even if the shift gets busy.   |
| <b>R</b> | This goal is beneficial to the department because everyone is busy. I think with so many new people, it is good to have a personal conversation with a supervisor and make sure things are going okay and everyone is on the same page. |
| <b>T</b> | This will not take long to achieve. By June I would like this to be a regular weekly occurrence. To stay on task I would make a schedule in my office and plan certain days to have meetings.   |

# SMART



oyee Name: \_\_\_\_\_

*My SMART Goal: My SMART goal is to be a consistent member of the oral board interviews.*

|          |   |
|----------|---|
| <b>S</b> | Hopefully there are no more oral board interviews for patrolman in the near future but I really enjoyed meeting the candidates and getting to interact with them. With some of the new civilian/police positions available, all I would need is the okay from Chief to be on the panel. |
| <b>M</b> | This goal would be measured by how many interviews I am on. The Chief will know I have achieved the goal as he will be with me in the interviews.   |
| <b>A</b> | This goal is attainable because there are new positions that will be approved hopefully soon. I believe I have the required skills and experience to be on the interview panel.   |
| <b>R</b> | I believe this aligns with the needs of the department as I believe I have a good ability to read people and make people feel comfortable. Professionally I believe it's a great skill to develop and a worthwhile experience.  |
| <b>T</b> | All I need is for there to be an opportunity to conduct the interviews. With the proposal of new civilian/police positions, I should have ample opportunity.  |

# SMART



Employee Name: \_\_\_\_\_

*My SMART Goal: My SMART Goal for 2024 is to make fitness a priority, but eating healthy and exercising on a regular basis to include, weight lifting, mobility exercises and HIIT workouts. I will utilize the gym at work and at home. It's important to maintain fitness as an officer, especially after several years in law enforcement.*

|          |   |
|----------|---|
| <b>S</b> | <p>I want to be a positive role model for my peers<br/>It would provide me with more confidence and would be the perfect place to start with my self development. It would be a positive way to reduce stress.</p>  |
| <b>M</b> | <p>I will document nutrition and workouts in a log or app. Not to be funny, but the chief will know I've reached my goal when I need to order smaller uniforms.</p>   |
| <b>A</b> | <p>This goal would be obtained by making smaller/realistic goals. I have experience exercising and have done related research. It's time to put the knowledge to use. The materials, i.e. the gym is readily available and currently started using an app to log food intake that calculates nutritional goals.</p> |
| <b>R</b> | <p>This goal is aligned with the needs of the department as it will improve my credibility with the public and officers, and is directly related to my self development/professional development. I will also be a positive role model for other officers.</p>  |
| <b>T</b> | <p>I would like to achieve the goal by January of 2025. Then continue to maintain the goal thereafter. This will be an ongoing project. I will stay on task by logging my daily activities. Monthly I will reassess the workouts to see if I can increase weights, duration and intensity.</p>                      |