



Strategic Plan

2024-2026



We partner
and engage to
build a **safe** and
compassionate
community.

Respect for
community and
professionalism
in policing.

VISION:
RESPECT FOR
COMMUNITY AND
PROFESSIONALISM
IN POLICING.

MISSION:
WE PARTNER AND
ENGAGE TO BUILD A
SAFE & COMPASSIONATE
COMMUNITY.

VALUES:
COURAGE | CULTURAL
AWARENESS | RESPECT |
PARTNERSHIPS | INTEGRITY |
INCLUSION FOR ALL

1

PUBLIC SAFETY

The primary role of a police service is to provide an environment that is safe for those who live in the city. By working with groups and individuals who share that desire, the Service can be at its most effective.

The Service also recognizes that high-risk populations are always changing. The Service must be able to identify the right resources, so that we can provide the right response and members can focus on broader aspects of public safety.

GOALS:

Enhance core policing functions in the prevention, intervention, and suppression of illegal activity in Prince Albert.

Ensure that appropriate agencies are responding to requests for assistance.

Work with community partners to ensure that high-risk populations in Prince Albert are provided with the best service possible.

Ensure employees have the tools and resources required for their role.

2

CELEBRATE CULTURE

Prince Albert is a growing and diverse community which is represented by many ethnicities and cultures. The police recognize how this enriches our community and it is incumbent on the Police Service to understand the needs of the people and groups, while collaborating to advance trust.

GOALS:

Increase collaboration with partners and other groups in the community.

3

COMMUNITY CONNECTIONS

Policing is a human business, and the police need help from people who live in Prince Albert to be at their most effective. The Service also needs to reflect the community, along with having a very thorough understanding of how all community groups contribute to the safety of the city.

GOALS:

Increase public trust and grow relationships.

Create and display a culture that openly promotes diversity, equity, and inclusion.

4

LEADERSHIP

In a time of limited resources across the public sector, all policing organizations in the country need to carefully look at how best to serve their populations. With responsibility for safety within Prince Albert, our members need to have focused direction, proper training, appropriate equipment and other resources to best serve the community.

GOALS:

Cultivate increased morale within the Prince Albert Police Service.

Ensure that all members of the Prince Albert Police Service are supported.

Increase internal efficiencies in how we operate.



Prince Albert
POLICE SERVICE
At a Glance



As we embrace 2024, I am excited to share our vision for the Prince Albert Police Service. Guided by our core values of courage, cultural awareness, respect, integrity, and inclusivity, we are committed to enhancing the safety and well-being of our community. Our specific operational plan for the year is the cornerstone of this commitment.

This plan focuses on deepening community engagement and collaboration. We are dedicated to innovative approaches in public safety, ensuring we meet the evolving needs of Prince Albert. Your support and involvement are crucial in this endeavor.

I thank you for your trust as we work together towards a safer, more connected Prince Albert. Together, we will bring our operational plan to life, creating a lasting impact for everyone in our community.

*Sincerely,
Police Chief Patrick Nogier*

We hold ourselves
to an **exceptional**
standard



Vision, Mission, and Values

In looking towards the future of the Prince Albert Police Service, it is important that those involved with the Service agree on what the destination looks like. With this in mind, the Service decided on the ideal long-term future (Vision) and the general direction it will take to achieve that future (Mission)

VISION:

The vision is a high-level statement that expresses what the future looks like. Our vision has been crafted to be concise, easily understood, and attainable.

The Strategic Plan is intentional about where the areas of focus should be in order to advance our vision for the PA Police Service. It is a roadmap for continuous organizational improvement, adaptability of business, all while maintaining excellence in our core work.

Respect for community
and professionalism
in policing.

MISSION:

The mission statement communicates what the PA Police Service does and who we serve. As with the vision, this mission is also concise and easily understood. The mission and vision are closely linked, as it is the mission that drives the vision.

We partner and
engage to build a
safe & compassionate
community.

VALUES:

The values expressed here are the guiding principles that determine how the PA Police Service operates, both in its public facing and internal functions.



We are
proud
to serve our
community

Our Values and What They Mean

COURAGE

We are proud to serve our community and have the courage to do the right thing, even when it may be difficult.

CULTURAL AWARENESS

We commit to learn, understand, honour and respect each culture that contributes to the fabric of our community.

RESPECT

We are respectful to each other, our community and the policing profession.

PARTNERSHIPS

We value that all organizations in Prince Albert contribute to the strength of our community when we work together for a safe community.

INTEGRITY

We do what we say we will do and we hold ourselves to an exceptional standard.

INCLUSION FOR ALL

We value human differences and acknowledge that diversity is a strength. We are committed to fair and equitable treatment for all. This includes the community we serve as well as the professionals within the Prince Albert Police Service.



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respectful
to each other, our community
and the policing profession

Priorities, Goals, and Tactics

The plan below identifies what the organization will be working on over the course of the next three years. It is divided into Priorities, Goals and Tactics, all of which support each other.

PRIORITY:

Area of major concentration for the PA Police Service over the term of this strategic plan.

GOAL:

Change over time that is supported by the Service. This becomes the answer to “what does the PA Police Service hope to accomplish?”

TACTIC:

Expected activity in support of the Goal. This becomes the answer to the question “how will the organization achieve the goal?”. Tactics typically form the basis of an organization's Operational Plan.



PRIORITY 1: PUBLIC SAFETY

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The Service also recognizes that high-risk populations are always changing. The Service must be able to identify the right resources, so that we can provide the right response and members can focus on broader aspects of public safety.

Goal 1:

Enhance core policing functions in the prevention, intervention, and suppression of illegal activity in Prince Albert.

Goal 2:

Ensure that appropriate agencies are responding to requests for assistance.

Goal 3:

Work with community partners to ensure that high-risk populations in Prince Albert are provided with the best service possible.

Goal 4:

Ensure employees have the tools and resources required for their role.



PRIORITY 2: CELEBRATE CULTURE

Prince Albert is a growing and diverse community which is represented by many ethnicities and cultures. The police recognize how this enriches our community and it is incumbent on the Police Service to understand the needs of the people and groups, while collaborating to advance trust.

Goal 1:

Increase collaboration with partners and other groups in the community.

PRIORITY 3: COMMUNITY CONNECTIONS

Policing is a human business, and the police need help from people who live in Prince Albert to be at their most effective. The Service also needs to reflect the community, along with having a very thorough understanding of how all community groups contribute to the safety of the city.

Goal 1:

Increase public trust and grow relationships.

Goal 2:

Create and display a culture that openly promotes diversity, equity, and inclusion.

PRIORITY 4: LEADERSHIP

In a time of limited resources across the public sector, all policing organizations in the country need to carefully look at how best to serve their populations. With responsibility for safety within Prince Albert, our members need to have focused direction, proper training, appropriate equipment and other resources to best serve the community.

Goal 1:

Cultivate increased morale within the Prince Albert Police Service.

Goal 2:

Ensure that all members of the Prince Albert Police Service are supported.

Goal 3:

Increase internal efficiencies in how we operate.

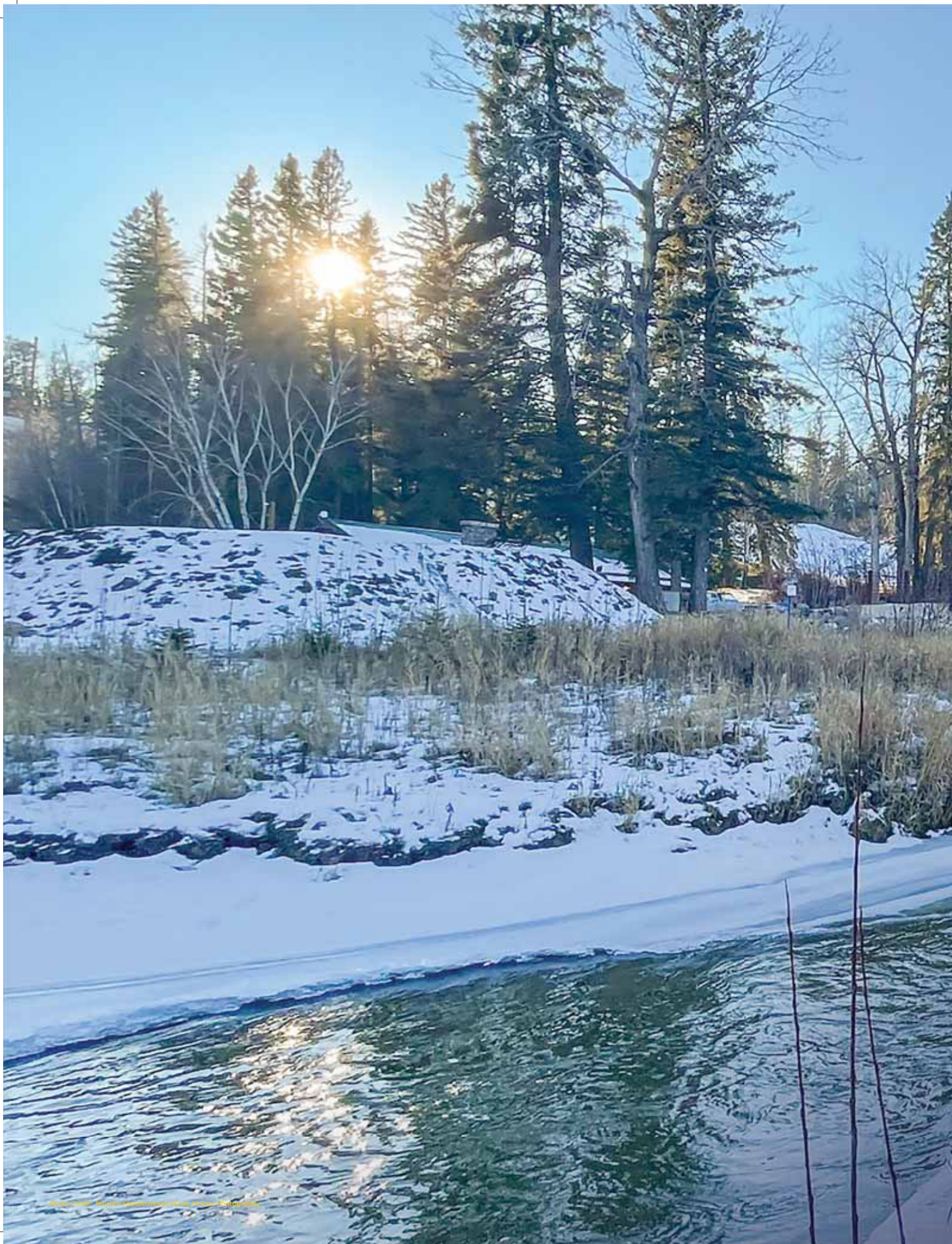


We work
together
for a safe community

Conclusion

The Prince Albert Police Service's 2024-2026 Strategic Plan provides a roadmap that was developed by the Police Commission, the Police Service, the Services' Elders, and collaborating community groups. It is important that all involved individuals and groups work together to achieve the priorities that are outlined in this plan.

Also important is the recognition that the external environment in which the organization operates may shift. In response, this strategic plan also may have to shift to remain relevant. As with any plan, regular reviews and updates will be important.





We are
Dedicated to
Community Safety
and **Committed** to
Reducing Crime.

