

Assessment Cycle 2025-2026

University Police Department

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Northwestern State University Mission Statement. Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

University Affairs is a diverse group of innovative and talented professionals who provide quality facilities, maintenance and management services in support of education and research at Northwestern State University. We are committed to being fully responsive to the needs of faculty, students, staff and the public, who are our customers. The division of University Affairs strive to cooperate with all campus constituents to provide a functional, safe, and efficient facilities operation for the University.

University Police Mission Statement. The main mission of University Police is to provide the University with a safe and secure campus. This mission is accomplished by proactive patrols, a robust police presence, and providing services in a prompt manner. Although the primary mission of the University Police Department is to protect and serve, the Department also can provide a proper understanding of life as a law-abiding citizen by serving, educating and protecting the public through community collaboration, problem recognition, problem resolution and police action thus instilling methods and practices that a productive member of society possesses. In carrying out our mission, we must be progressive, pro-active, and responsive. Additionally, we realize we must work in partnership with the area communities that we serve, thus, providing the best protection and service.

Purpose: The Department will prepare students for life as a citizen away from a collegiate setting and provide a broader perspective of life as a law-abiding citizen with behaviors that are fitting for society as a whole. It will also show students how to engage in protective behaviors to enhance their quality of life from beyond the classroom and further into adulthood.

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Methodology: The assessment process for University Police programs and initiatives is as follows:

- (1) Data from assessment tools (both direct and indirect, quantitative and qualitative) are collected and returned to the program coordinator;
- (2) The program coordinator will analyze the data to determine whether statistics gathered show an improvement in public training programs;
- (3) Results from the assessment will be discussed by Police Department administration on an annual basis
- (4) As a result, from the discussion of Police Department administration programs or methods may be added, changed, or deleted based on its effectiveness in controlling criminal activity and student engagement.

Service Outcomes:

SO 1. First year students and all employees will have a working knowledge of options that they have to survive an Active Shooter Situation. In addition, students will learn target-hardening practices to help secure their personal property.

Measure 1.1 On a semester basis students enrolled in University Studies 1000 will receive 1 day of campus safety instruction from a Certified Police Officer employed with the Department. During this course, multiple campus safety issues will be discussed with the primary focus on Active Shooter Survival training. A posttest will be administered to gauge the effectiveness of the training administered. At the end of the training students should achieve a score of 90% showing an understanding of the material.

Findings. Target was met

Student score average was 92%

Analysis. In 2024-2025 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. The course was changed in an attempt to increase student understanding of general safety practices as well as Active Shooter Preparedness. The test results showed that 80% of participants answered the active shooter preparedness questions correctly.

Decision. Based on the analysis of the results in 2025-2026, in 2026-2027 the following changes will be implemented to drive continuous improvement. Since the target was met the course of instruction will remain unchanged for further evaluation to determine efficacy of the material.

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Measure 1.2 Faculty members will take part of an online training program that will focus entirely on Active Shooter situations. This particular course will focus on their responsibilities as a faculty member with students in the classroom or as employees in an administrative function. A pretest and posttest will be administered to show knowledge and a passing score of 90% will be required before credit for the course will be given. Although 90% is passing, we expect that employees will score 95% on the posttest.

Findings. Target was met.

The average score for the Post Test was 95%

Analysis. In 2023-2024 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. The course content was changed to enhance instruction of the materials presented. Making point clearer and more concise.

Decision. Based on the analysis of the results in 2025-2026, in 2026-2027 the following changes will be implemented to drive continuous improvement. The course of instruction will remain to ensure efficacy in the new training instruction.

SO 2. Increased communication between Department and the University Community thereby building community relations.

Measure 2.1 The department should always strive to build and strengthen community-police relations. The Department should host meetings and take part in discussion sessions with private citizens and students to build community relations through an understanding of common police procedures and practices. By involving the department in these opportunities, it allows students and community members to meet Officers and understand the mission of law enforcement in different settings, rather than meeting during a possible negative interaction. The target is to conduct at least 6 meetings or community engagement meeting per academic year.

Findings. Target was met.

Analysis. In 2024-2025 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. We shifted the target to meet a total number within a year instead of based on a semesterly basis. We were able to conduct 15 in person trainings and talk with the public and students during the academic year. The trainings and talks featured multiple members of the department.

Decision. Based on the analysis of the results in 2025-2026, in 2026-2027 the following changes will be implemented to drive continuous improvement. Although the target was met capturing the data was a rather complicated process. It required contact multiple members of the department to obtain the data. To drive improvement and to ensure accurate data a tracking system will be developed to properly count and classify the events that officers and administration attend.

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SO. 3 Ensure the Police Department is educated to meet the community needs for a safe and secure environment.

Measure 3.1 Additional training past the minimum required POST qualification ensures officers conduct themselves in a professional manner and ensure that the department is operating within industry standards. The training budget should reflect cost that will improve an officer's professional knowledge. To help reduce the cost of training whenever possible, train the trainer courses will be sought so that all officers can benefit from material presented. To ensure that the department trainers are current on training methods and legal responsibility, instructor recertifications for instructors is paramount. The target is to have one officers per calendar year attend recertification courses.

Findings. Target was met.

Analysis. In 2024-2025 the target was met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. Three Officers were recertified in their training courses during the 2025-2026 timeline.

Decision. Based on the analysis of the 2025-2026 results, in 2026-2027 the following changes will be implemented to drive continuous improvement. Given the number or recertifications that occurred during the year it will be necessary to ensure budget availability for future trainings in the upcoming year. The target will be kept at 1 recertification to determine if it needs to be raised or maintained to determine a proper fiscal response to the existing number of instructor recertifications.

Measure 3.2 In service trainings should be utilized to grow the departments employees and have instructors come to the Department to offset the cost of the training as well. Doing so ensures that at least 94% of the department will receive the training. Target is to host at least one training courses where the instructor comes to our facilities to instruct the course and build a consortium of training for local agencies.

Findings. Target was met.

Analysis. In 2024-2025 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. The department participated in a training session that included not only our department but multiple University Departments and local agencies building a training solution for our agency, other University Agencies, and municipalities.

Decision. Based on the analysis of the 2025-2026 results, in 2026-2027 the following changes will be implemented to drive continuous improvement. We will attempt to host two different training courses for our agency and others. Also we should look for internal partnerships with other departments of the University to aid each other in our different missions.

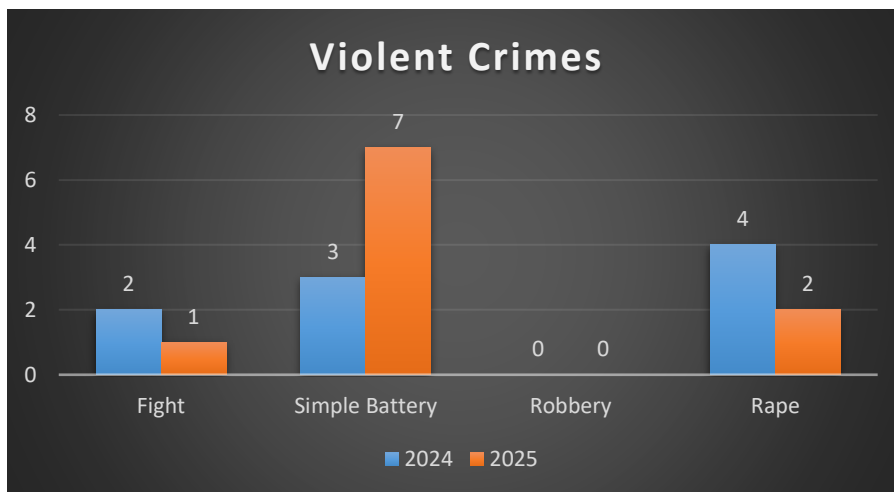
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SO. 4 Safety is a priority of this department. A safe environment will provide students and employees the atmosphere needed for intellectual growth.

Measure 4.1 Clery statistics give a great insight into the criminal activity that occurs on campus. The data obtained from this collection process will give insights into trends that are developing on each campus. The statistics gathered will provide guidance on enforcement efforts, student educational efforts, and crime trends that will need to be addressed. Target is to have no crime statistical growth from the previous year/semester to the present.

Findings. Target was not met.

Analysis. In 2024-2025 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. After a two separate series of community engagement efforts in partnership with housing and conduct our numbers reduced with the exception of simple battery.

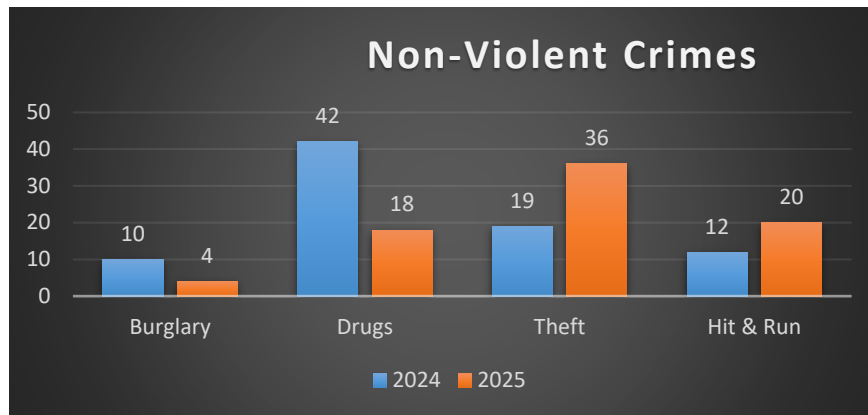


Decision. Based on the analysis of the 2025-2026 results, in 2026-2027 the following changes will be implemented to drive continuous improvement. Another year of data analysis will be conducted to determine if the number of batteries is a statistical outlier.

Measure 4.2 In addition to Clery statistics gathered, non-violent crime data collect will be crucial in determining what other measures are needed, since the Clery data does not require the collection of thefts and motor vehicle burglaries. These categories in the past have been some of our most frequent reoccurring crimes. Information gathered from these categories will show where efforts will need to be focused to deter and reduce crime. Target is a 15% decrease in criminal activity for these categories from the previous year based on effective policing practices.

Findings. Target was not met.

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Analysis. In 2024-2025 the target was not met. Based on the analysis of the 2024-2025 results the following changes were implemented in 2025-2026 according to the plan of action from 2024-2025. Increasing the number of officers on patrol to increase officer presence will be vital to a decrease in criminal activity. An attempt was made to decrease the application timeline which has resulted in staffing levels being increased during the middle of 2026. Although staffing levels have now stabilized during the assessment cycle staffing levels fluctuated leading to a reduce department size.

Decision. Based on the analysis of the 2025-2026 results, in 2026-2027 the following changes will be implemented to drive continuous improvement. With the staffing levels stabilized during the mid-point of the year and the fall semester being peak season the data will be examined for the upcoming year to determine if other measures will need to be utilized to reduce crime.

Comprehensive Summary of key evidence of improvements based on analysis of results. *Provided are all the things done in 2025-2026 to seek improvement based on the analysis of the AC 2024-2025 assessment results.*

- The course instructor will attend a new training seminar to enhance the course with newer data and testing.
- Shift the target to meet a total number within a year instead of on a semestral basis.
- Given the number timeline of instructor certification, the measure should now start to reflect instructor recertification to keep instructors up to date on updated training methods, legal requirements, and skill utilization.
- The Department will host another training course with other Universities and local municipalities to provide training solutions and resources to other agencies.

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- With the addition of housing meetings added to our engagement efforts, another year of program assessment is needed to monitor this delivery methodology to determine the program's successes or shortfalls.
- Increasing the number of officers on patrol to increase officer presence will be vital to a decrease in criminal activity. We are developing a recruiting strategy to shorten the application timeline as much as possible.

Plan of Action moving forward

SO	Measure	Plan
1	1.1, 1.2	The course of instruction will remain unchanged for further evaluation to determine efficacy of the material.
2	2.1	To drive improvement and to ensure accurate data a tracking system will be developed to properly count and classify the events that officers and administration attend.
3	3.1	The target will be kept at 1 recertification to determine if it needs to be raised or maintained to determine a proper fiscal response to the existing number of instructors' recertifications.
3	3.2	We will attempt to host two different training courses for our agency and others. Also, we should look for internal partnerships with other departments of the University to aid each other in our different missions.
4	4.1	Another year of data analysis will be conducted to determine if the number of batteries is a statistical outlier.
4	4.2	With the staffing levels stabilized during the mid-point of the year and the fall semester being peak season the data will be examined for the upcoming year to determine if other measures will need to be utilized to reduce crime.