

AGENCY OPERATIONAL PLAN FY 2025

Name of Agency: Iowa Law Enforcement Academy				
Agency Mission: ILEA serves the people of Iowa by setting standards for law enforcement training. The Academy maximizes training opportunities for law enforcement personnel to develop the skills and attitudes necessary to effectively serve and protect the community. ILEA exists to regulate law enforcement training by granting certification to those individuals who successfully complete training.				
Core Function	Performance Measure (Outcome)	Performance Target	Prior Year Actual	Agency Strategic Plan goals (SP) or Governor's Priorities (GP) linked to measure
CF: Education	Number of Trainings Provided	64	101	Preparing the Next Gen Workforce: Maximize training opportunities for Peace Officers, Jailers and Public Safety Telecommunicators.
Desired Outcome(s):				
Increase and/or enhance training opportunities for Peace Officers, Jailers, and Public Safety Telecommunicators around the State.				
Services, Products, Activities	Performance Measures	Performance Target	Prior Year Actual	Strategies/Recommended Actions
Increase online training opportunities and/or a blended approach by adding to our online training menu.	Number of online trainings provided per year to Law Enforcement Officers, Jailers, and Public Safety Telecommunicators. 1	40	69	Organize and plan for online trainings for Law Enforcement Officers, Jailers, and Public Safety Telecommunicators.
Increase off-site training opportunities to public safety agencies by holding trainings across the state.	Number of offsite trainings throughout the state. 2	24	32	Organize and run 2 offsite trainings per month throughout the state.

1) Implicit Bias (12) Mental Health (12) Back the Blue (12) Jail 20-Hour In-service (11) Jail Medication Management (11) Jail Temporary Holding In-service (11)

2) ALERRT () Firearms Instructor () Firearms Renewal (9) Patrol Rifle Instructor () Patrol Rifle Renewal (6) Crisis Intervention () Defensive Tactics Instructor ()

Defensive Tactics Renewal () Precision Driving Instructor () Precision Driving Renewal () Jail 40-Hour Basic (7) Jail Temp Holding Facility (6) Telecommunicator Basic (4)

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CF: Education				Preparing the Next Gen Workforce: Maximize training opportunities for Peace Officers, Jailers and Public Safety Telecommunicators.
Desired Outcome(s):				
Increase and/or enhance training opportunities for Peace Officers, Jailers, and Public Safety Telecommunicators around the State.				
Services, Products, Activities	Performance Measures	Performance Target	Prior Year Actual	Strategies/Recommended Actions
Domestic Violence, Sexual Abuse, Human Trafficking Training	Number of registered attendees in the area of Domestic Violence, Sexual Abuse, and Human Trafficking ¹	4,600	4,596	Continue to advertise trainings on website to maximize attendance.
Mandatory Reporter Training	Total number of registered attendees for Child Abuse and Dependent Adult Abuse ²	375	405	Continue to advertise trainings on website to maximize attendance.

1) Domestic Violence & Sexual Abuse (4,596) + Human Trafficking (Unable to find data from prior employee)

2) Total Basic School graduates for ILEA Basics + ILEA Regionals + Reserve Officers + CTE

a. ILEA (233) DPS (26) Des Moines PD (22) Cedar Rapids (15) Hawkeye CC (23) Western Iowa Tech CC (9) Indian Hills CC (-) Reserve Officers (53) CTE (24)

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CF: Education	Number of lesson plan revisions, material revisions, testing metrics revisions, and instructor development trainings	20	159	Preparing the Next Gen Workforce: Attend training and professional development courses to remain up to date on current topics and standards
Desired Outcome(s):				
Uphold professional learning environments that encourage integrity and ethical values				
Services, Products, Activities	Performance Measures	Performance Target	Prior Year Actual	Strategies/Recommended Actions
Professional Development for ILEA Staff	Lesson plan revisions, material revisions, testing metrics evaluated and corrected, and instructor development training. 1	20	159	Encourage staff to continue attending training for professional development

1) Lesson Plans Revised () Material Revisions (95) Testing Metrics Evaluated / Corrected () Instructor Development Training (64)

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CF: Education				Preparing the Next Gen Workforce: Holding Government Accountable
Desired Outcome(s):				
Services, Products, Activities	Performance Measures	Performance Target	Prior Year Actual	Strategies/Recommended Actions
Basic and Specialty School Trainings	Total number of registered attendees to Basic and Specialty Schools 1	4,000	4,596	Continue to work with outside agencies to enhance outreach and drive attendance.
Basic Academy	Percent of officers graduating the 16-week Basic Training school at ILEA 2	100%	100%	Continue to send welcome letter to better prepare recruits for the Basic Training Academy.
Basic Academy	Cost per instructional hour for Basic Level 1 Certification School 3	\$16.00	\$15.68	Continue to review financials for opportunities to reduce cost for attending agencies.
Basic Academy	Cost per operational hour for Basic Level 1 Certification School 4	\$16.00	\$5.28	Continue to review financials for opportunities to reduce cost for attending agencies.
Specialty Schools	Number of Specialty School courses held at ILEA	120	167	Continue to advertise trainings on website to maximize attendance.

1) Basics (233) Regionals (95) CTE (24) Reserve Officers (53) Specialty Schools (4,191) Domestic Violence & Sexual Abuse (-) Human Trafficking (-)

a. Only counting DV/SA & HT classes taught outside of basics and specialty schools

2) Total ILEA basic graduates (233) / Total recruits attended (241), subtracting recruits that dropped out due to choice (8), not due to academic or PT insufficiencies / failures

3) Total cost of basic training (\$9,975) / the total number of instructional hours (636)

4) Total cost of basic training (\$9,975) / the total number of operational hours (1,888)

a. ILEA operational hours are from Sunday 7p to Friday 5p each week for 16 weeks



Director
*Strategic Planning & Mgmt.; Ac. Council,
 Decerts & Outreach Meeting, Evaluations*
 Brady Carney

Executive Officer 1
*Human Resources
 LMS/Website
 Curriculum; Seamless Docs*
 Kathryn Fukuda

Deputy Director
*Specialty Schools, Telecommunicators, Jailers, Regional Oversight & Alignment
 Reserves; Basic Academy Operations; Curriculum Revision; LMS; RFMSS; VA-ONCE;
 Decerts; AARC; Evaluations*
 Sherry Poole

Public Service Manager
*Financial - Fleet - Procurement
 Inventory; Evaluations*
 Jack Heuton

<i>Regionals POC Instructor Application CTE & Testing</i> Donna Hallstrom	<i>OWI/SFST Instruction</i> Jason Cunningham	<i>Basic Academy Coordinator</i> VACANT	<i>Decertifications</i> Jennifer Rico
<i>Telecommunications Medical Instructor Application</i> Anna Voss	<i>Domestic Violence VAWA Interviews</i> Jen Swim	<i>eLearning--LMS--On-Line Footprint; Curriculum Development; Social Media</i> Benjamin (BJ) Van Vleet	<i>Implicit Bias Vehicle Stops-Driving Deescalation</i> Naimah Saadiq
<i>Human Trafficking MVL--Social Media</i> David Gonzalez	<i>Defensive Tactics</i> Elliott Patterson	<i>**Curriculum & Instruction (Basic, Regionals, LMS and In- Service)</i> Sherry Poole	<i>Legal Instruction</i> Russ Rigdon
<i>Jail Trainings Instructor Application Below 100</i> Phil Cross	<i>SFST Specialty Schools</i> Lindsey Mosher	<i>Decertifications Academy Council Seamless Docs</i> Nicole Stevens	<i>Gangs Precision Driving</i> Keith Varner
<i>Firearms ALERT</i> VACANT	<i>Firearms PT</i> VACANT		<i>Lead Firearms ALERT</i> Lane Thayer

<i>Building Maintenance Building Operations</i> Ryan Kaldenberg	<i>Front Secretary Auzmor; Billing</i> Brenda Smith
<i>Night Proctor Building Operations</i> Korry Stephenson	<i>Records Clerk; Media Requests Seamless Docs Financial Documents</i> Jill Polich
<i>Night Proctor Building Operations</i> Elizabeth Wahl	<i>Temp Employees Charity Kaldenberg Anthony Gomez Janice Dale</i>
VACANT	<i>Reserves Instructor Application Specialty Schools</i> Valerie Hawthorne