



## STRATFORD POLICE SERVICE

### BOARD POLICY

Issued: February 14, 2001

Revised: January 15, 2025

Expires: Indefinite

Rescinds: AI-002-2000 Skills Development and Learning

#### **AI-002SPSB Skills Development and Learning**

It is the policy of the Stratford Police Service Board with respect to skills development and learning that the Chief of Police will:

- a) Prepare and present to the Board, once every three years, a skills development and learning plan that:
  - I. Provides an overview of the Police Service's existing and anticipated future needs in relation to skills development and learning;
  - II. Identifies the Police Service's skills development and learning objectives;
  - III. Promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
  - IV. Supports coaching or mentoring of new officers:
    - incorporates the implementation of a program to coach or mentor new officers.
  - V. Ensures the development and maintenance of the competence and experience of this Police Service's members is consistent with the *Community Safety and Policing Act* and its *Regulations*, including:
    - criminal investigators;
    - members of this Police Service providing investigative support, as required;
    - public order unit personnel; and
    - members of this Police Service providing any emergency response services.

- VI. Emphasizes the importance of organizational learning;
  - VII. Addresses the responsibility of members for career development and skills development and learning; and
  - VIII. Considers any additional or specific training required to achieve objectives identified in the Strategic Plan.
- b) The Chief of Police shall ensure that any training requirements prescribed by the Minister are satisfied and report annually to the Board.

"Steve Cousins"

Chair

Approved January 15, 2025

Date