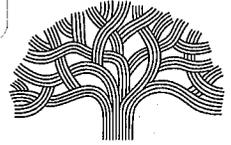


ATTACHMENT 3

CITY OF OAKLAND



DALZIEL BUILDING • 250 FRANK H. OGAWA PLAZA, SUITE 6302 • OAKLAND, CALIFORNIA 94612

City Administrator's Office
Citizens' Police Review Board

(510) 238-3159
TTY/TDD (510) 238-2007

Strategic Plan meeting summary – 8/6/15 5:30 pm

Attendance – Chris Brown, Timothy Knight, Anthony Finnell

The following is the process we are using to create this Strategic Plan:

Phase	Action
Where we are	Analyze Strengths, Weaknesses, Opportunities, Challenges (SWOC)*
	Identify Organizational Mandates*
	Clarify Organizational Values*
	Clarify Organizational Mission*
Where we want to be	Establish Effective Vision*
	Articulate Goals*
	Formulate Objectives*
How we are going to get there	Develop Strategies

We have completed Phase 1 of the process.

We now need to 'Formulate Objectives' of the Citizens' Police Review Board. Objectives set out specific targets for an organization to achieve within a specific timeframe.

Objectives support goals.

Objectives are measurable and time-specific.

Objectives = Outcomes.

We need to develop objectives based on the goals of the CPRB, developed at the last meeting which are:

Mediation – Improve cohesion and communication between police and community by strengthening the mediation process.

Hearings – To ensure the most serious cases heard by the Board and the discipline upheld.

Outreach – Foster an authentic relationship between community and government.

Policy – To ensure Oakland Police Department's policies remain relevant and appropriate for an evolving Oakland community.

Internal Organization – Through Board-driven leadership, combine best existing and cutting edge practices to create an inclusive work environment that reflects community values and vision.

