



OSDT Strategic Plan
Accomplishments
2010 - 2012

Develop committee to completely redesign the DCC curriculum based on the Job Task Analysis and critical skill sets.	Effective July 2011, Basic PPO (4 weeks) and Intermediate (2 weeks) will be consolidated into a new 5 week (207 hour) curriculum. Have included Justice Reinvestment & EBP.
Develop committee to completely redesign the BCO curriculum based on the Job Task Analysis and critical skill sets.	Move to blended-learning, skills based training. Have incorporated the wearing of a blue gun during 4 wks., also searching of vehicles, cell search. More hands-on with handgun to reduce number of negligent discharges within Section of Prisons. Curriculum revised, approved by CJ Standards in Nov. 2012, rollout Jan. 2013.
Develop committee to revise Juvenile Justice Officer & Juvenile Court Counselor curriculums, both are operating outside of Administrative Code	Curriculum revised, the first two weeks of basic JJO & JCC employees will train together, 3 rd & 4 th week separate for job specific training, will resume training together on last day for testing & graduation. Approved by CJ Standards in Nov. 2012, rollout Jan. 2013.
Develop First-Line & Mid-Level Supervisory Training Curriculum.	Peak Performance (Mid-level) rollout in January 2010; CSTP open to all Adult Correction employees.
Evaluate, Purge, Update & Renew the Adult Correction Instructors authorized to deliver the Staff Inmate Relations training.	July 2010, curriculum revised and train the trainer conducted annually by OSDT, substantiated PREA cases have been reduced since rollout of new curriculum.
Implement the delivery of "Understanding the Correctional Environment" for Non-certified employees statewide.	Delivered 1st class in 2009
Develop a 40 hour "Orientation for Black Mountain Training Program" for non-certified DACDP employees assigned to the new facility.	Delivered 1st class in April 2010.
Develop a training program designed to meet the training needs of newly hired non-certified Adult Correction employees.	Delivered the 1st class of New Staff Integration in March 2010.
Develop computer work stations that can be used by staff working & attending training at the OSDT Complex.	Completed in June 2010.



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Develop a phase II to the interview Process (Instructional Assignment) for CTI II Applicants, seeking employment with OSDT.	Phase II (Instructional Assignment) for CTI II Applicants was developed and implemented in April 2010.
Develop an "Entrance Procedure" to facilitate the integration of new employees into the OSDT workforce.	Entrance Procedures include issuance of ID, required keys, clothing & equipment, lesson plans, and meeting all section heads, with a check-off sheet to ensure completion.
Acquire office space with computer work stations for the OSDT Instructors (BCO & DCC) located at the NCJA in Salemburg.	Office space has been acquired, computers, work stations, and Fax have been installed, MIS has provided Intranet access June 2010.
Acquire equipment storage space and Instructor Office space at the NCJA for the BCO / DCC training teams, who conduct training at this location year round.	Completed June 2010.
Consolidate the three key boxes at the Apex Security Desk into one.	Completed in May 2010.
Standardize the organizational files for each Section or Region on the Share-Drive, including archive procedures.	Training Schedules, Monthly Summary Reports, Facility Projects, Training Requests, Safety, Archive
Assign DOA Vehicles to end-user, establishing designated parking by "CR Position Number" on signage.	Completed in June 2010
Place monthly summary report on OSDT "T" Drive in appropriate file.	Completed May 2009
Conduct surveys and or meetings to identify new training needs throughout DPS and develop additional marketing strategies for newly developed training programs.	Development of "First Steps" first line supervisory has been completed. Roll-out January 2013
Identify new training areas to meet current and future trends.	Each Region has identified areas to conduct cell searches. Career Development Section has purchased mobile training cell for searches and cell extraction training. Rollout 2013.
Develop First-Line & Mid-Level Supervisory Training Curriculum.	Peak Performance is available to all DPS employees, First Steps will be available 2013.



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Establish a Modular Search Trailer for the purposes of utilizing during PPO basic training	Modular Search Trailer was purchased utilizing funding from Community Corrections Drug Forfeiture money; trailer is located at Southern Coastal, McCain, NC.
Deliver General Instructor training for DPS Personnel.	Strive to deliver two schools per year, with sixteen students per school. Have delivered 10 GI schools since 2008.
Develop an intervention program to be used analytically to provide assistance to dysfunctional facilities within the agency in identifying and implementing positive changes.	REACT- "Responding Effectively Acquiring A Collaborative Team" was developed in 2010 and is currently in use. Utilized at Maury CI and is being implemented at Bertie CI in Nov. 2012
Continue to explore additional training opportunities that can be added to the OSDT E-learning Portal.	As of November 2012, fourteen (14) hours of training are available through the E-learning Portal, including Stress Management, PREA.
Correctional Officer Physical Ability Testing implementation	Began pilot @ 5 prisons facilities in Sept. 2011, increased to 9 facilities June 2012.
OSDT established a laptop project in January 2012. All region sites began using laptops in basic training.	Ordering of Basic training manuals has been reduced in size & cost. Continue to work with MIS to identify laptops involved in PC exchange.
OSDT established iPad project through Gov. Crime Comm. Grant. Project will reduce the number of paper manuals ordered.	OSDT Mgmt. & teams have received 29 iPads; PPO students will receive 28 iPads to be used in basic training January 2013.