

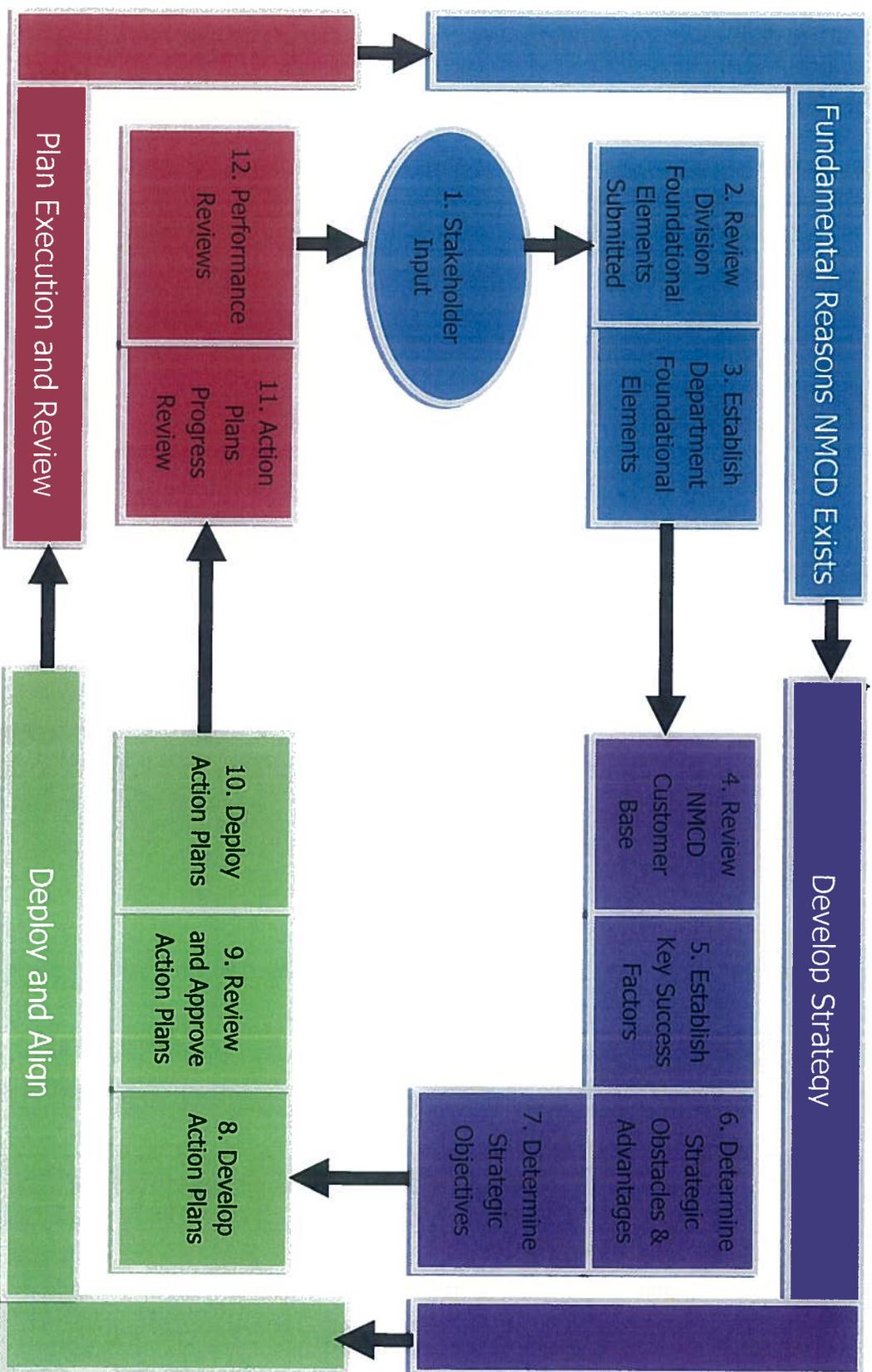


New Mexico Corrections Department

**Courts Corrections and Justice
Committee Organizational Meeting**

June 7, 2012

New Mexico Corrections Department Strategic Planning Protocol





Management Action Plan (MAP)

(Training Academy)

Strategic Objective: Establish succession planning to ensure stable continuity of operations and employee retention.

Managing Strategy #1: Create a stable pool of prepared candidates for promotion to the ranks of sergeant, lieutenant, captain, and major.

Implementing Initiative #1: Develop and implement specific and distinct leadership and management training at the first line, middle management, and command management levels of the organization.

Performance Measurement	To Be Performed By	1 st Qtr.	2 nd Qtr.	3 rd Qtr.	4 th Qtr.	Impact Evaluation Activity
Curriculum developed and implemented for 1 st line supervisor candidates.	(Employee assigned primary responsibility)		X			Lesson plan on file
Curriculum developed and implemented for middle management candidates.	(Employee assigned primary responsibility)			X		Lesson plan on file
Curriculum developed and implemented for command management candidates.	(Employee assigned primary responsibility)				X	Lesson plan on file

Potential External/Internal Influences

Influence	Internal?	External?	Impact Description
Staff resistance	X		Greater difficulty implementing the process.
Executive, legislative, and community support		X	Greater potential for program funding.

Notes:



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EXAMPLE ONLY

April 2012
SECURITY: PERIMETER – BARRIER/FENCE SYSTEM

	Performance Measure	Gm	Amb	Red	Notifications	Level
1	Does the facility inspect and test the electronic detection system on a daily basis?					3
2	Is there a daily inspection of the fencing and barrier system?					3
3	Is the fence/barrier system free of weeds erosion, trash or signs that hinder views, damaged areas, or other discrepancies that would diminish the overall effectiveness of the fence/barrier system?					2
4	Are necessary repairs made on a priority basis?					2
5	Are boxes, barrels, and maintenance supplies stored away from the fence/barrier system to prevent them being used to defeat the fence/barrier system?					2
6	Are tools necessary to defeat the fence/barrier system such as ladders, hoses, etc., are controlled according to the tool control policy?					2
7	Does the staff watch for items which could be used to defeat the barrier?					1
8	Are all electronic defense system zones clearly posted for visibility and ease of identification from both inside and outside the perimeter?					2
9	Are staff familiar with the locations of the zones?					1