

100 Day Action Plan



KEY GOALS

The Alexandria Police Department
Chief Tarrick McGuire
#OneAlexandria #OneAPD

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RELATIONSHIPS

Goal 1: Organize internal and external listening sessions with sworn staff, professional staff, and community stakeholders to gain a deeper understanding of historical challenges and urgent matters that need immediate attention.

Goal 2: Engage with key public safety leaders in the Northern Virginia region to discuss critical issues and create meaningful opportunities for collaboration.

Goal 3: Create a strategic communication plan to enhance the flow of information both internally and externally.

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REVIEW

Goal 1: Evaluate key leadership positions and vacancies and perform a workload analysis of department units to improve organizational efficiency.

Goal 2: Review fiscal accountability, crime review processes, and other critical areas, including employee discipline, promotions, and hiring, to ensure alignment with best practices.

Goal 3: Conduct a thorough assessment of organizational wellness by evaluating mental health, stress management, and support systems to identify areas for improvement and create targeted programs to enhance officer well-being and job satisfaction.

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RESPOND

Goal 1: Assign key leadership roles and responsibilities to staff members.

Goal 2: Establish an Employee and Community Relations Board to facilitate ongoing dialogue, providing the Chief of Police with insights to promote unity and build trust through informed decision-making.

Goal 3: Develop a change management roadmap to better align the agency and establish key priorities.

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REPORT

Goal 1: Communicate key outcomes to the police agency, city officials, and community stakeholders.

Goal 2: Publish the 100-day plan on the departmental website and social media profiles.