### GOAL: Commitment to Fair and Impartial Policing

**CONTINUE** commitment to fair and impartial policing to all Vermonters and partner with local and county law enforcement agencies to promote fair and impartial policing practices and strategies statewide.

**Key Indicators**
- **INCREASED DPS AND PUBLIC PARTICIPATION** in initiatives to promote fair and impartial policing.
- **REDUCE STATISTICALLY SIGNIFICANT DISPARITIES IN TRAFFIC STOP DATA** through the continued collection and analysis of such data.
- **BY 2022, INCREASE BY 5% PERCENT** the number of DPS employees with diverse backgrounds and experiences (coordination with ACCD and VDOL workforce goals).

### GOAL: Improve Highway and Roadway Safety

**CONTINUOUSLY** reduce the number of major crashes (a major crash results in a fatality or incapacitating injury).

**Key Indicators**
- **REDUCE THE FIVE-YEAR ROLLING AVERAGE OF THE NUMBER OF MAJOR CRASHES** by 10% for each five-year period.
- **BY 2023, INSTALL CENTERLINE RUMBLE STRIPES (CLRS) ON 80% OF STATE HIGHWAYS** that meet the requirements for use of CLRS. Given that there are 731 miles of state highways that meet the requirements for CLRS installation, the target is 585 miles.
- **BY 2023, SEAT BELT USAGE ACROSS VERMONT WILL INCREASE** from approximately 85% to 90%.
- **BY THE 2019 CONSTRUCTION SEASON**, work zones for all major VTrans managed construction projects on the interstate and other limited access roadways will include radar speed feedback signs.
- **BY THE END OF 2020**, the Agency of Transportation will install permanent and/or temporary radar speed feedback signs along Vermont interstates and state highways exhibiting speed and other critical safety issues identified in the Strategic Highway Safety Plan.
- **BY 2020, DEVELOP AND PILOT TEST A PROTOCOL** for implementing reduced posted speed limits in real time based on weather conditions and other special events.
- **BY 2021, BEGIN INSTALLING VARIABLE SPEED LIMIT SIGNS** and related communication infrastructure required to implement lower posted speed limits in real time based on weather conditions and special events. Locations will be selected based on safety evaluation.

### GOAL: Reduce Illegal Opioid Sales

2018–2020, **annually reduce illegal opioid (e.g., heroin, fentanyl) sales which are causing an increase in overdose deaths and an increase in other crimes.**

**Key Indicators**
- **INCREASED INVESTIGATIONS AND ARRESTS** of illegal opioid traffickers by 5–10%.
- **INCREASED SEIZURES of illegal opioids.**
- **ANNUAL REDUCTION** in opioid overdoses, including overdoses resulting in death.
- **CONTINUATION AND EXPANSION OF PARTNERSHIPS AND JOINT INVESTIGATIONS** with local and county law enforcement.
- **ANNUALLY INCREASE BY 5% DESTRUCTION OF OPIOIDS** legally prescribed but not used through participation and promotion of “drug take back” programs to include easier disposal of opioids for the public. Ultimately, as more used drugs are collected, the amount of drugs collected should decrease.
GOAL: Increase Timely and Accurate Enrollment

VULNERABLE

AHS

BY 2019, improve eligibility and enrollment processes to reduce duration of process time and increase eligibility and enrollment accuracy.

Key Indicators

- INCREASE TIMELINESS OF ENROLLMENT PROCESS in selected programs by 1%-5%.
- REDUCE ERROR RATES IN ELIGIBILITY DETERMINATION in selected programs by 1%-5%.

GOAL: Increase Vermont Workforce Numbers

VULNERABLE

ACCD

BY JULY 1, 2020, eliminate, and by 2024 reverse, the decline in VT’s labor force participation by reengaging and assisting discouraged and/or under-trained workers, targeting outreach to disenfranchised youth, bolstering employment services to individuals exiting the correctional system, minimizing barriers to employment for individuals on public assistance, and investing in career awareness resources for young Vermonters. (Supporting VDOl goal)

Key Indicators

- THE NUMBER OF WIOA PARTICIPANTS EXPERIENCING AN INCREASE IN WAGES WITHIN 12 MONTHS OF UNSUBSIDIZED EMPLOYMENT WILL INCREASE FROM AN AVERAGE OF $13.00 PER HOUR IN PY2016 TO $14.50 PER HOUR BY PY2018.
- THE NUMBER OF WIOA PARTICIPANTS REMAINING IN UNSUBSIDIZED EMPLOYMENT 6 MONTHS AFTER HIRE, WILL INCREASE FROM 59% IN FEDERAL PROGRAM YEAR (PY) 2016 TO 65% IN PY2019, AND 75% BY 2022.
- BY JULY 1, 2020, THE NUMBER OF PEOPLE ENTERING THE LABOR FORCE WILL EQUAL THE NUMBER OF PEOPLE LEAVING THE LABOR FORCE; BY 2024 THE NUMBER OF PEOPLE ENTERING THE LABOR FORCE WILL EXCEED THE NUMBER LEAVING THE LABOR FORCE. (This objective is dependent upon participation by multiple state agencies/departments).

GOAL: Labor Force Participation Rate

VULNERABLE

VDOL

BY JULY 1, 2020, eliminate, and by 2024 reverse, the decline in VT’s labor force participation by reengaging and assisting discouraged and/or under-trained workers, targeting outreach to disenfranchised youth, bolstering employment services to individuals exiting the correctional system, minimizing barriers to employment for individuals on public assistance, and investing in career awareness resources for young Vermonters. (See Labor Force Participation Plan Appendix for details.)

Key Indicators

- THE NUMBER OF WIOA PARTICIPANTS EXPERIENCING AN INCREASE IN WAGES WITHIN 12 MONTHS OF UNSUBSIDIZED EMPLOYMENT WILL INCREASE FROM AN AVERAGE OF $13.00 PER HOUR IN PY2016 TO $14.50 PER HOUR BY PY2018.
- THE NUMBER OF WIOA PARTICIPANTS REMAINING IN UNSUBSIDIZED EMPLOYMENT 6 MONTHS AFTER HIRE, WILL INCREASE FROM 59% IN FEDERAL PROGRAM YEAR (PY) 2016 TO 65% IN PY2019, AND 75% BY 2022.
- BY JULY 1, 2020, THE NUMBER OF PEOPLE ENTERING THE LABOR FORCE WILL EQUAL THE NUMBER OF PEOPLE LEAVING THE LABOR FORCE; BY 2024 THE NUMBER OF PEOPLE ENTERING THE LABOR FORCE WILL EXCEED THE NUMBER LEAVING THE LABOR FORCE. (This objective is dependent upon participation by multiple state agencies/departments).

GOAL: Increasing Opportunity for Vulnerable Populations

VULNERABLE

ADE

BY 2020, Vermont will have reduced inequities between students in our Historically Marginalized Group (FRL, IEP, Migrant, ELL, Foster, Ethnic Minority) and those without these characteristics for all measures described in Goal #1.

Key Indicators

- REDUCE EQUITY GAP in the percentage of students with Personalized Learning Plans.
- REDUCE EQUITY GAP in the percent of students completing two non-traditional learning opportunities by 5%.
- REDUCE EQUITY GAP in the percent of graduating seniors meeting one or more career/college ready assessments by 5%.
- REDUCE EQUITY GAP in participation in dual enrollment, early college and other state programs by 5%.
- REDUCE EQUITY GAP in the average scale score of students on English, Math, and Science assessments in all grades. See Appendix for specific goals.
- REDUCE EQUITY GAP in the 4-year and 6-year graduation rate. See Appendix for specific goals.
- IMPLEMENT TWO STATEWIDE STRATEGIES from the DLM report to better serve students with learning needs.
- INCREASE PERCENT OF FRL STUDENTS accessing PreK/or increasing their dosage of PreK by 5%

See equity goals in Appendix.
## GOAL: Reduce Reliance on Intensive Services

**VULNERABLE**

**AHS**

**BY 2020,** increase utilization of preventive and home and community-based services to improve appropriateness and effectiveness of services, flow across systems of care, and lower costs.

### Key Indicators
- **Increase percentage of those served who agree that services were right for them** in selected programs by 1%–3%.
- **Decrease the average length of stay of people receiving identified services** in selected programs by 1%–3%.
- **How well:** Increase the percentage of people accessing services at home or in the community in selected programs by 1%–3%.
- **Decrease the number of people on waiting lists for services** in selected programs by 1%–3%.

## GOAL: Increase Coordination of AHS Services

**VULNERABLE**

**AHS**

**BY 2020,** increase coordination of services across departments and programs to individuals and families to increase well-being and economic security.

### Key Indicators
- **Increase number of AHS programs using “One” 1 plans with individuals and families** across the Agency by 1%–5%.
- **Increase percent of customers accomplishing goals related to well-being and economic security in their “One” plans** across the Agency by 1%–5%.

## GOAL: Integrate Farm and Food Opportunities

**VULNERABLE**

**AAFM**

**BY FY2022,** integrate farm and food based opportunities and job training into the available addiction treatment and recovery options, through creative and entrepreneurial government, nonprofit, and private partnerships.

### Key Indicators
- **FY 2019,** define baseline of ag/food based job training programs for those in recovery. Add two programs above baseline by 2021.
- **In FY 2020,** partner with government entities, private businesses, and non-profits to establish and implement a new food/ag-based option for supporting addicts in treatment and recovery.
- **In FY 2020,** implement employment-based pilot projects in Chittenden County, Rutland County, Washington County, Caledonia County, Franklin County; and Windham County.
- **In FY 2021,** achieve 75% success rate for participants completing the ag/food business job training program, as measured by 1 year of stable employment in the sector.
- **In FY 2022,** identify 5–10 additional businesses to offer positions to recovering addicts; expand program to all 14 counties.

## GOAL: Enhance Recreational Use of Water, Wetlands and Natural Resources

**VULNERABLE**

**ANR**

**BY 2022,** enhance the recreational use and enjoyment of Vermont’s waters, wetlands and natural resources by increasing the number of clean water and pollution runoff projects and increasing the number acres of wetland and floodplain restored and protected.

### Key Indicators
- **By 6/30/2023,** increase the annual amount of stormwater-related pollutants prevented from entering surface waters each year to 1,800 tons through implementation of stormwater best management practices on impervious surfaces management practices. (Metric to be updated based on result of ongoing study.)
- **By 6/30/2023,** implement 20% of necessary water-quality upgrades identified on municipal road inventories.
- **6,750 acres of wildlife habitat improved** on private lands.
- **From 7/1/2018-6/30/2023,** restore 4,000 (cumulative) acres of wetlands and floodplains to provide flood resiliency, recreational use, and wildlife habitat and reduce stream erosion.
- **From 7/1/2018-6/30/2023,** 700 (cumulative) undersized stream crossings or defunct dams removed to reduce erosion and flood damages, and improve fish habitat.
- **Increase the number of towns with groundwater protection strategies** in the town plans from one to four.

## GOAL: Reduce Major Vehicle Crashes

**VULNERABLE**

**DPS**

**BY 2022,** reduce major motor vehicle crashes in Vermont.

### Key Indicators
- **5% fewer crashes and deaths on Vermont’s highways** as compared to the previous 5-year average (This is a shared goal with VTraffic and will be pursued in coordination with VTraffic).
- **Increased impaired driving enforcement** to include a 10–15% increase in Troopers trained as Drug Recognition Experts (DREs).
- **Implementation of a reliable roadside test** for drugs which is accepted by Vermont’s Courts.

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1 A "One" Plan is a plan across programs and departments that will increase coordination, decrease duplication and support better customer service and outcomes.