



Strategic plan for educational and creative activities

**Police Academy of the Czech Republic in Prague
for the period 2021-2026**

The Police Academy of the Czech Republic in Prague (hereinafter also referred to as "the University", "the Police Academy" or "PA CR"), in accordance with the Higher Education Act¹ and on the basis of a letter from the First Deputy Prime Minister and Minister of the Interior², submits the Strategic Plan for the Educational and Creative Activities of the Police Academy of the Czech Republic in Prague for the period 2021-2026 (hereinafter also referred to as the Strategic Plan), defining the main directions of the University's development and its approaches to fulfilling its vision and mission.

The Police Academy, as an integral part of the Czech education system, in formulating its Strategic Plan is based on the Ministry's Strategic Plan for Higher Education for the period from 2021, issued by the Ministry of Education, Youth and Sports of the Czech Republic (hereinafter referred to as the "MoEYS"), which it elaborates into the specific conditions of the University.

The unique role of the University, resulting from its statutory status as a state police university, is fulfilled in all areas of its activities - educational, creative and related activities - in the realization of its vision and mission. These areas of activities are contained in the individual operational objectives and follow-up measures respecting the principles of managing an effective institution.

¹ 111/1998 Coll., on Higher Education Institutions and on Amendments and Additions to Other Acts, as amended (the Higher Education Act).

² Letter from the First Deputy Prime Minister and Minister of the Interior to the Rector of the PA of the Czech Republic dated 16 July 2021, No.: MV-41910-1/OBVV- 2021

Background

The initial concept documents at the international level are:

- European Qualifications Framework,
- European higher in a global context (COM/2013/0499),
- Horizon Europe Framework Programme 2021-2027, including continuous updates calls and community programmes.

The initial conceptual documents at the national level are:

- Analysis of Threats to the Czech Republic (adopted by Resolution of the Government of the Czech Republic of 27 April 2016 No. 369),
- Methodology of evaluation of research organisations and evaluation of programmes of special-purpose support for research, development and innovation of the Government of the Czech Republic (hereinafter also referred to as "Methodology 17+"),
- Interministerial Concept of Support for Security Research in the Czech Republic 2017-2023 with a view to 2030 (Resolution of the Government of the Czech Republic of 10 July 2017 No. 509),
- National Policy of Research, Development and Innovation of the Czech Republic 2021+ (Resolution of the Government of the Czech Republic of 20 July 2020 No. 759),
- National priorities for oriented research, experimental development and innovation 2012 (Resolution of the Government of the Czech Republic of July 2012 No. 552),
- National Assignment Report of the Czech ,
- National Research and Innovation Strategy for Smart Specialisation of the Czech Republic 2021-2027 (National RIS3 Strategy),
- The Ministry's strategic plan for higher education for the period from 2021 (SZ MŠMT),
- Strategy for the internationalisation of higher education for the period from 2021,
- Education Policy Strategy 2030+,
- 2016 National Security Audit,
- Methodology for the preparation of public strategies 2019.

In preparing the Strategic Plan, the University also drew on its existing and emerging strategic documents:

- Development programme of the Police Academy of the Czech Republic in Prague as a research organisation for the years 2017-2023

and a follow-up document:

- The development programme of the Police Academy of the Czech Republic in Prague as a research organisation for the years 2021-2026, which is based on the evaluation of research organisations in the segment of universities and its conclusions.

The starting point for the selection of operational objectives and the formulation of measures is also the degree of fulfilment of the priority objectives and measures defined in the Long-term Development Plan of the Police Academy of the Czech Republic in Prague for the period 2014-2020.

The formulated measures reflect the general requirements for ensuring the internal security of the state of the Czech Republic (hereinafter referred to as "the Czech Republic"). The University will therefore continue to develop as:

- an internationally recognized state police college,
- a university professionally oriented towards the preparation of highly qualified and quality professionals in the field of internal security of the state through accredited study programmes and lifelong learning programmes,
- a long-term developing educational and research institution in the field of internal state security,
- a research centre developing scientific and innovative capabilities for the needs of development and maintenance of protection of safety of the population, their full life and protection of their homes, contributing to higher efficiency of public administration of the Czech Republic and stabilization of critical infrastructure of the Czech Republic and Europe, activating the progress of security sciences in the European and global context, estimating future security threats in advance and scientifically correctly, by combining academic and application potentials, solving their management and elimination,
- an expert centre developing the strategic and security community of the Czech Republic.

The strategic plan also includes a strategy for the internationalisation of the University by 2026, expressed in individual measures in the framework of the operational objectives.

Fulfilling the Strategic Plan is not possible without the support and input of all members academics and other staff of the University.

The implementation of the Strategic Plan is also dependent on the creation of systemic conditions, resource, information and methodological support from the MoI.

The relevance of the priority and operational objectives and measures set out in this Strategic Plan and the degree of their implementation will be continuously evaluated and revised either within the framework of the annually adopted Strategic Plan Implementation Plans or by updating the Strategic itself. Revision may also take place in the event of a significant change in the external environment, development and implementation of new capabilities and the needs of the Czech security practice.

Vision

The Police Academy of the Czech Republic in Prague is an important, unique, inventive and ethically acting educational, scientific research and creative institution with a valuable socially responsible function and an irreplaceable contribution to the sustainable internal security of the Czech Republic and nearby European countries.

The Police Academy of the Czech Republic in Prague helps to protect the safety of the population, their full life and protection of their homes, contributes to higher efficiency of the public administration of the Czech Republic, helps to stabilize the critical infrastructure of the Czech Republic and Europe by scientific research results, activates the progress of security sciences in the European and global context, estimates future security threats and scientifically correctly, by combining academic and application potentials, solves their management and elimination.

The Police Academy of the Czech Republic in Prague is an internationally renowned institution. It wants to become the first choice of the Czech state and its citizens in the field of professional and personal training of officers, specialists and managers of internal security forces.

Mission

The mission of the Police Academy of the Czech Republic in Prague, as a state university, is to educate professionals for the security of the Czech Republic, especially for the Police of the Czech and other security forces, municipal police, the Ministry of the Interior and other public involved in ensuring the security of the Czech Republic. It is open to civilian students preparing for their future profession in the field of ensuring the internal security of the state.

Through creative activities, expert activities and knowledge transfer, the University contributes to the development of capabilities for ensuring the internal security of the Czech Republic and the development of education in security fields.

The University freely develops educational and scientific activities, research, development and other creative activities are consistent with its core mission and the law.

Priority objectives of the Strategic Plan

The priority objectives of the Strategic Plan³ are defined as follows:

1. Develop competences directly relevant to life and practice in the 21st century.
2. Improve the availability and relevance of flexible forms of education.
3. Increase the efficiency and quality of doctoral studies.
4. Strengthen strategic management and effective use of capacity in the area of security research and development at the university.
5. Strengthen strategic management within the PA CR.

The management, coordination and control of the implementation of the individual priority objectives of the Strategic Plan are the professional responsibility of the respective Vice-Rectors and the Rector:

- for priority objective 1, 2 of the Vice-Chancellor for Studies and External Relations (PSVV),
- for priority objective 3, the Vice-Chancellor for Studies and External Relations (PSVV) and the Vice-Chancellor for Science and Research (PVV)
- for priority objective 4, the Vice-Chancellor for Science and Research (PVV) and
- for Rector's priority objective 5.

The area of foreign cooperation (internationalisation), which is cross-cutting in the individual priority objectives, is under the responsibility of the Vice-Rector for International Relations and Lifelong Learning (PZSCV).

By coordinating a synergies at implementation of priority objectives Strategic of the Strategic Plan at the individual units and departments are in charge:

- Quaestor (KVE),
- Dean of the Faculty of Security and Law,
- Dean of the Faculty of Security .

³ The designation of the priority and operational objectives in this Strategic Plan and in the subsequent annual implementation plans corresponds to their designation in the invitation of the Minister of the Interior to the Rector of the PA CR and is also based on the Strategic Plan of the Ministry of Education and Science for the field of higher education for the period from 2021.

Priority Objective 1

Develop competences relevant to life and practice in the 21st century.

Gestor: vice-rector for studies and external relations (PSVV)

Operational Objective:

1A Support the development of staff competencies for teaching and curriculum development programs.

Measures:

1A1 Develop a system of evaluation of the quality of educational activities of academic staff (PSVV, cooperation with deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

1A2 Develop a system of adaptation of newly arrived academic staff in the field of pedagogical and creative activities within the University, familiarise newly arrived staff with the specifics of the academic environment (PSVV, cooperation with deans of faculties).

- start of implementation 2021
- implementation continuously until 2026

1A3 Educate existing academic staff in the use of modern teaching methods, approaches and resources to innovate the content and organisation of courses or programmes, including lifelong learning programmes (PSF, PZSCV synergy, faculty deans).

- start of implementation 2022
- implementation continuously until 2026

1A4 Implement internships for academic staff at cooperating and research institutions to gain experience with modern teaching methods and resources in the Czech Republic and abroad and to transfer positive approaches to the university environment. (PZSCV, PSVV cooperation, deans of faculties)

- start of implementation 2022
- implementation continuously until 2026

1A5 Increase language competences of academic staff (PZSCV, synergy of PSVV, PVV, KVE)

- start of implementation 2022
- implementation continuously until 2026

1A6 Increase the linguistic competence of non-academic staff providing services for foreign academics and students within the university (PZSCV, cooperation with KVE)

- start of implementation 2022
- implementation continuously until 2026

Operational Objective:

1B Develop methods for quality assurance of education and verification of learning outcomes in .

Measures:

1B1 Systematically implement and develop the system of quality assurance of education and internal Evaluation of the quality of education. (PSVV, PSV synergy, deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

1B2 Develop a system of evaluation and remuneration of supervisors of study programmes, supervisors of study courses and supervisors of lifelong learning programmes (PSVV, PZSCV, KVE, deans of faculties).

- start of implementation 2022
- implementation continuously until 2026

1B3 At creation of study curriculum consistently apply European Credit Transfer and Accumulation System (ECTS). (PSF, cooperation with deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

Operational Objective:

1C Strengthen the link between studies and practice and preparation for future service, especially security forces and municipal police.

Measures:

1C1 Involve security practitioners in educational activities within the university (PSVV, cooperation with deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

1C2 Negotiate with the safety boards on the possibility of creating professionally oriented study programmes while maintaining academically oriented study programmes (PSVV, cooperation with faculty deans).

- start of implementation 2021
- implementation continuously until 2026

1C3 In the implementation of existing academic study programmes, continue to include practical teaching into educational activities (PSVV, cooperation with deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

1C4 Revise the guidelines for the preparation of theses and consider the possibility of preparing final theses in other than written form (PSVV, cooperation of the PSC).

- start of implementation 2024
- implementation continuously until 2026

1C5 Systematically monitor changes in the practical requirements of the University's graduates and take them into account in educational activities, and in connection with the above, where appropriate, make changes to the content of the topics of study courses in accredited study programmes, including lifelong learning programmes. (PSVV, synergy, PZSCV, PVV, deans of faculties)

- start of implementation 2022
- implementation continuously until 2026

1C6 Promote the development of sporting activities and support the interest and development of PA students in the Czech Republic in the field of scientific research activities. (PSVV, cooperation of PSV, PZSCV, KVE deans of faculties)

- start of implementation 2022
- implementation continuously until 2026

Operational Objective:

1D Continue to develop the profile of the studio and strengthen its prestige.

Measures:

1D1 Identify and develop opportunities for collaboration with senior police colleges and secondary police schools of the Ministry of the Interior (PSVV, PZSCV, deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

1D2 To take into account the requirements of the security forces and public administration and to innovate in the content of study courses, topics of qualification theses in accredited study programmes (PSVV, cooperation with deans of faculties).

- start of implementation 2022
- implementation continuously until 2026

1D3 Organize national and international competitions in Student Scientific and Professional Activities. (PVV, cooperation with deans of faculties)

- start of implementation 2022
- implementation continuously until 2026

Operational Objective:

1E Support building infrastructure for interactive methods education and integration of learners.

Measures:

1E1 Create conditions for the development of interactive methods of education and integration (PSVV, KVE cooperation)

- start of implementation 2021
- implementation continuously until 2026

Operational Objective:

1F Accredit bachelor and master study programmes at the faculties of the PA CR and doctoral study programme at the PA CR, seek accreditation of habilitation proceedings.

Measures:

1F1 Prepare and submit application for accreditation of specific study programs, or accreditation of specific study programs. habilitation procedure in cooperation with the Ministry of Interior (PSVV, deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

Operational Objective:

1G Promote international student mobility.

Measures:

1G1 Support for students' posting abroad under the Erasmus+ programme (PZSCV, PSVV, cooperation with deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

Indicators for the fulfilment of priority objective 1:

- academic staff included in the system of evaluation of the quality of educational activities;
- students included in the system of evaluation of the quality of educational activities of academic staff;
- existing academic staff trained in the use of modern teaching methods and resources;
- Academics staff who have performed internships at universities and research institutions in the Czech Republic or abroad;
- academic and non-academic staff who have completed a language course to improve language competences in a foreign ;
- evaluation and remuneration of sponsors;
- the submitted application for accreditation with adherence to the ECTS principles;
- Revision of the guidelines for the preparation of final theses;
- sports and scientific research interest activities, activities and competitions involving students at the University;
- conceptual cooperation with the Ministry of Interior, security forces and higher police and secondary schools
police schools of the Ministry of Interior
- the submitted application for accreditation,
- student sent abroad under the Erasmus+ programme.

Priority Objective 2

Improve the availability and relevance of flexible forms of education.

Gestor: vice-rector for studies and external relations (PSVV), vice-rector for international relations and lifelong learning (PZSCV)

Operational Objective:

2A Increase the use of distance learning methods in full-time study programs.

Measures:

2A1 Improve the technical background of possible on-line teaching with simultaneous presence of the teacher and the student (in real), in accordance with current legislation and the opinions of the NAU (PSVV, cooperation of the KVE)

- start of implementation 2022
- implementation continuously until 2026

2A2 Introduce the offer of individual consultations via videoconference also for full-time students (PSVV, cooperation with deans of faculties)

- start of implementation 2022
- implementation continuously until 2026

Operational Objective:

2B Develop the offer and innovate methods of flexible forms of education, online learning.

Measures:

2B1 Offer and implement lifelong learning courses in the form of an online course or blended learning (PZSCV, KVE cooperation)

- start of implementation 2023
- implementation continuously until 2026

Operational Objective:

2C Improve the recognition of prior learning outcomes in further study.

Measures:

2C1 Revise the internal regulations in the sections on the handling of applications for recognition of prior learning (PSVV, cooperation with faculty deans)

- start of implementation 2023
- implementation continuously until 2026

Indicators for the fulfilment of priority objective 2:

- technical equipment of the university;
- offer individual consultations online;
- offer of CŽV courses implemented in the form of online courses or blended learning;
- Revision of internal regulations (recognition of prior learning).

Priority objective 3

Increase the efficiency and quality of doctoral studies.

Gestor: vice-rector for studies and external relations (PSVV), vice-rector for science and research (PVVV)

Operational Objective:

3A Strengthen the quality of doctoral studies with an emphasis on the needs of the security forces.

Measures:

3A1 Negotiate with the Mol on the creation of material conditions (especially scholarships) for a possible full-time form of doctoral study programme and its harmonisation with the combined form of study, specifically in the area of building the quality of collaborative research with an emphasis on the needs of the security forces.

- start of implementation 2023
- implementation continuously until 2026

3A2 Include PhD students in the motivation programme of the PA CR, with a focus on improving scientific outputs and applying for scientific and research projects in the field of security research. (PVV, PSVV, KVE)

- start of implementation 2022
- implementation continuously until 2026

Operational Objective:

3B Improve conditions for successful study, including support for study matching and family life.

Measures:

3B1 Provide students in doctoral study programmes with adequate working space and access to the necessary instrumentation and other equipment so that they can carry out their study and research activities at the university premises or at a partner research organisation.

- start of implementation 2021
- implementation continuously until 2026

3B2 In cooperation with the Mol, consider the introduction of a scholarship system for internal PhD students. (PVV, PSVV synergy, KVE)

- start of implementation 2023
- implementation continuously until 2026

Indicators for the fulfilment of priority objective 3:

- (possible) submission of an application for accreditation of a doctoral degree program in the full-time form of study;
- change of the internal guideline consisting in the inclusion of doctoral students in the incentive programme of the PA CR;
- provision of space and technical equipment for individual work of doctoral students.

Priority objective 4

Strengthen strategic management and effective use of security capabilities research and development.

Gestor: vice-rector for science and research (PVV)

Operational Objective:

4A Re-set some processes in relation to the Methodology 17+ assessment.

Measures:

4A1 To create, implement and implement a new Development Programme (hereinafter referred to as the "Development Programme") of the Police Academy of the Czech Republic in Prague as a research organisation for the period 2021-2026, which will update and replace the current Development Programme of the Police Academy of the Czech Republic in Prague as a research organisation for the period 2017-2023. The new Development will implement the conclusions and recommendations from the evaluation of research organisations in the higher education segment according to the Methodology 17+, including the self-evaluation evaluation. (PVV, co-deans of faculties)

- start of implementation 2021
- end of implementation 2026

4A2 Optimise the administrative and institutional background to support research and development, including the creation of new staff capacities in the field of research activities. (PVV, co-operation of KVE)

- start of implementation 2021
- implementation continuously until 2026

Operational Objective:

4B Promote excellence and societal relevance of research.

Measures:

4B1 When setting research priorities and allocating resources within the university, focus efforts on research objectives with a higher potential for excellent results; emphasize the needs of ensuring the internal security of the Czech Republic. Support the university's cooperation with other research organizations and the application sphere and ensure the transfer of knowledge into practice. (PVV, PZSCV, PSR, KVE, deans of faculties)

- start of implementation 2021

- implementation continuously until 2026

Operational Objective:

4C Develop national and international cooperation in security research.

Measures:

4C1 Promote international mobility and cooperation of academic and scientific research staff of the University in the field of creative activities and create adequate support capacities for this purpose (PSC, PZSCV, KVE, deans of faculties).

- start of implementation 2021
- implementation continuously until 2026

4C2 Open the process of inclusion of the journal Security Theory and Practice in the world scientific databases Web of Science or Scopus by cooperation with foreign partners.

- start of implementation 2021
- implementation continuously until 2026

4C3 Encourage researchers to submit project applications and ensure adequate support for their preparation (including systematic monitoring) (PVV, PZSCV, KVE)

- start of implementation 2021
- implementation continuously until 2026

Operational Objective:

4D Build and develop research infrastructure.

Measures:

4D1 Create conditions enabling the development of infrastructure, in particular the provision of technological equipment, support for access to databases and publications (PSVV, PVV, cooperation of KVE, deans of faculties).

- start of implementation 2021
- implementation continuously until 2026

Indicators for the fulfilment of priority objective 4:

- creation of the document "Development Programme of the Police Academy of the Czech Republic in Prague as a research organisation for the period 2021-2026;
- *Jimp* and *Jsc* publications with content relevant to the focus of the study programmes;
- Proposals submitted/implemented for scientific research projects focused on homeland security;
- academic and scientific researchers of the University participating in international mobility for the purpose of developing creative activities;
- New or upgraded research infrastructure.

Priority objective 5

Strengthen strategic management within the PA CR.

Gestor: Rector

Measures:

5B1 In cooperation with the Ministry of Interior, create systemic conditions for the implementation and development of all activities of the University in order to maintain its competitiveness within the framework of university education (Rector, Vice-Rectors, KVE, Deans of Faculties)

- start of implementation 2021
- implementation continuously until 2026

5B3 Revise and implement internal mechanisms for the distribution of funds and staff remuneration that take into account the University's strategies and the influences of the internal and external environment (Rector, Vice-Rectors, KVE, Deans of Faculties).

- start of implementation 2021
- implementation continuously until 2026

5B5 Promote cooperation between the different units of the university in the exchange of experience and transfer of good practice (Rector, Vice-Rectors, KVE, Deans of Faculties)

- start of implementation 2021
- implementation continuously until 2026

5B6 Strengthen the common identity of the University (Rector, Vice-Rectors, KVE, Deans of faculties)

- start of implementation 2021
- implementation continuously until 2026

5B7 In cooperation with the Ministry of the Interior, ensure the development of the University's infrastructure (Rector, KVE, Vice-Rectors, Deans of Faculties).

- start of implementation 2021
- implementation continuously until 2026

5B9 Set up and implement a career system for academic staff in with accreditation standards, respecting the legal regulations and internal regulations of the Ministry of Interior (Rector, Vice-Rectors, KVE)

- start of implementation 2022
- implementation continuously until 2026

5B10 Evaluate or revise the rules of the system of quality assurance of educational, creative and related activities and internal evaluation of the quality of educational, creative and related activities of the Police Academy of the Czech Republic in Prague.

- start of implementation 2022
- implementation continuously until 2026

Indicators of achievement of priority objective 5:

- Conduct a review of internal mechanisms for the distribution of and staff remuneration in relation to the career development of academic staff;
- modernisation of the University's website;
- evaluation of the system of quality assurance of educational, creative and related activities and internal evaluation of the quality of educational, creative and related activities of the Police Academy of the Czech Republic in Prague, introduction of possible changes and their implementation.

List of abbreviations

CIA	lifelong learning
CZECH REPUBLIC	Czech Republic
ECTS	European Credit Transfer and Accumulation System
KVE	Quaestor
MOE	Ministry of Education, Youth and Sports
MV	Ministry of the Interior
PSVV	Vice-Rector for Studies and External
Relations	
PVV	Vice-Rector for Science and
Research	
PZSCV	Vice-Rector for International Relations and Lifelong Learning
PA CZECH REPUBLIC	Police Academy of the Czech Republic in Prague
SZ MŠMT	Strategic plan of the Ministry of Education, Youth and Sports