

#49
3/24/2005

Update On Status of Police Executive Research Forum (PERF)

Review of Recruiting and Training

Evaluation Highlights

**PERF visited Austin three times in 2004
(March 22-25, May 3-7, Oct 27-29)**

Interviewed:

- **police command and line personnel**
- **Academy staff and cadets**
- **TCLEOSE Advisory Board**
- **Police Monitor and staff**
- **community members**

Major Areas of Concentration

Presented Report to Council on Oct 28 covering:

- Recruiting
- Academy Training (Recruits and In-Service)
- Academy Staffing, Workload, Administrative Support & Facilities
- Field Officer Training
- Addressing Community Concerns in Training Objectives

Findings

- 59 Recommendations Overall
- Recommendations Focus on Improvements Needed
- PERF identified 18 Key Recommendations

Follow-up Status

As of March 15th, the following progress has been made on the 59 recommendations:

- 24 Completed
- 28 In Progress
- 7 Need Resources

Follow-up Status

As of March 15th, the following progress has been made on the 18 key recommendations:

- 4 Completed
- 12 In Progress
- 2 Need Resources

Completed – Admin Support

#20 Necessary administrative/clerical assistance must be provided to the academy staff.

- **Vacancies in administrative staff positions have been filled.**

Completed – Scenarios

#23 The department should continue to take advantage of every opportunity to reinforce verbal and de-escalation skills through scenario-based training.

- **The department reinforces verbal, de-escalation, and other critical skills through scenario-based training.**
 - **For example, the last cadet class included 40 role-play exercises for each Cadet.**
 - **Training for new Corporals and Sergeants also included in role play exercises.**

Completed – Field Training Program Revisions

#35 The PTO (Police Training Officer) program should be strategically evaluated as a possible replacement for the current Field Training Officer (FTO) program.

■ Training staff visited the Reno Nevada's PTO program before revising APD's FTO program. APD's revisions include important elements of PTO.

- Community Oriented Policing Projects within the Field Training Program
- DR Participation

Completed – Meeting Notes

#53 The monthly meetings provided by the academy staff to the TCLEOSE Advisory Board can be enhanced through the advance distribution of briefing notes to members of the Board.

■ Since November 2004, the briefing notes have been distributed to Board before their meetings.

In Progress – Recruiting Assessment

#1 The recruiting staff should continually conduct assessments of the effectiveness of each recruiting element.

This spring, staff will interview 20% of 110th Cadet Class in order to:

- determine attributes of successful Cadets
- identify recruiting techniques that will attract applicants with successful attributes
- review the recruiting activities that took place over the previous 6-months to assess success in finding strong candidates

In Progress – Grad Interviews

#8 The recruiting team should routinely and periodically conduct follow-up interviews with recent graduates.

■ In January 2005, staff interviewed a random sample of 20% of the probationary officers to get their ideas on recruiting and the training Academy experience.

In Progress - Compensation

#17 The department should recognize the value of a highly committed training staff and encourage quality people to apply.

- We recognize the value of our training staff and will develop methods to recognize commitment.
- However, changes in supplemental pay would require a change in the Meet and Confer contract.

In Progress – Cadet Class Size

#22 The department should reconsider its mandate to produce a large number of cadets in one sitting.

- Current practice has been effective, however APD will explore more than one Cadet class each year.
- In 2006, we will retain the one class per year concept.

In Progress - Curriculum

#25 Curriculum development should be part of a broader, more strategic process

- Training is continuing to focus on a unified curriculum that takes into account career development, identifying and addressing core competencies, and integrating key lessons throughout the curriculum.

In Progress – Field Training Program

#33 The APD's FTOs should receive 8 hours of annual follow-up training regarding the latest changes to procedures and practices.

- APD will implement a new 40-hour FTO re-certification course for current FTOs that will start in March 2005.
- In 2006, APD will begin an 8-hour annual follow-up.

In Progress – Field Training Program (#33 continued)

Changes in FTO Program:

- New process to remove FTOs.
- Only those officers who receive approval from their own Commander and the Training Commander will be selected as FTOs.
- The new FTOs will be required to take an 80-hour Basic Field Training Officer Course also in March.
- FTO Supervisors will attend a four-hour orientation course to be sure they are knowledgeable about new procedures.

In Progress – District Representative

#36 District Representative Officers should be incorporated into the standard assessment of the academy's effectiveness in preparing recruits for their job as patrol officers.

- District Reps will be included at several stages in the process of recruiting, hiring, training and assessing probationary status for new officers.

In Progress – Integrate Concepts

#41 Where possible, the department should try to integrate use of force, communication skills, and valuing diversity into all training courses.

- The department is currently working on integrating use of force, communication skills and diversity throughout the training curriculum.

In Progress – Integrate Concepts

(#41 continued)

- **Use of Force training:** will be integrated into annual refresher training for FTOs and into the upcoming Corporal training program.
- **Communication:** Cadet training includes 8 hours of verbal judo, 8 hours of communication excellence, and 16 additional hours taught by our Training instructors.
- **Diversity:** Current cadet class to receive Tools of Tolerance in Training, planned for all officers.

In Progress - Corporals

#43 APD has an opportunity to utilize the corporal's position in a unique and organizationally needed format.

- The Corporal job description will be formalized to reflect these new training responsibilities.

In Progress – Cmdr Forums

#44 The department should place greater emphasis on commander forums.

- A calendar of Commander's Forum meetings for the first quarter of 2005 has been established and is available on the website, newspaper, and newsletters.
- Several discussion topics are being suggested to the Commanders for use in their meetings.

In Progress – Advisory Board

#52 The TCLEOSE Advisory Board should undertake training in the evaluation of curricula and other related courses, when appropriate.

- **Training staff began a series of presentations in November 2004.**

In Progress – Police Monitor

#56 The relationship between the Office of the Police Monitor and the APD should be strengthened.

- **We will continue to schedule opportunities for interaction between the Police Monitor and APD officers in the coming year.**

Needs Resources – Public Safety Training Facility

#18 The PERF review of the existing training facility, the listing of the dysfunctional components of the existing facility.

- **APD recognizes the need to build a new training facility. We anticipate requesting funds for the facility in the next bond election.**

Needs Resources – Evaluation and Curriculum Development

#27 The Austin Police Department should consider developing a new civilian position that is responsible for continual evaluations of the entire training curriculum and the development of new courses and lessons.

- **APD has assigned Dr. Ronnelle Paulsen from the Planning and Analysis Division to Training to work on evaluation and curriculum development.**

Austin Police Department

QUESTIONS?

Update on Review of Recruiting and Training