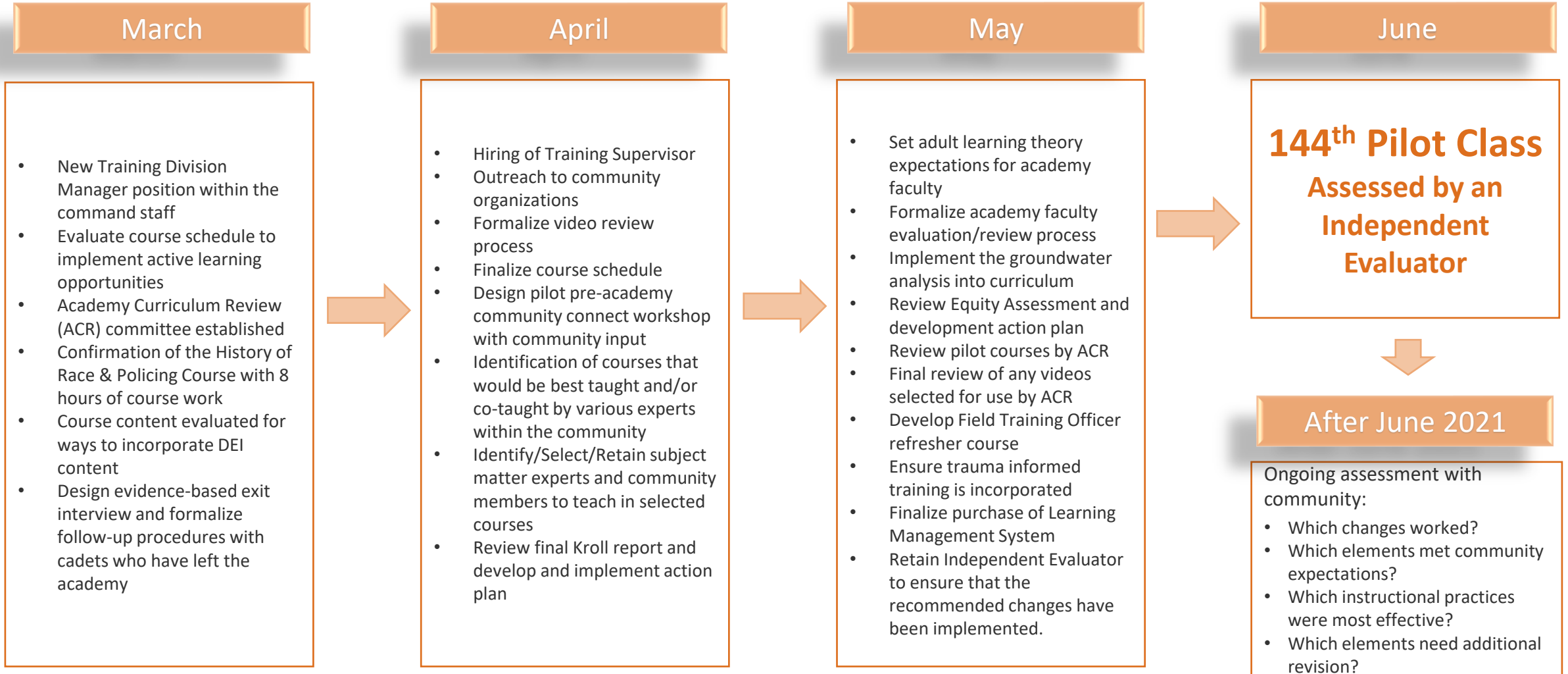


# Reimagined Police Cadet Academy Blueprint

April 26, 2021



## Reimagined Pilot Police Cadet Academy Blueprint





Task	Status	Notes
(1) New training manager within command staff	Complete	
(2) Evaluate course schedule to implement active learning opportunities	Complete	All lesson plans have been reviewed and revised, and now includes at least one active learning component. Also see #19 Academy Curriculum Review (ACR).
(3) Establish Academy Curriculum Review (ACR) committee	Complete	Committee members have been selected; term details finalized April 24, 2021; contract terms to be delivered to committee members week of April 26, 2021.
(4) Confirmation of 8-hour History of Race & Policing Course	Complete	This course has been added to schedule.
(5) Course content evaluated for ways to incorporate DEI content	Ongoing	Scheduled as part of Phase 2 review. Will be complete prior to June 4, 2021. Also see also #19 ACR review.
(6) Design evidence-based exit interview and formalize follow-up procedures	Complete	Newly designed in-person exit and online exit survey.



Task	Status	Notes
(7) Hiring of Training Supervisor	Ongoing	Application period closed April 26, 2021. Interviews planned for week of May 3, 2021.
(8) Outreach to community organizations	Complete	APD Instructors have reached out to community organizations who previously worked with the Academy. In addition, instructors have begun contacting other community groups soliciting community assistance.
(9) Formalize video review process	Complete	Video Review Committee has met three times since March 15, 2021. The committee has assumed the responsibility to formalize the final video review process. Committee members are scheduled to meet with Academy instructors April 28, 2021 to discuss the process. Contract terms to be delivered to committee members week of April 26, 2021. Video Review Committee's next meeting scheduled for May 3, 2021.
(10) Finalize course schedule	Ongoing	Planned schedule previously completed. Kroll Associates, Inc.'s input on April 12, 2021 required change to add additional physical fitness hours. Schedule under revision to accommodate the additional hours. Expected completion, as soon as practical.



Task	Status	Notes
(11) Design pilot pre-academy workshop with community input	Ongoing	Workshop content finalized; 16 organizations and panelists confirmed. Community input on design ongoing.
(12) Identification of courses that would be best taught and/or co-taught by various experts in the community	Ongoing	Initial courses selected for community teaching. Additional courses under consideration. Contract details pending, subject to meeting with finance scheduled for April 26, 2021. Anticipated contract completion by May 21, 2021.
(13) Identify/select/retain subject matter experts and community members to teach in selected courses	Ongoing	Initial community members identified for community teaching. Working with community to identify additional subject matter experts. Will be completed by May 21, 2021.
(14) Review final Kroll report and develop and implement action plan	Ongoing	Kroll Associates, Inc's final report delivered April 23, 2021. Action plan developed and implemented prior to June 4, 2021. Ongoing communication with Kroll to ensure that implementation plan meets recommendations.





Task	Status	Notes
(15) Set adult learning theory expectations for academy faculty	Complete	All lesson plans now incorporate adult learning theory elements.
(16) Formalize academy faculty evaluation/review process	Ongoing	Faculty member from Texas State University to develop process. Will be completed prior to June 4, 2021.
(17) Implement groundwater analysis into curriculum	Complete	Added into curriculum. Pending contract with City of Austin and Joyce James Consulting.
(18) Review Equity assessment and develop action plan	Ongoing	Meeting with Equity Office conducted April 13, 2021. Initial meeting for equity assessment scheduled for April 27, 2021.
(19) Review pilot courses by ACR	Ongoing	ACR process review meeting scheduled the week of May 3, 2021. Meeting week of May 10, 2021 to establish working groups. Working meeting week of May 24, 2021. Meeting week of June 7, 2021 to review recommendations.



Task	Status	Notes
(20) Final review of any videos selected for use by ACR	Complete	Video review committee will retain video review duties during 144 <sup>th</sup> Cadet Class. No videos will be shown during the 144 <sup>th</sup> Cadet Class until approved.
(21) Ensure that trauma-informed training is incorporated	Ongoing	Victim Services participating in ACR and participating in academy role play. As well Victim Services will be co-teaching "Victims of Crime" and "Domestic Violence" courses and is currently revising the lesson plans.
(22) Finalize purchase of Learning Management System	Ongoing	Conducting second round of vendor evaluations which are scheduled for week of May 10, 2021.
(23) Retain independent evaluator	Complete	Kroll Associates, Inc. retrained as evaluator.



## Other key development tasks - not in blueprint

- Joyce James Consulting Mentoring program  
Pending contract
- Field training officer refresher course  
In development to refresh FTOs prior to 144<sup>th</sup> Academy Class ending





**Thank You**