

# Curriculum Review Committee

May 25, 2022

This document is intended to capture a short summary and recommendations from the May 25, 2022, Curriculum Review Committee (committee) meeting. The listed recommendations will be provided to the Austin Police Department's Training Academy (APD) to review and consider for implementation.

## Recommendation Section 1: Retaining Information

- The committee recognizes that hands-on experience (e.g., case studies) enhance the learning opportunities of the Cadets.
- The committee is aware of the limitations of time/feasibility of full role plays with the full Cadet class which is why they are typically held for one week at the end of the training.

**Recommendation:** The committee recommends APD review options to provide short, hands-on experiences throughout the training instead of on the end of the training to increase the Cadet ability to retain information. Options may include paper activities, watching a role play and discussing afterward, or watching a video and discussing afterwards.

**Recommendation:** The committee recommends APD review the cases that are currently taught in the training and reduce the number of cases in the training. The intent would be to allow the Cadets to focus, in more detail, on the selected cases and allow for more time for activities to retain information such as the role plays.

## Recommendation Section 2: Framing Content

- The committee recognizes the importance of the timing in which information is presented to a Cadet in a training, the title of a training, and the order in which the values are discussed within a training when conveying a key message.
- The committee is aware of limitations and restrictions that may apply to changing the title of a training, course content, and key messages in the trainings.

**Recommendation:** The committee recommends APD place important content (e.g., Austin City Council defined values/community values) at the beginning or end of a training to the maximum extent possible. Content at the beginning and the end of a training is easier for a participant to recall.

**Recommendation:** The committee recommends APD review and edit the title of trainings to accurately reflect the content. The title of a training "primes" the learner for the content and can unintentionally influence their interpretation of the content.

**Recommendation:** The committee recommends that APD start a course with the values of Austin and then discuss the federal, state, and other regulations/components. By starting with the APD values, the instructor can use the values and a framework to reference later. This is especially important if the values of federal, state, or other regulations differ from APD values because the APD instructor is able to acknowledge the differences.

# Curriculum Review Committee

May 25, 2022

## Recommendation Section 3: Unintended Biases/Conduct

- The committee recognizes actions accumulate over time and should be addressed when they are small (so they do not become a larger situation). One such item discussed is personal biases and conduct.
- The committee is aware that the trainings focus on court cases when there is a legal issue (not necessarily the smaller issues that can accumulate over time).

**Recommendation:** The committee recommends that APD review the Code of Conduct training to determine if a discussion/lesson on intentional/unintentional biases should be taught. Biases can lead to actions that may appear small at first, then can become larger actions over time (meaning an unreasonable action punishable by the law). The purpose of this discussion/lesson would be to highlight that the court cases show the “line” or “legal boundary” for actions and to recognize the driving causes of those actions (potentially small actions based on biases/conduct that accumulated over time).

## Recommendation Section 4: ICAT

- The committee recognizes the importance of having the Cadets have ICAT training at the beginning of the training. This allows for the APD instructors to build on and reference the ICAT principles.
- The committee is aware that the ICAT training is currently being updated and will not be taught at the beginning of the next Cadet course training.

**Recommendation:** The committee recommends holding on updating the ICAT course until all changes to the ICAT are made then develop the revised course after the ICAT updates. This would allow for the ICAT to be taught at the beginning of the training and updated later (Please note the committee recognized there may be requirements to update the ICAT prior to teaching it).

## Recommendation Section 5: Course Content

- The committee recognizes the importance of the trainings to reflect the values set forth by the Austin City Council. The content within the trainings should support, not counter, the values set forth by the Austin City Council.
- Please note this discussion occurred in the last portion of the meeting and was not finalized.

**Recommendation:** The committee recommends that APD review the preparatory resistance training to determine if the example used in the role plays accurately reflect precursors to violence and/or a higher level of resistance. The purpose would be to ensure the training reflects the values set forth by the City of Austin.

**Recommendation:** APD should review courses compared to the values (facilitator suggestion based on discussion – received some support) OR committee members should meet with Austin policy leaders to discuss. *Please note, this recommendation was not finalized in the meeting.*

# Curriculum Review Committee

May 25, 2022

## Process/Committee Recommendations

The following are process based recommendations that Committee members identified to assist in their review process:

- Clarification on why content is added that is not TCOLE specific helps to understand the content
- More detailed description of the role play provides context to review the curriculum