

# Briefing on Implementation of Preferred Model Outlined in Kroll's Curriculum Review Assessment



Public Safety Committee  
April 24, 2023

# Background

- Kroll Associates, Inc. has completed multiple reviews of APD' Training Academy:
  - On December 1, 2022, the City Manager's Office retained Kroll to review APD's curriculum review process.
  - This included a substantial review of the progress and effectiveness of the Academy Curriculum Review Committee (ACRC).

# Kroll's Perspective

*“Building a long-term system of internal and external review of training methods and Academy effectiveness is essential to institutionalizing the search for excellence. Training police officers to become community-oriented, empathetic, compassionate, and resilient guardians of the public in a dynamic and diverse city, while promoting officer health and wellness, is a constantly evolving. For this reason, police academies should be in a constant state of review and improvement.”*

# Kroll: Curriculum Review Process Assessment

- Assess how well Academy staff and ACRC worked together:
  - Reviewing curriculum
  - Sharing perspectives on inclusion of community concerns
  - Documenting changes to curriculum
- Collect information from other police agencies and communities who have established processes for community input on curriculum
- Make recommendations about an improved process for community input into Academy curriculum and instruction

# Kroll's Preferred Model

- Replace the current ACRC process with a revised process as follows:
  - Two separate advisory bodies:
    - A Community Advisory Council (CAC)
    - A Professional Advisory Committee (PAC)
  - Increased transparency and accountability through regular website updates describing the work of the CAC and the PAC to explain how their efforts are impacting training

# Rationale

- In combination, these two bodies would allow for:
  - Robust community input into how APD trains and prepares cadets to serve the citizens of Austin (CAC)
  - Meaningful and substantive improvements to the training curriculum (PAC)
  - This approach would enable the Academy to make significant, meaningful improvements to curriculum content and course instruction with greater buy-in from Academy instructors.
- APD agrees with Kroll's preferred model

# Community Advisory Council

- Primary focus: Ensure that cadet training includes a comprehensive understanding of the diverse community, the expectations of officers when interacting with community, and the type of police department the community wants and expects
- Broad representation of community members
- Broad overview of APD curriculum
- Following a set agenda
- A working group including CAC leaders, a third-party facilitator, the Division Manager, and a sworn Academy supervisor to set agenda
- Written recommendations arising from CAC would be addressed by APD leadership and shared with the PAC

# Professional Advisory Committee

- Primary focus: To improve curriculum and course content within their areas of expertise
- Academic and other subject-matter experts (SMEs)
- Integrating CAC recommendations with appropriate curriculum
- Engaging appropriate Academy instructors and training staff
- Collaborate with instructors to revise content and review in-class instruction to make recommendations about instructional delivery
- Responsible for reviewing all course content within their focus area
- Responsible for evaluating changes

# APD: Planning and Next Steps

- APD has begun the initial steps toward implementation.
- Interim work to be continued for ACRC members
- Forming the PAC:
  - Defining scope and selecting classes to be covered initially
  - Developing plan of action for the PAC (schedule over time, etc.)
  - Designating personnel (internal and SMEs)
- Forming the CAC:
  - Defining scope and developing charter statement
  - Selecting third-party facilitator and developing committee processes
  - Defining committee selection processes per Kroll recommendations

# Questions & Feedback

