



APD Training Academy Audit

147th Cadet Class

Oct. 10, 2022 – May 19, 2023



Community Involvement

Academy Curriculum Review Committee (ACRC)

- The ACRC concluded their work July 13, 2023
- APD is currently working to form a Community Advisory Council (CAC) and a Professional Advisory Committee (PAC)
- CAC – comprised of community members who will attend sector meetings hosted by APD Command staff and will receive updates regarding training & curriculum.
- PAC – SME's who will help develop and provide cadet course curriculum



Community Involvement

Co-facilitated coursework

- 8 courses were taught by or in cooperation with outside SME's and/or community partners
 - Key topics: Sexual Harassment Recognition; U.S. & Texas Constitution and Rights; History of Policing and Race in Austin; Mindfulness & Resilience Techniques; Multiculturalism
- Co-facilitators represented the University of Texas, Texas State University, Huston-Tillotson University, Austin Community College, the Neill-Cochran House Museum and the Peace & Conflict Studies Center



Community Involvement

Community Connect & Engagement – 59 hours completed

Cadets received lectures, participated in group discussions and performed other community-focused activities.

Austin Public Library	Jail to Jobs
Sobering Center	Settlement Home
Neill-Cochran House	Austin Oaks
Texas School for the Deaf	SAFE Alliance
Community First Village	Anti-Defamation League
Seedling Foundation	Travis ECHS Criminal Justice class
AISD Restorative Practices	McBeth Recreation Center
Asian Family Support Services of Austin	Austin Groups for the Elderly



Culture of Adult Learning

Staff began incorporating Adult Learning Theory concepts into curriculum in mid-2021

- 22 classes have been revised to include Adult Learning Theory concepts between mid-2021 and the conclusion of the 147th cadet class in May 2023
- Based on Bloom's Taxonomy, concepts include: Remember, Understand, Apply, Analyze, Evaluate and Create



Culture of Adult Learning

Professional development for Training Academy staff

- Instructors are encouraged to seek out and attend training courses that will further improve cadet training and advanced education
- Examples of classes attended/to be attended 2022-2023:
 - IACP Officer Wellness Conference; Austin-Travis County EMS Advanced Trauma Training; Finding the Leader in You; Executive Development (TEEX); Emotional Survival for Female Law Enforcement Officers; Advanced Instructor Development



Transformative Change

Belonging & Inclusion

- All cadets completed Groundwater Analysis training provided by Joyce James Consulting
- Field Training Officers (FTO's) who train newly graduated cadets are required to take Groundwater Analysis training (75% of current FTO's have completed training)
 - Future FTO's must complete training prior to FTO school
 - In addition to Groundwater Analysis, FTO's are required to complete a 2-day recertification training with courses including: Teaching Methods; Force Review; Red Dot Transition Pistol Course; updated Groundwater Analysis curriculum



Demographics

	Training Academy Staff	147 th Cadet Class	*City of Austin
Male	76%	80%	65%
Female	24%	20%	35%
Black or African American	14%	13%	14%
White	67%	51%	48%
Hispanic or Latino	14%	27%	30%
Asian	3%	7%	3.4%
American Indian or Alaska Native	2%	-	0.4%
2 or more races	-	-	1.5%
Native Hawaiian or Pacific Islander	-	-	0.2%
Other	-	2%	-
No info	-	-	2.5%

*City of Austin
workforce EEO
information current as
of 10/14/2021



Transformative Change

Integrating Communications, Assessment & Tactics (ICAT)

- Approximately 11 hours of classroom training was conducted
- 8 hours of Fair & Impartial Policing training provided during FTO period
- ICAT training will also be provided to all current officers including FTO's

Active Bystander for Law Enforcement (ABLE)

- Has not yet been implemented for the department (currently in application process)



Transformative Change

Crisis Intervention Training (CIT)

- Cadets received 37 hours of classroom instruction
- Guest presenters included:
 - Integral Care
 - National Association on Mental Illness (NAMI)
 - Trauma Informed Care
 - The Military Veteran Peer Network (MVPN)
- Role-play exercises were co-graded by Integral Care staff



Transformative Change

Trauma-informed training

- Coursework and key topics included: Human trafficking, sexual assault & family violence, criminal investigations (robbery, sex crimes, homicide), victims of crime, nonconsensual language, victim services, Criminal Law Role Play
- Core principles of Trauma Informed Care (TIC) taught: Realize, Recognize, Respond, Resist Re-traumatizing (4 R's)
- Training included tours of SAFE and Eloise House as part of Community Connect program
 - This was the first time cadets had ever received tours of these shelters
 - Cadets received trauma informed training from SAFE advocates on site



Transformative Change

Physical fitness (PT) training

- 4 cadets failed the initial PT test in the first week of the Academy
 - 1 cadet was terminated (did not reach 60% threshold)
 - 3 cadets met 60% threshold, retested and passed within 30 days
- 3 injuries related to PT
 - 1 cadet tripped and stubbed a toe during warm-up
 - 2 cadets overexerted themselves
- Performance improvements
 - Average scores on a Benchmark Bodyweight Workout increased by 13% between 10/26/22 and 3/8/23
 - 0 cadets failed the final PT test at the end of the Academy



Transformative Change

Cadet support

- Mentorship program
 - This program is currently under development in partnership with Joyce James Consulting
- Ride-out program
 - All cadets completed two 10-hour ride-outs during Week 17 of training
 - Ride-outs were completed after DWI-intoxicated driver training and basic role plays



Attrition

- Cadet separations
 - 22 separations
 - 2 cadets recycled to future Academy
 - Personal reasons stated include:
 - Commute/transportation issues
 - Childcare
 - Job risks
 - New job
 - Pressure
 - Not right fit

Male	Female
77%	23%
Black	18%
White	32%
Hispanic	41%
Asian	9%

Reasons for Attrition	
Physical Fitness	9%
Academics/Performance	23%
Character/Integrity Issues	9%
Personal Reasons	50%
Recycled	9%



Results

Graduation rate - 33 of 55 cadets graduated (60%)

Male	Female
82%	18%

Black	9%
White	61%
Hispanic	21%
Asian	6%
Other	3%



Additional Changes

Adjustments implemented

- Basic Peace Officer Course schedule amended to reflect recommended sequence for teaching provided by TCOLE
- Performance Accountability (PA) program implemented
 - Performance tool meant to demonstrate how the actions of one person can impact the entire team, and to modify behavior (not punitive)
 - PA's are administered for the following reasons:
 - Violations of officer safety
 - Violations related to law enforcement actions (not classroom or administrative issues)