



"We Build and Educate the Finest Officers in the Nation."

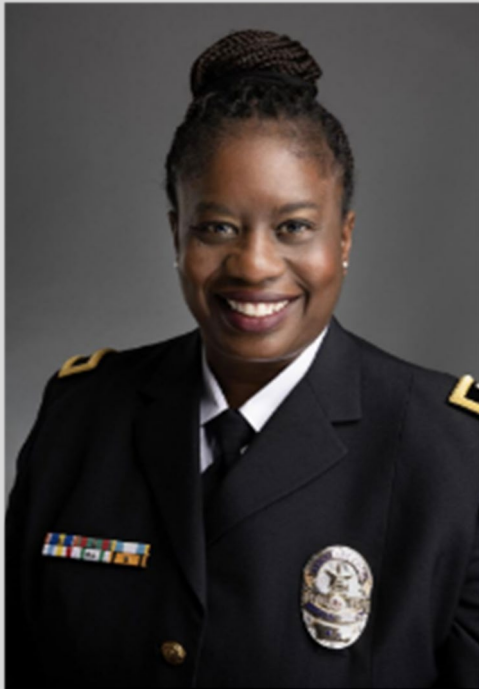
Austin Police Department

Training Academy Long-Term Processes
to
Sustain Reform Measures



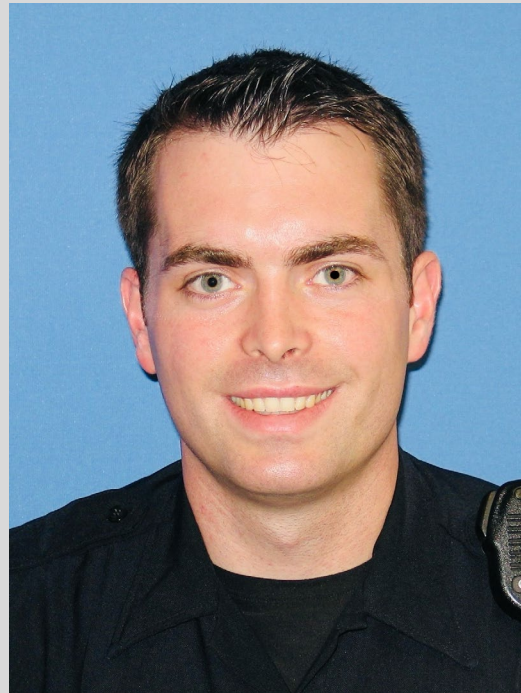
Academy Leadership

Assistant Chief



Gizette Gaslin

Commander



Michael Chancellor

Program Manager III



Rob McGrath



Kroll Final Report & Academy Operations Manual

PROCESS RECOMMENDATIONS

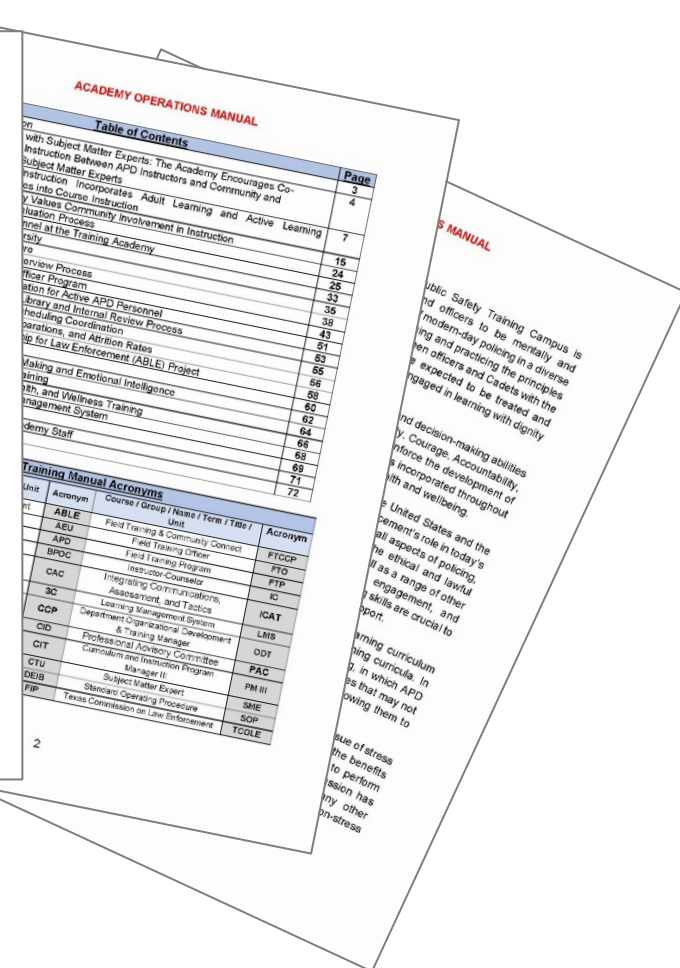
1	Partnering with Subject Matter Experts (SMEs)
2	Adult Learning & Active Learning Methodologies
3	Community Involvement in Instruction
4	Instructor Evaluation Process
5	Civilian Personnel
6	Academy Diversity
7	Academy Culture
8	Cadet Exit & Interview Process
9	Field Training Officer Program
10	Continuing Education for Active APD Personnel
11	Academy Video Library & Internal Review Process
12	Cadet Training Schedule Coordination
13	Cadet Injuries, Separation, and Attrition Rates
14	Active Bystandership for Law Enforcement (ABLE) Project
15	Procedural Justice
16	Cognitive Decision-Making and Emotional Intelligence
17	Trauma-Informed Training
18	Physical Fitness, Health, and Wellness Training
19	ACADIS: Learning Management System
20	Mentorship Program
21	Recovery Time for Academy Staff
22	Internal Audit Protocols

MEMORIALIZIZING OUR LONG-TERM VISION

Austin Police Department

Academy Operations Manual

Completed Jan. 2024 ✓





Guiding Principles



Increase transparency and community involvement



Create a culture of adult learning



Institute transformative change consistent with community expectations



Progress to Date

Training Academy has achieved the following key milestones to date:

Inclusion of subject matter experts into curriculum ✓

Pre-Academy Established ✓

Community Connect ✓

Active Bystandership for Law Enforcement (ABLE) ✓

ICAT & De-Escalation Training ✓

Video Library & Review Process Developed ✓

Procedural Justice Evaluative Lens ✓

Hired Civilian Staff ✓

Highlights include:

- Added emphasis on officer wellness & resiliency to Pre-Academy
- Reallocated 22 hours of the Community Connect and Engagement Programming into the Pre-Academy
- Hired and promoted six staff
- Reporting Cadet Academy statistics on the Open Data Portal
- Cadet injuries, separations, and attrition rates have been tracked for years



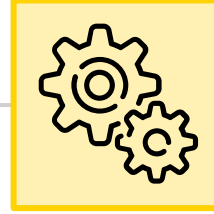
Academy Operational Phases



Phase 1: Foundational Planning & Logistics

- Implement foundational recommendations necessary to enable development, implementation, and evaluation of remaining process recommendations
- Monitor, evaluate, and refine implemented recommendations

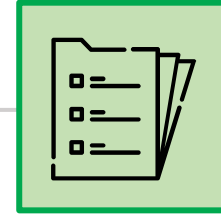
Now – FY24



Phase 2: Ongoing Implementation

- Develop and implement remaining recommendations
- Progressive implementation strategy based on resource availability, dependencies, and prioritization
- Monitor, evaluate, and refine implemented recommendations

FY25 – FY26



Phase 3: Evaluation & Continuous Improvement

- Ongoing holistic review and improvement of APD Police Academy
- Develop and report on performance measures
- Foster a culture of continuous improvement

Mid FY25 - Ongoing

Progress Reporting, Stakeholder Engagement, & Change Management

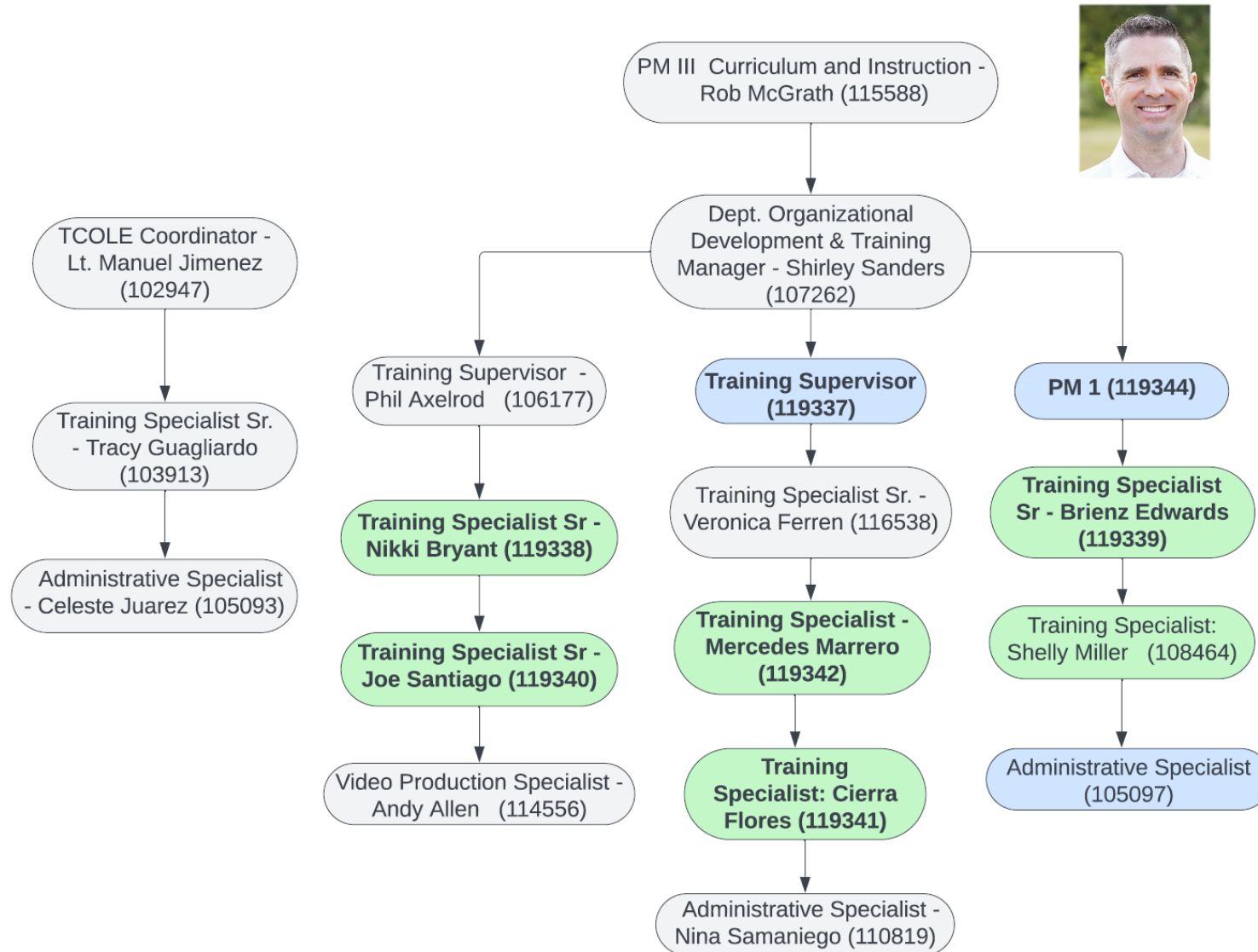


Phase 1: Foundational Planning & Logistics

FY24	Q2 JAN-MAR	Q3 APR-JUN	Q4 JUL-SEP
Hire Civilian Staff	Hire Staff		
	Onboard & Train Staff		
Review Academy Cadet Curriculum	Incorporate TCOLE Updates, Research Best Practices		
			Instructor Development
Establish Professional Advisory Committee	PAC Funding		
		Develop PAC Governance	
Establish Community Advisory Committee			Develop CAC Governance
Monitor, evaluate, and refine implemented recommendations	Ongoing		



Phase 1 - Civilian Staff Structure & Hiring Plan

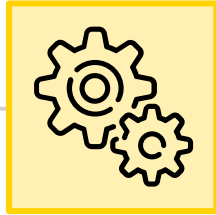


Phase 1: Foundational Planning & Logistics

Now – FY24



Phase 2: Ongoing Implementation



Phase 2: Ongoing Implementation

- Develop and implement remaining recommendations
- Progressive implementation strategy based on resource availability, dependencies, and prioritization
- Monitor, evaluate, and refine implemented recommendations

FY25 – FY26

- Multiple recommendations being implemented concurrently
- Phase 1 provides foundation needed to fully implement all remaining processes



Phase 3: Evaluation & Continuous Improvement



Phase 3: Evaluation & Continuous Improvement

- Ongoing holistic review and improvement of APD Police Academy
- Develop and report on performance measures
- Foster a culture of continuous improvement

Mid FY25 - Ongoing

- Evaluate our effectiveness in providing high-quality training
- Utilize standardized measures to assess and report information to stakeholder groups
- Will initiate Phase 3 during the midpoint of Phase 2



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