APD Training Academy Audit

149th Cadet Class

May 22, 2023 – December 30, 2023

Community Involvement

Co-facilitated Coursework

- 8 courses 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; Professional Policing; Non-Consensual Language; Traumatic Brain Injury; Crisis Intervention Training
- Co-facilitators represented the University of Texas, Texas State University, Neill-Cochran House Museum, Austin Community College, the Centre for Neuro Skills, and Integral Care

Community Involvement

Community Connect & Engagement – 36 hours completed

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

Austin Public Library	Jail to Jobs
Sobering Center	Mothers Against Drunk Driving
Neill-Cochran House	Downtown Austin Alliance
Magdalene House	SAFE Alliance
Out Youth	ADL: Hate Crimes Education
Seedling Foundation	Language Access
AISD Restorative Practices	Austin Groups for the Elderly
Central Texas VA	Community Resource Fair

Culture of Adult Learning

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

- 24 classes have been revised to include Adult Learning Theory concepts between mid-2021 and the conclusion of the 149th cadet class in December 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 Officer Education
- Examples of courses attended/scheduled to attend:
  - The RITE Way “Responsibility and Integrity Through Ethics; Managing the Training Function; IACP Women’s Leadership Institute; Finding the Leader in You; (TEEX) Advanced Instructor Development; FBI LEEDA Supervisor Leadership Institute; VirTra Advanced Trainer Certification Course; ABLE Train the Trainer Certification; Reality Based Training Instructor Course.

Transformative Change

Belonging & Inclusion

- All Cadets completed Groundwater Analysis training provided by Joyce James Consulting (JJC)
- 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

Class Dates: May 22, 2023 – December 30, 2023

	Training Academy Staff	149th Cadet Class	*City of Austin
Male	85%	88%	65%
Female	15%	12%	35%
Black or African American	14%	28%	14%
White	57%	40%	48%
Hispanic or Latino	14%	24%	30%
Asian	13%	8%	3.4%
American Indian or Alaska Native	2%	-	0.4%
2 or more races	-	-	1.5%
Native Hawaiian or Pacific Islander	-	-	0.2%
Other	-	-	-
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)

- ABLE classes scheduled for January, February, and March 2024
- 4 APD instructors have completed the ABLE Train the Trainer Certification thus far

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
    - Stop Abuse for Everyone (SAFE)
- 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 Training (PT)

- 0 Cadets failed the initial PT test week one of the Academy
  - 5 Cadets were below the 18% graduation standard
- 3 injuries related to PT
  - One Cadet experienced Rhabdomyolysis due to improper form
  - Two Cadets overexerted and strained muscles
  - All three Cadets returned to full duty and graduated
- Performance improvements
  - 0 Cadets failed the final PT test at the end of the Academy

Transformative Change

Cadet Support

- Mentorship program
  - Program is currently under development

- Ride-out program
  - All cadets completed two 10-hour ride-outs during Week 21 of training
  - Ride-outs were completed after Building Search before DWI-Intoxicated Driver training and basic role plays

Attrition

Cadet Separations

- 9 separations total
- 1 Cadet recycled to future Academy
- Personal reasons stated include:
  - Commute/transportation issues
  - Money
  - Home Life
  - New job
  - Pressure
  - Not right fit

Male	Female
100%	0%

Black	44%
White	22%
Hispanic	22%
Asian	11%

Reasons for Attrition	
Physical Fitness	0%
Academics/Performance	22%
Character/Integrity Issues	22%
Personal Reasons	44%
Recycled	11%

Results

Graduation rate - 25 of 34 Cadets graduated (73%)

Male	Female
88%	12%

Black	28%
White	40%
Hispanic	24%
Asian	8%
Other	0%

Additional Changes

Adjustments Implemented

- Basic Peace Officer Course (BPOC) 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)