



Evaluation of Austin Police Department

**Audit of APD Training Academy and Long-Term Process Assessment
Scope of Work / Status Update / Past Kroll Reports**

June 12, 2023

Kroll Reports – 2021 to 2023

Phase A Reports (Academy Related)

- *Austin Police Department: Review and Assessment of Training Academy, April 23, 2021*
 - *Preliminary Assessment Memorandum – February 26, 2021*
- *Final Report of Independent Evaluator: APD Training Academy, February 16, 2022*
 - *Interim Report of Independent Evaluator – October 14, 2021*
- *Audit Protocol Guidelines, March 15, 2022*
- *APD Training Academy: Curriculum Review Process Assessment, March 1, 2023*



Kroll Reports – 2021 to 2023 (cont'd)

Phase B Reports

- *Evaluation of Austin Police Department: Use of Force / Public Interactions / Recruitment, Selection, and Promotions, January 21, 2022*
- *Supplemental Report – Evaluation of Austin Police Department: Administrative Investigations of Complaints Alleging Bias or Discrimination (2012 – 2021), May 4, 2022*

Phase C Reports

- *Evaluation of Austin Police Department: Compliance with Race and Sex Discrimination Laws and Policies, March 31, 2023*
- *Community Impact of Police Misconduct: Analysis of Austin Police Department Excessive Use of Force and Other Misconduct Litigation, April 21, 2023*

Audit of APD Training Academy – 148th Cadet Class

Scope of Work:

Review and assess APD's progress in complying with Kroll's Audit Protocol Guidelines during the 148th Cadet Class (January 30, 2023 to September 8, 2023)

- Use of External Subject-Matter Experts
- Community Engagement / Community Connect
- Incorporation of Adult Learning/Active Learning into Curriculum
- Roles of Division Manager and Training Supervisor
- ICAT and Emphasis on De-escalation
- Academy Diversity and Culture
- CIT and Mental Health Awareness Training
- Cadet Injuries, Separations, and Exits
- Scheduling Coordination
- Facility and Staffing Needs
- **Kroll Report – September 22, 2023**



Long-Term Process Assessment

Scope of Work:

Assist and consult with APD as it develops long-term internal processes designed to ensure the sustainability of the implemented and on-going implementation of the Kroll recommendations, consistent with Austin City Council Resolution 37 and the Reimagined Police Cadet Academy Blueprint.

- Audit Protocol Guideline Topics, plus:
- Active Bystander for Law Enforcement Training (ABLE)
- Procedural Justice
- Cognitive Decision-Making and Emotional Intelligence
- Trauma Informed Training
- Physical Fitness / Health and Wellness Training
- Field Training Officer (FTO) Training
- Continuing Education for Active APD Personnel
- Academy Video Library
- **Kroll Report – December 15, 2023**



Questions?