

SECRETARY OF STATE

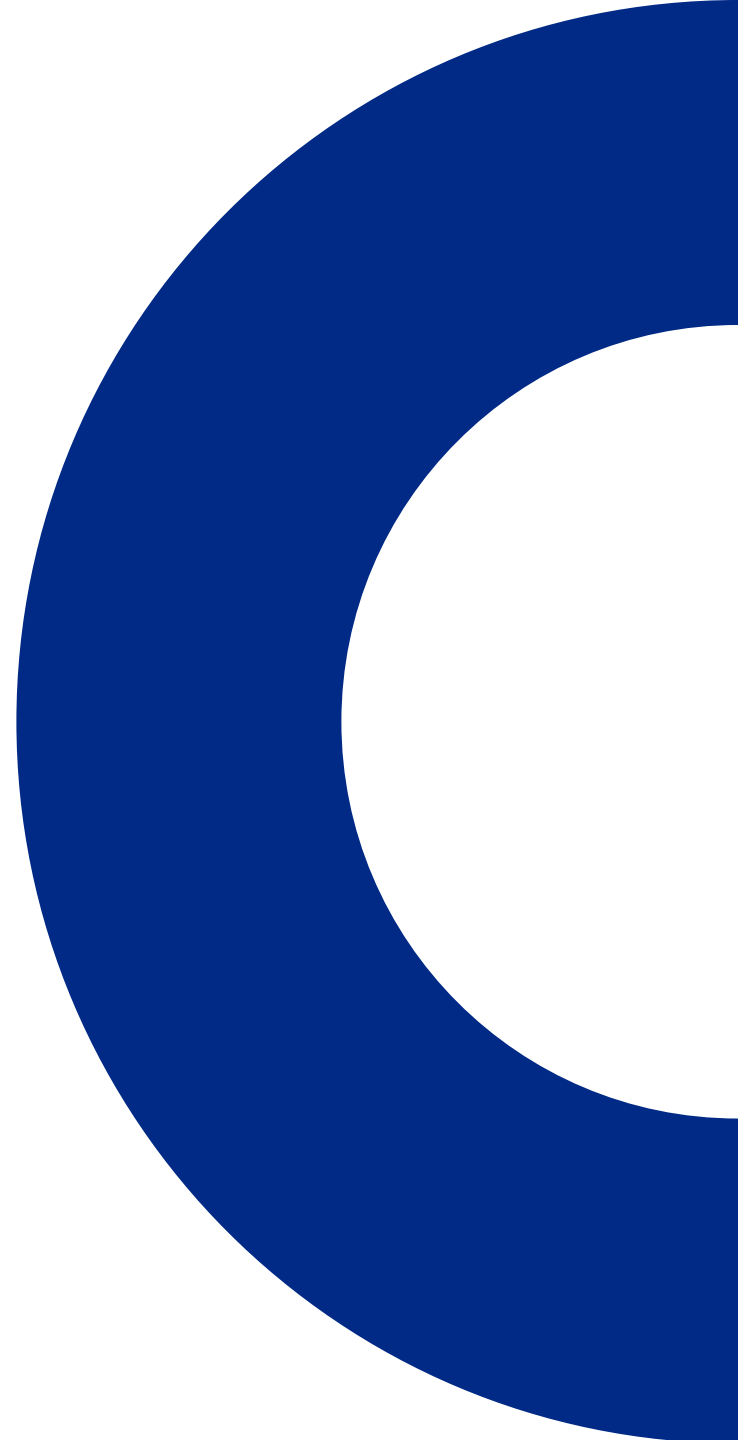
Department of Public Safety Standards and Training: Police Accountability and Training



Findings

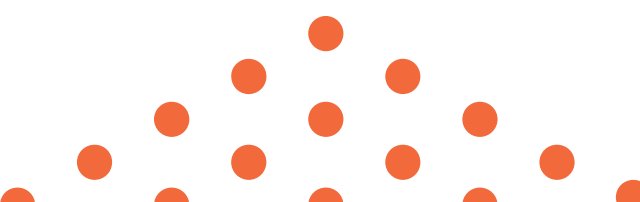
Objectives

- Determine whether DPSST could do more to identify and hold accountable police officers who have engaged in misconduct
- Determine if DPSST's approach to developing and implementing basic police training is in line with state laws and industry leading practices





DPSST and its board have improved administrative rules and procedures to hold police officers accountable

- DPSST is screening individuals who are entering the profession.
 - The board has created an Applicant Review Committee.
 - DPSST uses a thoughtful approach to reviewing professional standards cases.
 - The board is transparent in its decision-making.
 - DPSST reviews local law enforcement employment records.
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DPSST is limited in its ability to hold more officers accountable

Local control

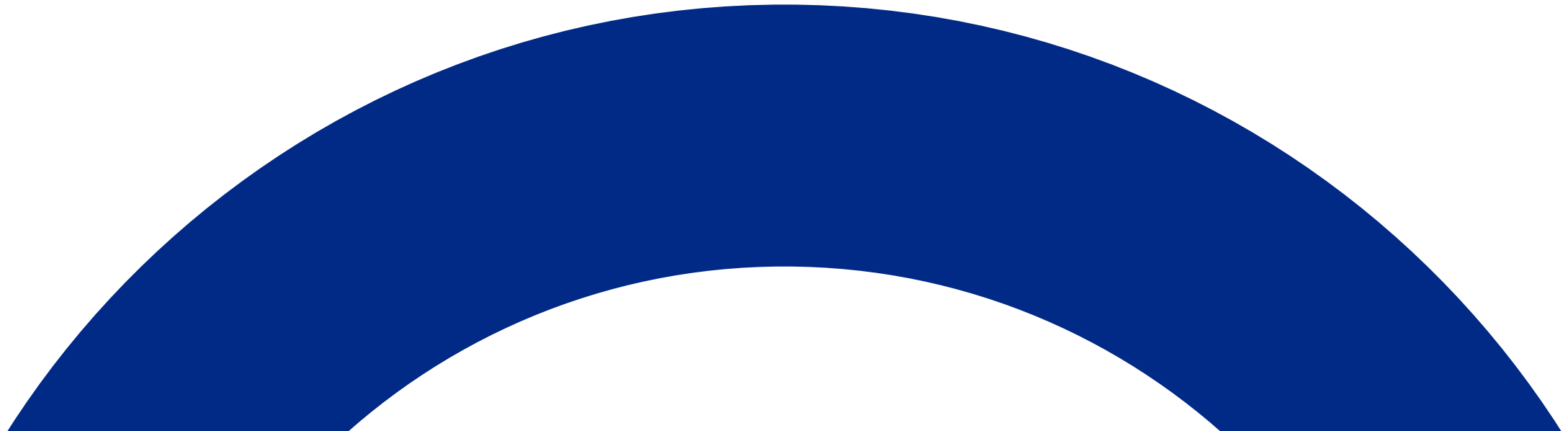
- Local law enforcement agencies are the primary layer of accountability
- DPSST relies on local investigations

Narrowly defined administrative rules

- Competency, use of excessive force, or use of force resulting in death are not automatic triggers

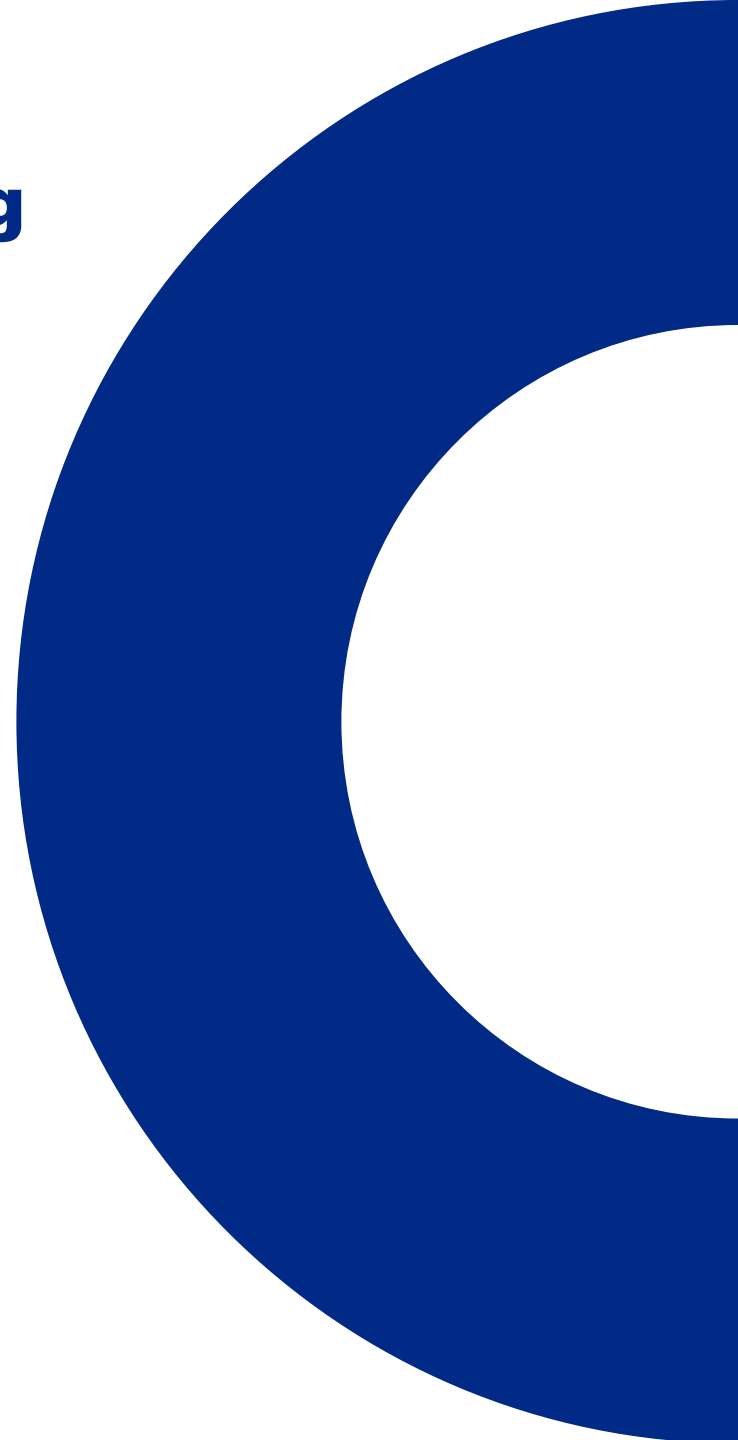
Gaps in certification review

- Complaint process has room for improvement
- Board lacks clear conflict of interest guidelines



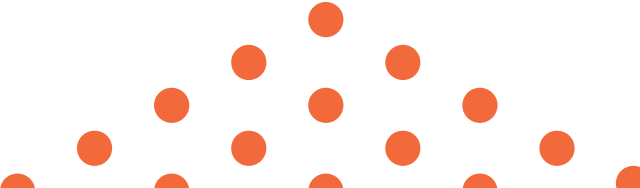
DPSST's approach to basic police training complies with state laws and industry leading practices

- Basic Academy curriculum focuses on effective communication, de-escalation, emotional intelligence, history of policing, and implicit bias.
- DPSST's training implementation process is well-designed.
- This training approach is shown to be effective in changing student behavior.





More can be done to extend DPSST's outreach beyond basic training

- Field Training Officers are not certified, nor is the Field Training manual audited
 - Most of Oregon's law enforcement officers have not received the new training
 - The Regional Training Program is small but provides the opportunity to reach beyond the basic academy
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Additional Resources Needed to Strengthen Police Training and Accountability

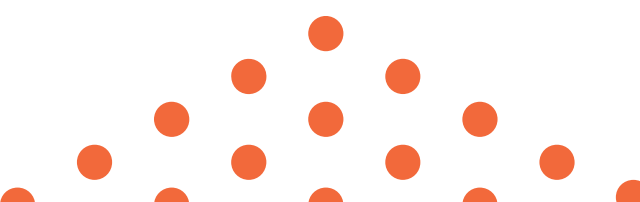
- DPSST rarely has enough instructors available to deliver the training curriculum as designed.
 - Relies heavily on local law enforcement agency loans or other part-time instructors
- DPSST is lacking key technology and tools needed to enhance its training delivery.
 - Agency needs a Learning Management System to create, manage, and deliver various types of content across a variety of learning methodologies
 - Largely paper-based processes

Over time, staff at the agency have been asked to do more with less, but that is not longer sustainable.



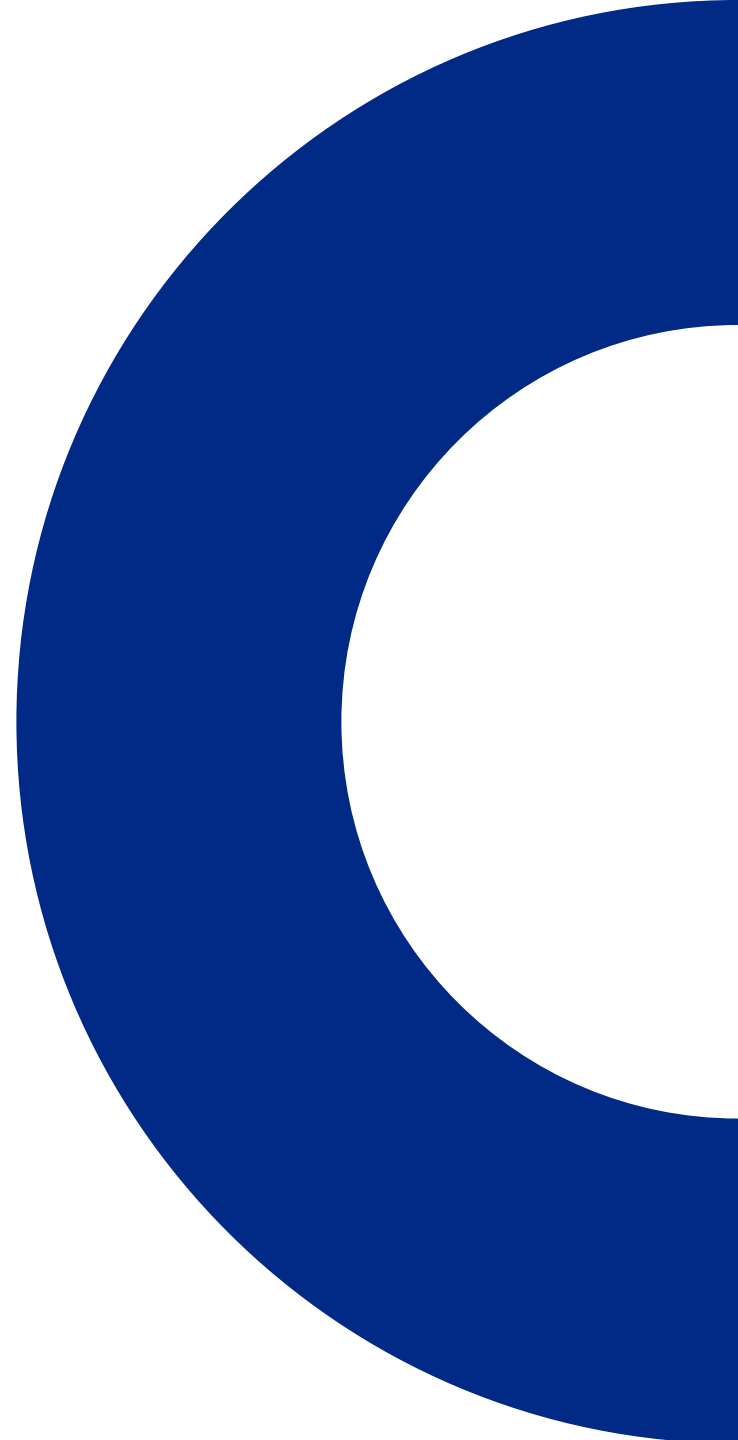


There were 15 recommendations

- Nine recommendations to improve accountability, including
 - Evaluate whether recent legislation impacts current moral fitness standards and make changes
 - Develop certification process for Field Training officers
 - Five recommendations to improve training, including
 - Evaluate the current Basic Police Academy staffing model and develop short-term and long-term strategies to appropriately and sufficiently staff the Academy.
 - Request additional funds for an instructor trainer and a Learning Management System.
 - A recommendation to conduct workforce planning to ensure the agency is meeting its mission.
 - To implement many of our 15 recommendations, DPSST would need additional money and staff
 - The agency disagreed with three of our recommendations and agreed with the remaining twelve.
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Other Pertinent Information: Use of Force data

- State can strengthen oversight and accuracy of use of force data
 - Oregon does not know the extent of use of force across the state.
 - Oregon Senate bill 111 (2007) required all law enforcement agencies to submit data concerning officer's use of deadly force resulting in death to the Oregon Department of Justice. However, there are errors in the data.
 - The Oregon Department of Justice has no means to compel compliance nor to audit the quality of the data submitted.



QUESTIONS?

