

Independent Monitoring Report

Training

Compliance Assessments by Paragraph

Specific compliance assessments, by paragraph, for the Training section are available here. This includes paragraphs where the City gained or lost compliance in the twelfth reporting period, as well as paragraphs with significant developments toward or away from compliance. A fuller description of the history of compliance efforts, methodologies, compliance determinations for each original monitorable paragraphs in the Training section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoring-team.com/imr-8-1/>.

Training: ¶277

277. Where it would add to the quality or effectiveness of the training program, the Education and Training Division will seek the assistance of outside expertise, as feasible, practical, and appropriate, either in developing or reviewing CPD curricula and lesson plans, or reviewing pilot versions of CPD courses.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶277.

To assess Secondary compliance, the IMT reviewed training data to determine whether the City and the CPD have created and staffed positions with qualified personnel, including creating and implementing a process to acquire “outside expertise” as required by ¶277. This process must ensure that such outside experts are qualified to “add to the quality or effectiveness of the training program.”

During this reporting period, we reviewed the CPD *2026 Annual Training Plan*, which describes the training courses the CPD is developing and will provide during the 2026 calendar year. The *2026 Annual Training Plan* also places the 2026 training schedule in context of the CPD’s five-year strategic training plan to ensure courses required for certification are provided on a regular cadence. Additionally, it ensures that appropriate refresher training and the reinforcement of core principles—such as community policing, impartial policing, and procedural justice—are weaved throughout every member’s training.

The *2026 Annual Training Plan* identifies the expected outside expertise to be used for each in-service training course. This includes the following:

- The CPD is developing the *Active Bystandership for Law Enforcement (ABLE)/Gender-based Violence/Interactions with Persons with Disabilities* course with outside expertise from Access Living, the Chicago Hearing Society, and Georgetown University.
- The CPD is developing the *Active Treat Integrated Response/Tactical Medicine* course with the Federal Law Enforcement Training Center.
- The CPD is developing the *Public Order Public Safety* course with outside expertise from the Center for Domestic Preparedness.

Additionally, the CPD outlined outside expertise planned for eLearning courses, including collaboration with the Red Cross, the Illinois State Police, the City of Chicago Board of Ethics, the Hate Crimes Coalition, the City of Chicago Mayor's Office for People with Disabilities, Occupational Safety and Health Administration, Axon, and the Heartland Alliance.

The CPD outlined collaboration with outside expertise for specialized training in the *2025 Annual Report*. The CPD is collaborating with the National Alliance on Mental Illness (NAMI) for the ongoing Crisis Intervention Team Training courses, Region 11 EMS for the LEMART recruit training, and multiple organizations for investigations training courses (e.g., Police Law Enforcement Training, Chicago Survivors, Forgotten Victim Homicides, the Office of the Attorney General, and Orbis).

We also reviewed meeting notes from monthly Training Community Advisory Committee meetings, in which invited community partners engage with the CPD's Training Support Group and provide ideas, feedback, and community resources throughout the instructional design and implementation process for the 2025 and 2026 in-service training courses.

The CPD has demonstrated that the CPD is inviting outside expertise into the development of CPD training as required for Secondary compliance. Additionally, Section VII(A)(3) of CPD policy S11-10, *Department Training*, continues to address the requirements of ¶277 to maintain Preliminary compliance.

Looking forward, Full compliance requires the CPD to have implemented a plan to continue to receive subject-matter-expert assistance and standards to evaluate subject-matter-expert contributions for impact on the training programs' quality and effectiveness. This can be demonstrated by providing contracts for a sample of outside experts brought in to assist with training.

Paragraph 277 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

None

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

Preliminary

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

Preliminary

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Secondary

Training: ¶286

286. The review and analysis of the content and delivery of training will enable CPD to determine whether the training provided to members effectively prepares them to police fairly, safely, and in accordance with the law, CPD policy, best practices, and this Agreement.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *Under Assessment*
Secondary: *Not in Compliance*
Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD made efforts toward but did not achieve Preliminary compliance with ¶286.

To evaluate Preliminary compliance with ¶286, we reviewed the City’s and the CPD’s relevant policies and documents for the review and analysis of training content and delivery. To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether the City and the CPD have implemented acceptable policies, procedures, and plans to conduct an analysis and review of the content and delivery of training according to the requirements of ¶286.

During this reporting period, the IMT reviewed DN25-TD, *Training Division Instructor Evaluation – Pilot Program*, which outlines a process for collecting, analyzing, and reviewing course and instructor evaluations for existing trainings and informing future training improvements. The IMT has provided a no-objection notice, however by the end of the reporting period the OAG had not provided a no-objection notice. By the end of the reporting period, the Department Notice remained in the collaborative review and revision phase. To achieve Secondary compliance, the CPD must receive approval from the IMT and OAG and subsequently finalize and implement the Department Notice.

To assess Secondary compliance the CPD must provide for review evidence of policy and procedure, planning, training materials, communication materials, and meeting minutes, including but not limited to from Training Community Advisory Committee and Training Oversight Committee meetings, to substantiate whether the CPD has established and implemented a process to analyze and review the content and delivery of training according to the requirements of this paragraph.

Full compliance may be achieved when records submitted indicate and substantiate that the City and the CPD have conducted an analysis and review of the content and delivery of trainings and the CPD has determined if trainings are effective in preparing officers according to the requirements of this paragraph.

Paragraph 286 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

Not Applicable

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

Not Applicable

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

None

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

None

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

None

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

None

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

None

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

None

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

None

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Preliminary

Training: ¶294

294. CPD will ensure that upon graduation from the Academy, recruits demonstrate a firm grasp of the basic technical and tactical skills, critical thinking, problem-solving, and interpersonal skills that form the basis for safe and effective policing. In order to do so, CPD will rely on appropriate evaluation tools to measure recruits' skills and qualifications.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance (NEW)*

Secondary: *Not in Compliance*

Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD achieved Preliminary compliance with ¶294.

To evaluate Preliminary compliance with ¶294, we reviewed the City's and the CPD's relevant policies and documentation to determine whether the CPD has a policy that requires recruits to demonstrate the requirements of this paragraph. We also examined whether such policy also fully aligns with the CPD's training goals generally.

During this reporting period, we reviewed revisions to S11-10-01 *Recruit Training*, which outline in policy the process by which CPD will ensure that recruits graduating from the Academy have the necessary technical, tactical, critical thinking, problem-solving, and interpersonal skills for effective policing. Revisions to S11-10-01 detail new evaluation measures aligned with the requirements of ¶294. This includes a new Integrated Exercise Performance Form Packet of the Practical Exercise Program, in which recruits must demonstrate the skills described in ¶294. During a test the week prior to graduation, recruits will be required to successfully complete scenarios with a minimum passing score. The IMT and OAG provided no-objection notices and the CPD subsequently finalized and implemented the policy by the end of the reporting period. The revisions to S11-10-01 and the associated evaluation improvements for recruits graduating from the Academy demonstrate Preliminary compliance with ¶294.

Looking forward, Secondary compliance requires the CPD to have developed and implemented tools designed to measure recruits' grasp of the basic technical and tactical skills, critical thinking, problem-solving, and interpersonal skills that form the basis for safe and effective policing. To do so, the CPD must rely on appropriate evaluation tools to measure recruits' skills and qualifications upon graduation from the Academy.

Paragraph 294 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary

Training: ¶298

298. An effective field training program is necessary for reinforcing the policies, practices, and skills taught in recruit training and instilling in new police officers the principles of safe, effective, and lawful policing that will guide them throughout their careers. CPD will sufficiently staff, supervise, and manage its field training program ("Field Training and Evaluation Program") to train and evaluate new officers in the necessary skills required to deescalate or use force in accordance with the sanctity of life, the law, CPD policy, and this Agreement.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (SIXTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶298.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether the City and the CPD have developed acceptable policies, procedures, and plans to sufficiently staff, supervise, and manage its field training program according to the requirements of ¶298. We also assessed whether "Sufficiently staff" was clearly defined by objective criteria.

The City and the CPD submitted the following documents to demonstrate compliance during this reporting period:

- S11-02, *Field Training and Evaluation Program* (FTEP);
- *FTO Initial Training*;
- 2024 FTEP Annual Report to the Training Oversight Committee (TOC);
- FTO Initial Training Compliance Report; and
- The *2026 Annual Training Plan*.

The 2024 FTEP Annual Report to the TOC included staffing trends through the 2024 calendar year, showing sufficient available Field Training Officers (FTOs) for the number of Probational Police Officers (PPOs) in each training cycle. This demonstrated concerted efforts by the CPD to increase the FTO budget from 280 budgeted FTOs to 450 FTOs in 2024 and subsequently improve FTO recruiting efforts and offer regular FTO exams to promote qualified Officers to FTO status leading into the 2025 year. During this reporting period, the City and the CPD launched a digital FTO exam, resulting in over 100 applicants completing the digital test and test result communications occurring in under 20 days from the testing date. The

FTEP program kept the IMT and the OAG apprised of staffing levels and programmatic updates during this reporting period, instituting a new regular meeting cadence specific to the FTEP. The *FTO Initial Training* consists of a full two-week, 110-hour training for incoming FTOs. In 2024 upon request of FTOs, the CPD invited FTOs to complete the two-week instructor's academy, allowing FTOs to be cross-trained and qualified to assist with *FTO Pre-Service* and *In-Service Training*, in addition to enhancing skills to help with PPO development.

The IMT reviewed these documents and found that the City and the CPD have established and implemented a process and applicable formulas to sufficiently staff, supervise, and manage its field training program according to requirements of ¶298 related to Secondary compliance. The IMT previously assessed compliance by reviewing a revised version of Training Directive S11-02 (*Field Training and Evaluation Program*) and found that the City and the CPD continued to maintain Preliminary compliance.

Looking forward, the City and CPD may achieve Full compliance by demonstrating that the City and the CPD have implemented a self-sustaining systematic process to determine and apply objective applicable formulas to sufficiently staff, supervise, and manage its field training program according to the requirements of ¶298.

Paragraph 298 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Not Applicable	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶299

299. CPD will revise, as necessary and appropriate, the Field Training and Evaluation Program to comport with CPD's Training Plan and this Agreement.

Compliance Progress (Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶299.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether CPD policies and plans follow the requirements for the Field Training and Evaluation Program (FTEP) operation, and to determine whether the CPD has sufficiently taken steps to follow requirements for the FTEP operation as required by this paragraph. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended. Where applicable, we assessed whether the City and the CPD have created the requisite positions and staffed those positions with qualified personnel to achieve compliance with the requirements of this paragraph.

The City and the CPD submitted the following documents to demonstrate compliance during this reporting period:

- *S11-02 Field Training and Evaluation Program (FTEP);*
- *FTO Initial Training;*
- *2024 FTEP Annual Report to the Training Oversight Committee (TOC);*
- *FTO Initial Training Compliance Report; and*
- *The 2026 Annual Training Plan.*

The City and the CPD have partnered with the University of Chicago to develop surveys for Field Training Officers (FTO) and Probationary Police Officers (PPO) following the conclusion of a PPOs final training cycle. These surveys are completed quarterly, and aggregate results are regularly reported to the Training Oversight Committee (TOC), the IMT, and the OAG. During this reporting period, the CPD updated *S11-02 Field Training and Evaluation Program* to include a new FTEP Survey Response Form. The *2026 Annual Training Plan* describes which improvements are being made to FTEP processes and the *Basic Law Enforcement (BLE) training* for recruits as a result of FTO and PPO evaluation. Example changes to the BLE

training include enhanced exercises involving arrest procedures, traffic enforcement, written communication, report classification, and department technology.

Additionally, during this reporting period, the CPD implemented an ACADIS software module to track field training progression of PPOs. During 2025, FTOs began using the ACADIS system to complete Daily Observation Reports (DORs). The Field Training and Evaluation Section revised the evaluation categories, performance ratings, guidance, and FTO training to better highlight CPD principles through the evaluation process, including procedural justice, de-escalation, and constitutional policing. The Training and Support Group developed eLearning training, quick guides, tutorial, and user guide to support use of the new DOR system.

CPD's advancements in evaluation policy, processes, and plans demonstrate Secondary compliance with ¶299 requirements. Looking forward, Full compliance may be achieved if policy, procedure, plans, training plans, and other field training program documents demonstrate that the CPD has sufficiently and systematically reviewed and revised the Field Training and Evaluation Program in accordance with the requirements of ¶299.

Paragraph 299 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶305

305. CPD will revise the Field Training and Evaluation Program to ensure that no more than one PPO is assigned to an FTO during each training cycle. The City will provide CPD with the necessary support and resources to designate a sufficient number of FTOs to meet the requirements of this Agreement. Officers performing FTO duties in a temporary capacity are considered FTOs under this Agreement so long as they meet the requirements set forth for FTOs in this Agreement, except for the selection requirements.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance* (FOURTH REPORTING PERIOD)

Secondary: *In Compliance* (SEVENTH REPORTING PERIOD)

Full: *In Compliance* (NEW)

In the twelfth reporting period, the City and the CPD achieved Full compliance with ¶305.

The City and the CPD first achieved Preliminary compliance with ¶305 in the fourth reporting period. To demonstrate continued compliance with ¶305 in the reporting periods since, the CPD submitted revised versions of Training Directive S11-02, *Field Training and Evaluation Program* and S11-02-01, *Field Training and Evaluation and Review Board*). S11-02 § VII(C) which continued to address the requirements of this paragraph for Preliminary compliance.

The City and the CPD achieved Secondary compliance during the seventh reporting period. To assess maintenance of Secondary compliance, the IMT reviewed data demonstrating that CPD has developed policy and plans to revise the Field Training and Evaluation Program (FTEP). Data included in the Annual FTEP report to the Training Oversight Committee (TOC) showed that FTEP revisions are completed and implemented. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended. Where applicable, we assessed whether the City and the CPD have created the requisite positions and staffed those positions with qualified personnel to achieve the requirements of this paragraph.

To evaluate Full compliance with ¶305, we reviewed the City's and the CPD's relevant policies and documents to determine if the CPD's Field Training one-to-one Probationary Police Officer (PPO) to Field Training Officer (FTO) ratio has been sustained through training cycles and if the CPD has implemented a systematic process that will ensure that PPOs are not placed on assignments in the field without adequate supervision.

Since the CPD increased the number of budgeted FTOs during the tenth reporting cycle, improved FTO recruiting practices and incentives, the CPD has maintained the one-to-one ratio for FTOs and PPOs each FTEP training cycle. The CPD has also

provided documentation of evaluation processes to ensure no PPO are placed in field assignments without adequate supervision. The 2024 Annual Field Training and Evaluation Report provided information about three requests for the Field Training and Evaluation Review Board to assess a PPO’s performance to determine if additional training, an additional field training cycle, or recommendation for separation from the CPD is warranted. The FTEP Review board recommended Department separation for one PPO and additional training warranted for two PPOs.

Data from the City and the CPD show that the one-to-one PPO to FTO ratio has been maintained through multiple field training cycles and multiple reporting periods, and therefore, the City and CPD have achieved Full compliance with ¶305. Maintaining Full compliance will require the City and the CPD to continue demonstrating FTEP staffing, adequate PPO supervision, and continuation of the systematic process to ensure PPOs are not placed in field assignments without adequate supervision.

Paragraph 305 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Full

Training: ¶306

306. CPD will ensure that PPOs in the Field Training and Evaluation Program train with different FTOs during each of their training cycles.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (TENTH REPORTING PERIOD)
Full:	<i>In Compliance</i> (NEW)

In the twelfth reporting period, the City and the CPD achieved Full compliance with ¶306.

To evaluate Full compliance with ¶306, we reviewed the City’s and the CPD’s relevant policies, data, and documents to determine if the City and the CPD has sufficiently, systemically, and consistently ensured and substantiated that Probationary Police Officers placed in field assignments train with different Field Training Officers during each of their training cycles.

This reporting period, The IMT found that the City and the CPD maintained Secondary compliance through reviews of data demonstrating that CPD has developed policy and plans to revise the FTEP to meet ¶306 requirements. Specifically, we reviewed policy, processes, PPO and FTO assignments, and FTEP-related materials. Data from the FTO Initial Training Compliance Report and the FTEP Annual Report to the TOC confirmed a one-to-one PPO to TFO ratio sustained through training cycles and that PPOs train with a different FTO each training cycle. Data also demonstrated that CPD has implemented a process that will ensure that PPOs are not placed on assignments in the field without adequate supervision, and that they train with a different FTO each training cycle.

During the sixth reporting period, the IMT assessed compliance by reviewing revised versions of Training Directive S11-02, *Field Training and Evaluation Program* (May and June 2022), including a Comments Matrix showing changes to the prior version of S11-02 provided for review in the fifth reporting period and the CPD’s responses to comments offered by the IMT. S11-02 § VIII(A)(3) addressed the requirements of ¶306, substantiating Preliminary compliance.

To assess Full compliance, the IMT reviewed the 2024 FTEP Annual Report to the Training Oversight Committee, FTO Initial Training, the FTO Initial Training Compliance Report and S11-02, *Field Training and Evaluation Program*.

Since the CPD increased the number of budgeted FTOs and improved FTO recruiting practices and incentives during the tenth reporting cycle, the CPD has maintained the one-to-one ratio for FTOs and PPOs each FTEP training cycle. The CPD also provided documentation during the twelfth reporting period showing that

each PPO deemed field qualified (*i.e.*, recruit groups 23-11, 14-01, 24-02, 24-03) each trained with different FTO during each field training cycle through the twelfth reporting period.

Data from the City and the CPD show that the one-to-one PPO to FTO ratio has been maintained with PPOs training with different FTOs for each training cycle. This has been maintained across field training cycles and reporting periods, and therefore, the City and CPD has achieved Full compliance with ¶306. Maintaining Full compliance will require the City and the CPD to continue demonstrating FTEP staffing, adequate PPO supervision, and continuation of the systematic process to ensure PPOs are placed with different FTOs during each training cycle.

Paragraph 306 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Full

Training: ¶307

307. CPD will ensure that PPOs awaiting assignment to an FTO will not be placed on assignments in the field without adequate supervision. CPD will track and document all instances of PPOs placed in field assignments prior to starting the Field Training and Evaluation Program.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶307.

To evaluate Secondary compliance, we reviewed the City's and the CPD's relevant policies, data and documents to determine if policies, processes, assignments, Field Training and Evaluation Program-related materials, and other policy, data, job, and training sources indicate Probationary Police Officers (PPOs) awaiting assignment to a Field training Officer (FTO) are not placed in the field without adequate supervision.

Data must confirm that a one-to-one Probationary Police Officer to Field Training Officer ratio is sustained through training cycles and that the CPD has implemented a process that will ensure that Probationary Police Officers are not placed on assignments in the field without adequate supervision. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended. Where applicable, we assessed whether the City and the CPD have created the requisite positions and staffed those positions with qualified personnel to achieve the requirements of this paragraph.

During this reporting period the City and the CPD submitted S11-02, *Field Training and Evaluation Program*, the FTO Initial Training curriculum, the 2024 FTEP Annual Report to the Training Oversight Committee (TOC) and the FTO Initial Training Compliance Report. Documentation and monthly reports to the IMT and OAG demonstrated that the CPD maintained the one-to-one PPO to FTO ratio and that no PPO is placed in the field without adequate supervision.

The City and the CPD achieved Secondary compliance and maintained Preliminary compliance as S11-02 § VI(D) continues to address the requirements of ¶307. Looking forward, Full compliance may be achieved when the City and the CPD demonstrate that a self-sustaining, systematic process is in place to ensure no PPO awaiting FTO assignment is placed in the field without adequate supervision. This may be demonstrated by providing the IMT and the OAG with a demonstration of the FTEP cycle tracking software or system and detailing how the tracking process functions on a regular basis.

Paragraph 307 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

Not Applicable

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

Preliminary

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

Preliminary

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Secondary

Training: ¶313

313. *CPD will create a mechanism for PPOs to provide confidential feedback regarding their field training, including the extent to which their field training was consistent with what they learned at the Academy; whether their FTOs did or did not provide effective guidance and instruction; and suggestions for changes to recruit training based upon their experience in the Field Training and Evaluation Program.*

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (SIXTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶313.

To evaluate Secondary compliance with ¶313, we reviewed the City’s and the CPD’s relevant data and documents to determine whether the CPD’s Field Training Evaluation Program (FTEP) plans and policies incorporate receiving and reviewing Probationary Police Officer (also known as PPO) feedback.

During this reporting period, the City and the CPD submitted revised versions S11-02 *Field Training and Evaluation Program (FTEP)* and S11-02-01 *Field Training and Evaluation and Review Board*. The IMT also reviewed the *2025 FTO Initial Training*, FTO/PPO Quarterly Surveys, and the FTEP Report to the Training Oversight Committee (TOC).

The City and the CPD have partnered with the University of Chicago to develop surveys for Field Training Officers (FTO) and PPOs following the conclusion of a PPOs final training cycle. These surveys are completed quarterly, and aggregate results are regularly reported to the TOC, the IMT, and the OAG. During this reporting period, the CPD also updated S11-02 *Field Training and Evaluation Program* to include a new FTEP Survey Response Form. The *2026 Annual Training Plan* describes which improvements are being made to FTEP processes and the Basic Law Enforcement (BLE) training for recruits as a result of FTO and PPO feedback. Example changes to the BLE training include enhanced exercises involving arrest procedures, traffic enforcement, written communication, report classification, and department technology. This documents a feedback loop used across a full recruit training cycle that informed FTEP changes and improvements, which is required for Secondary compliance.

The City and the CPD previously achieved Preliminary compliance in the sixth reporting period. The IMT reviewed a revised version of Training Directive S11-02, *Field Training and Evaluation Program*, and S11-02 § VIII(A)(9) requires PPOs to

critique the FTEP quarterly by completing the Field Training and Evaluation Program Critique Survey and forwarding it directly and confidentially to the FTEP Section, Bureau of Patrol. The policy specified the parameters for that feedback to include the requirements of ¶313 and thus maintained Preliminary compliance.

Looking forward, Full compliance can be demonstrated by completion of FTO, supervisors and recruit training or orientation on the policy and completion of a full recruit training cycle using the prescribed feedback process. Documentation should demonstrate that each recruit cohort is surveyed.

Paragraph 313 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶315

315. CPD will create a mechanism for FTOs to provide feedback regarding the quality of the Field Training and Evaluation Program, including suggestions for changes to FTO training, the PPO evaluation process, and recruit training. The Education and Training Division and Bureau of Patrol will review, consistent with their scope of responsibility within the Field Training and Evaluation Program, FTO feedback on a quarterly basis and, as necessary and appropriate, share such feedback with the Training Oversight Committee, FTOs, and FTO supervisors.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Recurring Schedule: Quarterly



Met



Missed

Preliminary: *In Compliance* (EIGHTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶315.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine if the CPD’s plans and policies ensure that a mechanism is in place for Field Training Officers (FTO) to provide feedback regarding the quality of the Field Training and Evaluation Program as required by this paragraph and that the Education Training Division and Bureau of Patrol review FTO feedback quarterly and share such feedback with the Training Oversight Committee, FTOs and FTO supervisors as necessary and appropriate. The IMT also sought to determine if the Education and Training Division, Bureau of Patrol, FTO, FTO supervisors, and Training Oversight Committee (TOC) training or orientation on the policy required under this paragraph is completed and that a full recruit training cycle is completed.

During the eighth reporting period, the City and the CPD submitted a revised S11-02 *Field Training and Evaluation Program (FTEP)*. We found that S11-02 §VIII(B)(10)(d) prescribed the FTO to “complete the anonymous survey regarding the Field Training and Evaluation Program administered by the Bureau of Patrol quarterly.” The revised version of S11-02 meets the requirements of ¶315, specifically §§ IX(B)(10)(g), IX(I)(8), and IX(J)(7). These sections require feedback, including suggestions for changes to FTO training, the PPO evaluation process, and recruit training, as mandated by ¶315. Because the policy established these topics as survey imperatives, Preliminary compliance was achieved.

During this reporting period, the City and the CPD submitted a revised S11-02 *Field Training and Evaluation Program*. The City and the CPD also produced Quarterly FTO/PPO Surveys, Field Training and Evaluation Program (FTEP) Annual Report to

the TOC, TOC meeting minutes for December 2024 through February 2025, and the *2026 Annual Training Plan*.

The quarterly survey results provide aggregate feedback from FTOs and demonstrate continued implementation of the FTO survey process. The *2024 FTEP Annual Report* provided a summary of feedback received from FTOs throughout the 2024 field training cycles, and the *2026 Annual Training Plan* outlines changes that are planned to the Basic Law Enforcement curriculum for recruits based on feedback from FTOs and PPOs. These changes include enhanced exercises involving arrest procedures, traffic enforcement, written communication, report classification, and department technology. This documents a feedback loop used across a full recruit training cycle that informed FTEP changes and improvements, which is required for Secondary compliance with ¶315.

The City and the CPD achieved Secondary compliance during this reporting period. Looking forward, Full compliance can be demonstrated when the Education and Training Division, the Bureau of Patrol, Field Training Officers, Field Training Officer supervisors, and Training Oversight Committee training or orientation on policy are completed and multiple consecutive full recruit training cycles meeting the requirements of ¶315 are successfully completed as required.

Paragraph 315 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶316

316. The TOC will annually review the Field Training and Evaluation Program and consider best practices in this area as well as feedback and recommendations from FTOs and PPOs. Additionally, the TOC will review referrals and recommendations by the Field Training and Evaluation Review Board to the Bureau of Patrol. Based on this information, the TOC will recommend to the Superintendent the implementation of any appropriate changes to policies or procedures related to the Field Training and Evaluation Program.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Recurring Schedule: Annually ☒ **Met** ☐ **Missed**

Preliminary: *In Compliance* (SIXTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶316.

The City and the CPD previously achieved Preliminary compliance during the sixth reporting period, where the IMT reviewed meeting materials from Training Oversight Committee meetings, a *Field Training and Evaluation Program Recommendation Memorandum*, dated January 19, 2022, from the First Deputy to the Superintendent regarding the 2021 Annual Field Training and Evaluation Review, and Training Oversight Committee minutes from December 14, 2021. These documents were important components of achieving Preliminary compliance with ¶316 and reflected that the ¶316 requirements were enshrined in CPD policy contained in S11-11 (*Training Oversight Committee*) § III.A.13.

To evaluate Secondary compliance with ¶316, we reviewed data to determine if the requirements of this paragraph are written into policy. Specifically, the IMT reviewed policy, data, and training sources, including Training Oversight Committee meeting notes, special orders, Field Training and Evaluation Program (FTEP) documentation, and other documents including annual reviews and recommendations provided to the Superintendent, to determine if the Field Training and Evaluation Program Review Board (FTEPRB), Education and Training Division (ETD), Bureau of Patrol (BOP), Field Training Officers (FTO), Field Training Officer supervisors, and Training Oversight Committee (TOC) training or orientation on policy is completed and a full annual training cycle completed. Such data must demonstrate that the CPD has established a reliable process for documenting the referrals and recommendations received from these sources. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended.

During this reporting period, the City and the CPD reviewed TOC meeting minutes and agendas from December 2024 through March 2025 and the FTEP Annual Report to the TOC. The Field Training Evaluation Section (FTES) presented and facilitated discussion at each TOC meeting. Topics discussed by the TOC included staffing levels and the one-to-one FTO to PPO ratio, FTO exam processes, FTO training needs, and quarterly FTO/PPO survey feedback. The TOC also discussed and provided recommendations regarding the implementation of the new ACADIS Daily Observation Report (DOR) process. The FTEP Annual Report to the TOC provided summaries of the 2024 FTEP and included details regarding FTO staffing, exams, and training; FTO and PPO survey results; recruit training, the new ACADIS DOR development and testing, and plans for the 2025 training year.

The City and the CPD demonstrated TOC leadership in reviewing FTEP activities and making recommendations for field training enhancements, and as such achieved Secondary compliance during this reporting period. Looking forward, Full compliance requires that Field Training and Evaluation Program Review Board, Education and Training Division, Bureau of Patrol, Field Training Officers, Field Training Officer supervisors, and Training Oversight Committee training or orientation on policy to be completed and for a full annual training cycle to be completed. The CPD must have established a reliable process to document the referrals and recommendations received from these sources.

Paragraph 316 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶317

317. Regular in-service training is critical to ensure that CPD officers continue to hone important policing skills and remain up-to-date on changes in the law, CPD policy, technology, community expectations, and developments in best practices. In-service training should, as appropriate, reinforce CPD's commitment to procedural justice, de-escalation, impartial policing, and community policing.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary:	<i>In Compliance</i> (THIRD REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not Yet Assessed</i>

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶317.

The City and the CPD first achieved Preliminary compliance with the requirements of ¶317 in the third reporting period. In the following reporting periods, the CPD submitted S11-10-03 *In-Service Training* (fifth reporting period) and Bureau of Internal Affairs (BIA) eLearning materials, including Pre- and Post-tests (sixth reporting period). We determined that these submissions continued to support Preliminary compliance.

To evaluate Secondary compliance with ¶317, we reviewed data to determine whether the City and the CPD have developed reliable procedures to demonstrate that training, lesson plans, and curricula across all appropriate in-service training and evaluations demonstrate the requirements of this paragraph. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended.

We previously noted that Secondary compliance may be achieved by submitting data reflecting that training lesson plans and curricula across all appropriate in-service training and evaluations fulfill the requirements of this paragraph. During this reporting period, the City and the CPD submitted the *2026 Annual Training Plan*, the *2025 In-Service Supervisor Training*, and the *2025 Constitutional Policing Foundations Lesson Plan/Fourth Amendment Search and Seizure Lesson Plan*.

These documents reflect the eLearning and classroom course content intended for in-service training classes. The content includes lessons plans, curricula, some pre- and post-tests and slide presentations, along with evidence of completion of eLearning courses. The *2025 Annual Training Plan* includes all in-service courses intended for delivery in 2025 and the CPD's five-year strategic training plan for in-service training. The five-year plan provides an overview of how CPD will ensure that courses required for certification are regularly offered to members and how core principles such as Procedural Justice, De-Escalation, Impartial Policing and

Community Policing are integrated throughout all Training. The CPD modified the five-year training plan in the *2026 Annual Training Plan* to include a dedicated community policing course on a regular cadence.

The City and the CPD achieved Secondary compliance during this reporting period. Looking forward, Full compliance may be demonstrated when training lesson plans and curricula across all in-service training demonstrate the requirements of this paragraph and training delivery and evaluations reflect those requirements.

Paragraph 317 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary

Training: ¶318

318. *The Parties recognize that CPD has begun to develop and implement an In-Service Training Program for its officers. The Parties acknowledge that CPD has developed a project plan establishing development and implementation of the In-Service Training Program from 2018 through 2019 that includes the following components: a. a list of planned courses, including the status of the development and approval of any new course curricula; b. the dates that CPD officers collectively will start and complete the planned courses; c. the identification of any need for additional instructors, equipment, and training facilities and a schedule for addressing the needs; and d. a list of CPD personnel responsible for overseeing each project plan task.*

Compliance Progress

(Reporting Period: January 1, 2023, through June 30, 2023)

Preliminary:	<i>In Compliance</i> (EIGHTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>In Compliance</i> (NEW)

The City and the CPD achieved Full compliance with ¶318 during this reporting period.

The City and the CPD achieved Preliminary compliance with ¶318 during the eighth reporting period by submitting policies S11-10, *Department Training*, and S11-10-03, *In-Service Training*, the Annual Training Plan, and Training Oversight Committee (TOC) minutes and agenda. S11-10 designates formal authority and responsibilities to each segment of the Education and Training Division. S11-10 § III.C.3, *In Service Training Section*, establishes and delegates responsibility for developing and presenting in service training to the In-Service Training Section.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether the City and the CPD have developed acceptable policies, procedures, and plans to transition from a project plan to develop and fully implement the In-Service Training Program according to the requirements of this paragraph. The IMT seek to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended. Where applicable, we assessed whether the City and the CPD have created the requisite positions and staffed those positions with qualified personnel to achieve the requirements of this paragraph. To assess Full compliance, we reviewed policies, training documents, and data to determine whether the City and the CPD has fully developed, implemented and institutionalized the In-Service Training Program according to the requirements of ¶318.

During this reporting period, the City and the CPD submitted the *2026 Annual Training Plan*, which included a list of planned and TOC approved courses, training calendars, resource, instructor, and facility needs and assignments, and the Training Section primarily responsible for training delivery. In-service training has

clearly evolved from a project plan into an integral and fully operational CPD Training function. The *2026 Annual Training Plan* is placed in the context of the CPD's larger five-year training plan, laying the foundation for a sustainable and comprehensive annual training program. It outlines enhancements for instructor preparation and training for all in-service instructors. The City and the CPD also submitted meeting minutes from the Training Oversight Committee meetings from December 2024 through March 2025, demonstrating a self-sustaining process for reviewing training needs across the CPD.

As such, the City and the CPD have demonstrated that In-Service Training has been fully developed, implemented, and institutionalized according to the requirements of this paragraph.

Paragraph 318 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Not Applicable	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Full

Training: ¶324

324. Various sections of this Agreement contain in-service training requirements which require CPD to provide some or all of its members with training on specific topics. CPD retains the discretion to determine the sequencing, scheduling, and location of such training, unless otherwise specified by this Agreement, provided that: all in-service training identified herein will begin no later than the 2021 calendar year; is adequate in quantity, quality, type, and scope; and is consistent with the terms of this Agreement.

Compliance Progress

(Reporting Period: January 1, 2025, through June 30, 2025)

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)
Secondary: *In Compliance* (NEW)
Full: *Not Yet Assessed*

In the twelfth reporting period, the City and the CPD achieved Secondary compliance with ¶324.

To evaluate Secondary compliance with this paragraph, we reviewed data to ascertain if the CPD's training lesson plans, instructor selections, training schedules, and curricula across all in-service training demonstrate compliance with the requirements of this paragraph. Such data must also demonstrate that the CPD has fully implemented the requirements of this paragraph, and that training delivery has been initiated within the specified timeline and conditions. The IMT also sought to verify sufficient attendance records (*i.e.*, 95% of relevant personnel), including hours attended.

During the fifth reporting period the City and the CPD achieved Preliminary compliance. Sections of the Consent Decree that require officers to receive in-service training on specific topics including the following:

Consent Decree Section	Consent Decree Reference Paragraph(s)
Community Policing	37
Impartial Policing	72–5
Crisis Intervention	126
Use of Force	243–46
Officer Wellness and Support	414
Accountability and Transparency	527–28

To demonstrate compliance with ¶324 in the sixth reporting period, the CPD submitted course materials for the following trainings: *De-Escalation, Response to Resistance, and Use of Force Training, Active Bystandership for Law Enforcement (ABLE) Training, Gender-Based Violence In-Service Training, In-Service Crisis Intervention Team Training, and Constitutional Policing Course*. We found the submitted documents supported Preliminary compliance with the requirements of this

paragraph and were essential components for establishing Secondary compliance. However, we noted that to establish Secondary compliance the City and the CPD must also demonstrate that all required training has commenced, and course attendance met or exceeded the 95% threshold for those assigned and required to take the course. We advised that data depicting the percentage attendance in each ¶324 area would help substantiate Secondary compliance in future reporting periods.

To demonstrate compliance with this paragraph during the seventh reporting period, the City and the CPD submitted the 2023 Annual Training Plan. The IMT also reviewed S11-10-03. Those documents contained the prescribed policy language required for the maintenance of Preliminary and Secondary compliance. The City and the CPD did not submit data during the seventh reporting period depicting the percentage attendance in each ¶324 area needed to substantiate Secondary compliance.

During this reporting period, the City and the CPD submitted the *2026 Annual Training Plan*, which outlined the in-service training requirements for the 2026 calendar year, as well as providing a full five-year in-service training plan for sworn and civilian CPD members. The City and the CPD also provided documentation for the Bureau of Internal Affairs (BIA) and Crisis Intervention Team (CIT) trainings. These documents provided lesson plans, training materials, and evaluation methods for these courses.

The City and the CPD have implemented a 40-hour In-Service training program in which some or all CPD members receive training on specific topics and have demonstrated that training lesson plans, instructor selections, training schedules, and curricula across all in-service training to demonstrate compliance with the requirements of this paragraph. Looking forward, Full compliance may be achieved when the CPD has fully implemented the requirements of this paragraph and training delivery has been initiated within the specified timeline and conditions and is found through evaluations to be “adequate in quantity, quality, type, and scope.”

Paragraph 324 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: None	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary