

Independent Monitoring Report 13

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 thirteenth 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://cpdmonitoringteam.com/imr-8-1/>.

Training: ¶283

283. *As appropriate to accomplish the requirements and goals of this Agreement, CPD will incorporate experts and guest speakers to participate in the development and instruction of relevant courses, as feasible, practical, and appropriate, including, but not limited to: a. CPD members of all ranks; b. members of the community; c. legal and law enforcement professionals, such as judges, prosecutors, and public defenders; d. crime victims; and e. subject matter experts.*

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶283.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether the City and the CPD have developed a strategy to incorporate experts and guest speakers to participate in the development and instruction of relevant courses, as feasible, practical, and appropriate in accordance with the requirements of this paragraph.

Specifically, this reporting period we reviewed the *2026 Annual Training Plan*, which outlines which external organizations helped develop deliver each relevant mandatory and elective 2026 In-Service training course, including outside experts from Access Living, Chicago Hearing Society, and Georgetown University for the *Active Bystandership for Law Enforcement (ABLE) / Gender-based Violence, and Interactions with Persons with Disabilities* course, the Federal Law Enforcement Training Center for the *Active Threat Integrated Response / Tactical Medicine* course, and the Center for Domestic Preparedness for the *2026 Crowd Management* course. To supplement these trainings and provide the CPD members with more information, the Training Support Group (TSG) worked with outside experts to create or revise a series of training bulletins providing guidance to CPD members on interacting with people with disabilities. Additionally, the Recruit Academy brought in guest speakers from the University of Illinois Springfield’s Illinois Innocence Project to speak to CPD recruits during their Basic Law Enforcement Training during this reporting period. The IMT reviewed training materials for these courses and determined substantive involvement, input, and review of training materials by outside experts. We have previously reviewed the CPD’s development and revisions in partnership with the National Association on Mental Illness Chicago for the *Introduction to Crisis Intervention Concepts* course and subsequently observed these trainings in person.

Looking forward, Full compliance may be achieved after sustained Secondary compliance where the CPD sufficiently evaluates and acquires experts to initially and periodically develop and instruct courses in accordance with the requirements of ¶283.

Paragraph 283 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: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
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: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary		

Training: ¶285

285. The Education and Training Division will conduct annual instructor performance reviews. Performance reviews will include classroom observations, member feedback, and in-person meetings with instructors to discuss performance and areas of improvement. These performance reviews will be considered in assessing whether instructors may continue to serve in that role.

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶285.

During this reporting period, we reviewed data to determine whether the City and the CPD have developed policies and procedures to conduct annual instructor performance reviews according to the requirements of ¶285. The City and the CPD produced Department Notice DN25-06, *Training Division Instructor Evaluations – Pilot Program* and sample instructor evaluation data from the CPD’s Training Support Group (TSG). These records demonstrate the CPD has developed and begun to implement a process to conduct annual instructor evaluations as required by ¶285.

Moving forward, Full compliance may be achieved by demonstrating through policies, procedures, plans, processes, and demonstrations of systems operations, reports, and audits, that the City and the CPD have fully implemented annual instructor performance reviews according to the requirements of ¶285. This can be demonstrated by finalizing CPD policy beyond the pilot program period, evaluation guidance, and evaluation records for TSG instructors.

Paragraph 285 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:
Applicable

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

COMPLIANCE PROGRESS:
Applicable

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:
Preliminary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 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: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Preliminary compliance with the requirements of ¶286.

During this reporting period, we reviewed data to determine whether the City and the CPD have developed policies and procedures to review and analyze the content and delivery of training to ensure training effectively prepares CPD members. The City and the CPD produced Department Notice DN25-06, *Training Division Instructor Evaluations – Pilot Program* and sample instructor evaluation data from the CPD’s Training Support Division (TSG). These records demonstrate the CPD has developed and begun to implement a process to review and assess delivery of training as required by ¶286. Additionally, we reviewed the *2025 Quarter Two (Q2) Training Survey Report*, which allows students to rate instructors in the following areas:

- ❖ Effective classroom management, integrity, and respect for learners;
- ❖ Good communication and engagement;
- ❖ Comprehensive knowledge of the subject matter

Students are further able to rate courses on the following measures:

- ❖ Good mix of lecture, discussion, and interactive learning;
- ❖ Course sequencing facilitates learning;
- ❖ Courses provided relevant job knowledge; and
- ❖ Overall satisfaction with courses.

The implementation of policy through DN25-06 and the development of evaluation tools to assess training content and instructor delivery of courses demonstrate that the City and the CPD have achieved preliminary compliance with the requirements of ¶286.

Moving forward, Secondary compliance will require 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 ¶286.

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: Not Applicable	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Not Applicable
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Not Applicable	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Not Applicable	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Not Applicable
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Not Applicable	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Not Applicable	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Under Assessment
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary		

Training: ¶288

288. The Education and Training Division will develop and implement a process to maintain audits, reviews, assessments, or evaluations of the sufficiency or effectiveness of the training programs.

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Preliminary compliance with ¶288.

During this reporting period, the City and the CPD produced Department Notice DN25-06, *Training Division Instructor Evaluations – Pilot Program*. This policy became effective on December 19, 2025, after reviews and approvals by the IMT and the OAG. DN25-06§VI.A.6 designates the Commanding Officer Quality Control Section having the responsibility to “develop and implement a process to maintain reviews, assessments, and evaluations of the sufficiency or effectiveness of the training programs.” This meets the initial policy requirements of ¶288 for Preliminary compliance.

Moving forward, future policy updates should identify where audits will be maintained and the CPD should outline the process that will be implemented to collect and maintain all training audits, reviews, assessments, and evaluations for the CPD’s training programs. To achieve Secondary compliance, the City and the CPD must demonstrate that they have established a process to maintain audits, reviews, assessments, or evaluations of the sufficiency or effectiveness of the training programs.

Paragraph 288 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:
None

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:
None

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 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: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶294.

In this reporting period, we reviewed data and evaluation tools to determine if the CPD has 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. The City and the CPD produced data and documentation demonstrating that CPD uses a variety of evaluation tools and methods to assess recruits' skills and qualification throughout the training academy to graduation. Those documents included the *Basic Recruit Procedural Manual, Physical Skills Rules and Regulations Manual, Firearms Recruit Manual, Exam Question Analysis for Recruit Class, Exam – Question Item Analysis Reports* (multiple), *Exam – Totals Recruit Class 25-1A, Exam – State Mandatory Handgun Qualification, Exam – Physical Skills Written, Evaluation Form – Control Tactics Test 1-4, Evaluation Form – Integrated #1-8, Evaluation Form – BAO Worksheet, Evaluation Form – BAO Proficiency Exam, and Evaluation Form – Recruit Inspection*. According to CPD, "many of the evaluation forms and examinations included in this submission were developed in whole or in part by external subject-matter experts, such as the Illinois Law Enforcement Training and Standards Board and the Illinois State Police. These agencies provide validated, industry-standard materials to ensure high-quality, consistent assessment practices."

Moving forward, Full compliance may be achieved by demonstrating the City and the CPD must reliably use 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, including appropriate evaluation tools to measure recruits' skills and qualifications upon graduation.

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
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary		

Training: ¶295

295. *The Parties acknowledge that CPD, through its Recruit Curriculum Working Group, revised and updated the content and delivery of its recruit training curriculum in 2017. CPD will further modify the amount, content, and delivery of its recruit training to comport with its Training Plan and the requirements and goals of this Agreement.*

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

Preliminary: *In Compliance (FIFTH REPORTING PERIOD)*
Secondary: *In Compliance (ELEVENTH REPORTING PERIOD)*
Full: *Under Assessment*

In the thirteenth reporting period, the City and the CPD are under assessment for Full compliance with the requirements of ¶295.

The City and the CPD achieved Preliminary compliance during the fifth reporting period with the development of policy (S11-10-01, *Recruit Training*) tracking the Preliminary policy requirements of ¶295. S11-10-01§III.E stated, “The Training Division will modify the amount, content, and delivery of its recruit training to comport with the Department Training Plan, any other department requirements, and based on recommendations from the Training Oversight Committee (TOC).”

To assess Secondary compliance, we reviewed data to determine if the City and the CPD created a process through which they will meet the requirements of this paragraph. Specifically, the City and the CPD produced a revised S11-10-01, *Recruit Training* during the eleventh reporting period, which provided the policy framework for the CPD’s Recruit Curriculum Working Group to review and revise recruit training. In addition to the multiple submissions of the *Recruit Training*, the IMT also considered the CPD’s adoption of a compliant *Training Needs Assessment* process, the involvement of the Training Oversight Committee in training decisions, and the timely development of an annual *Training Plan*. These processes demonstrate that the CPD has established a verifiable process to modify recruit training, meeting the Secondary compliance with the requirements of ¶295.

The CPD has clearly developed a process to meet ¶295 requirements. Looking forward, Full compliance requires the CPD to have sufficiently modified recruit training to align with the requirements of its *Training Plan* and ¶295. To provide evidence that the process has been **established** requires verifying changes in courses, course content, and exam questions by lesson plan, curriculum, and exam question changes.

Paragraph 295 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:
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:
Secondary

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

COMPLIANCE PROGRESS:
Secondary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 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: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶299.

The City and the CPD first achieved Preliminary compliance in the fourth reporting period with the development of policy for the Field Training and Review Program (FTEP), the ongoing review of the FTEP by the Training Oversight Committee (TOC) as documented in the *2020 Annual Field Training and Evaluation Program Training Oversight Committee Report*, inclusion of Field Training Office (FTO) and Probationary Police Officer (PPO) evaluation findings in the *2021 Annual Training Plan*, and documentation of subsequent FTEP course and programmatic changes in alignment with the *2021 Annual Training Plan*.

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 IMT reviewed the following documents to demonstrate compliance during the twelfth 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 partnered with the University of Chicago to develop surveys for FTOs and PPOs 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 the last 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. Ex-

ample changes to the BLE training last period included enhanced exercises involving arrest procedures, traffic enforcement, written communication, report classification, and department technology.

Additionally, in 2025, 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 ¶1299 requirements.

To assess Full compliance, we reviewed data to determine if the CPD has sufficiently and systematically reviewed and revised the Field Training and Evaluation Program in accordance with the requirements of ¶1299. We reviewed FTO compliance reports and meeting notes from quarterly TOC meetings, and revisions to the FTEP as outlined in the *2026 Annual Training Plan*. The Bureau of Patrol's Field Training and Evaluation Section has a process to receive PPOs that graduate from the recruit academy, assign them to FTOs, and assure proper supervision and ratios are maintained. FTES has a PPO remedial training process in place, appropriate governing rules, policies, and applicable documents, and regular engagement with the Training Academy. DORs have been revised to ensure objective ratings bases and FTOs are vetted, surveyed, and evaluated on an ongoing basis. PPOs also complete quarterly surveys. The surveys and evaluations inform program revisions and potentially personnel assignments. The TOC reviews FTEP courses, status, trends, staffing, incentives, review boards, and quarterly survey results. This reporting period, the CPD also developed a Performance Evaluation System to be used starting in January 2026, which will house a new electronic version of the tailored performance reviews for Police Officers assigned as FTOs. All of these processes, as a whole, constitute a systematic review and revision process for the FTEP, as outlined by ¶1299.

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

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:
Full

Training: ¶300

300. *The Field Training and Evaluation Program will follow recruit training and be at least 12 weeks in duration and include at least three training cycles. The Field Training and Evaluation Program will not designate probationary police officers (“PPOs”) as “field qualified,” as defined by this Agreement, until they have successfully completed the entire program.*

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

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

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶300.

To evaluate Secondary compliance with this paragraph, we reviewed data to determine whether the CPD has implemented the approved policy, directive, and standard operating procedure reflecting training imperatives of this paragraph. We also reviewed data to determine if a training methodology that includes reviewing the City’s, the CPD’s, and the other relevant entities’ training development, implementation, and evaluation (see ¶1286) is in place.

CPD’s S11-02, *Field Training and Evaluation Program (FTEP)* establishes the Field Training and Evaluation System (FTES) to monitor a probationary police officer’s development after academy graduation. Under this policy, Probationary Police Officers (PPO) are systematically evaluated in real-world assignments under the supervision of designated Field Training Officers (FTOs). FTOs document daily performance using standardized observation reports and evaluation tools that assess core patrol duties, decision-making, legal knowledge, community interaction, and procedural skills. These reports are compiled into cycle summaries and final evaluations that measure whether a PPO is performing at an acceptable level.

S11-02-01, *Field Training and Evaluation Review Board*, establishes the board to oversee cases where a PPO’s progress is inconsistent or deficient, ensuring additional review and decision-making beyond the immediate training unit. The Review Board examines documented evaluations, addresses performance concerns, and makes recommendations on retention, remedial training, or further action.

Collectively, these directives provide structured, documented checkpoints that track a PPO’s progress through the field training phases and tie formal evaluations to supervisory review and accountability. The job code Special Order S05-08, *Application for Police Officer (Assigned as Field Training Officer)* supports this by defining assignment criteria for officers serving as FTOs within the FTES framework. We also reviewed additional documentation that substantiate requirements for this paragraph, which detail PPO movement through their FTO assignments for

PPO classes 24-04, 24-05, 24-06, 24-07, 24-08, and 25-01, which aligned with the process outlined in the FTEP policy framework.

Moving forward, Full compliance may be achieved demonstrating Field Training and Evaluation Program follows recruit training, is at least 12 weeks in duration, includes at least three training cycles, and does not designate PPOs as “field qualified,” as defined by the Consent Decree, until the PPOs have successfully completed the entire program. The CPD may demonstrate this by providing data for review by the IMT of documentation following a sample of PPOs through their entire field training program.

Paragraph 300 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: 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: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary		

Training: ¶302

302. CPD's policies and procedures will continue to delineate the criteria and methodology for selecting FTOs. Subject to its collective bargaining agreements with the CPD unions, CPD will review and, as appropriate, revise its eligibility criteria and promotional practices to ensure that FTOs are selected based on their applications, previous performance as police officers, FTO training examination scores, and disciplinary histories.

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

Preliminary: *In Compliance (SEVENTH REPORTING PERIOD)*
Secondary: *In Compliance (TENTH REPORTING PERIOD)*
Full: *Under Assessment*

In the thirteenth reporting period, the City and the CPD are under assessment for Full compliance with the requirements of ¶302.

The City and the CPD previously achieved Preliminary compliance by developing policy to review and revise eligibility criteria and promotional practices for Field Training Officers (FTO) in E05-08 *Application for Police Officer (Assigned as Field Training Officer)*, which CPD finalized and posted the directive on July 11, 2022. Additionally, the CPD implemented training for FTOs which included training on the new policy guidance. In the seventh reporting period, the *FTO Initial Training* contained 103 hours of FTO training courses, including substantive information on their roles as FTOs and the selection process as required by ¶302.

To assess Secondary compliance, we reviewed whether the City and the CPD have developed a process to review and revise eligibility criteria and promotional practices and have created acceptable policies, procedures, and plans to continue to delineate the criteria and methods for selecting Field Training Officers according to requirements of ¶302. During the tenth reporting period, the City and the CPD submitted revised materials regarding the Field Training Officer selection policies and procedures, which included, Employee Resource E05-08, *Application for Police Officer (Assigned as Field Training Officer)*, S11-02, *Field Training and Evaluation Program* policy, and Training for Police Officer Assigned as Field Training Officer dated April 8, 2024. These revised materials demonstrate that the City and the CPD have established and implemented a process to continue to delineate the criteria and methodology for selecting FTOs and the resultant policies and procedures, meeting the requirements of ¶302.

The CPD requires interested officers to submit formal applications for assignment as FTOs and establishes minimum eligibility standards related to experience, demonstrated performance, and suitability for instructional responsibilities (E05-08). Applicants are evaluated through a structured selection process that includes assessment of prior performance as police officers, successful completion of required FTO training, and performance on a standardized FTO training examination

designed to evaluate knowledge, judgment, and instructional competency (E05-08). The CPD policies permit consideration of an officer's disciplinary history to ensure that officers selected to train probationary police officers demonstrate professionalism, accountability, and adherence to CPD standards (E05-08; S11-02). Selection decisions and eligibility determinations are documented and maintained within the CPD training and personnel systems, supporting transparency and supervisory oversight (E05-08; S11-02). The CPD further subjects its FTO selection policies and procedures to periodic review and revision through its formal directive and training governance processes (CPD Directive System; S11-02). This framework enables the CPD to assess the effectiveness of its eligibility criteria and selection practices and to make revisions, as appropriate, to ensure that FTOs are selected based on merit, performance, and fitness for the role, in alignment with the requirements of ¶302.

In this reporting period, the City and the CPD provided its 2025 FTO selection and pre-service training records for review with Full compliance ¶302. These records demonstrate that competitive processes were used to select and train new FTOs. The *2026 Training Plan* (page 141) reported that 439 officers signed up for the February 2024 exam, from which CPD deemed 387 officers eligible to take the FTO Promotional Exam. 255 officers took the exam, and the CPD promoted 141 officers to FTO status from the exam. Ultimately 157 total officers were promoted to FTO status in 2024.

Looking forward, Full compliance may be achieved when the City and the CPD fully implement a policy and plan that sufficiently delineates the criteria and methodology for selecting Field Training Officers according to the requirements of ¶302. In order to assess Full compliance, the IMT will need to review additional selection records demonstrating policy adherence from the application screening phase through the entire selection process.

Paragraph 302 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:
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:
Secondary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:
Secondary

Training: ¶334

334. By January 1, 2020, as appropriate and tailored to the specific rank and command, pre-service promotional training will include, but not be limited to:

- a. an overview of CPD's department-wide crime reduction strategies;
- b. specific methods for developing district-level crime reduction strategies that are consistent with the principles of community policing, and tools and techniques on how best to communicate with officers on how to incorporate principles of community policing in implementing those crime reduction strategies;
- c. techniques for effectively guiding and directing officers and promoting effective and ethical police practices, including detecting and addressing bias-based profiling and other forms of discriminatory policing;
- d. de-escalation strategies and the principles of force mitigation;
- e. intervening on a subject's behalf when observing a use of force that is excessive or otherwise in violation of policy;
- f. evaluating the completeness, correctness, and sufficiency of written reports;
- g. monitoring, reviewing, and investigating uses of force to ensure consistency with CPD policies;
- h. understanding the function and proper use of supervisory tools, such as Early Intervention System ("EIS") and body-worn cameras, at each rank;
- i. evaluating officer performance, informally and formally as part of CPD's annual performance evaluation process;
- j. CPD and COPA's disciplinary system requirements and available non-punitive corrective action;
- k. mentoring officers and fostering career development;
- l. responding to allegations of officer misconduct, including, but not limited to, excessive force and racial discrimination, for purposes of documenting the complaint and reporting it to COPA;
- m. building community partnerships and guiding officers on how to implement this requirement; and
- n. CPD policy and legal updates.

Compliance Progress

(Reporting Period: July 1, 2025, through December 31, 2025)

Preliminary: *In Compliance (FIFTH REPORTING PERIOD)*

Secondary: *In Compliance (NEW)*

Full: *Not Yet Assessed*

In the thirteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶334.

To assess Secondary compliance, the IMT reviewed data to determine if the CPD has begun to implement the process for ensuring pre-service promotional training includes the requirements enumerated by this paragraph. Based on a review of Appendix G of the *2026 Annual Training Plan* and the additional pre-service promotional lesson plans, the CPD has demonstrated substantial progress toward compliance with ¶334. During this reporting period, the City and the CPD submitted drafts of revised Pre-Service training materials for the following courses:

- ❖ Pre-Service Training – Pre-Service
- ❖ Pre-Service Training – Awards
- ❖ Pre-Service Lieutenant Investigative and Review Responsibilities: TRR, FPIs, Foot Pursuits, and BWC Analysis
- ❖ Pre-Service Sergeant Review and Oversight: Use of Force, TRR, and Field Accountability
- ❖ Pre-Service Training – Community Policing
- ❖ Pre-Service Training – Integrated Crime Reduction Strategies
- ❖ Pre-Service Training – Navigating ISR’s
- ❖ Pre-Service Training – CIT Overview for Supervisors

While most of these training courses are still in the process of being reviewed and updated in conjunction with the IMT’s and the OAG’s feedback, initial revised lesson plans demonstrate that the materials collectively address all required topical areas identified in ¶334(a)–(n), including department-wide and district-level crime reduction strategies, community policing principles, ethical supervision, de-escalation and force mitigation, use-of-force review, report review, performance management, misconduct response, community engagement, and policy and legal updates. The instruction is generally adequate in quality and scope for first- and mid-level supervisors and reflects appropriate emphasis on constitutional policing and supervisory responsibilities.

However, documents produced to demonstrate compliance with this paragraph do not yet demonstrate that the training consistently provides rank-specific, applied instruction for command-level (Captain) authority, particularly with respect to supervisory intervention during uses of force, performance evaluation and corrective action, disciplinary decision-making, and command-level use of supervisory tools.

Accordingly, while the CPD has demonstrated it has implemented the process required for Secondary compliance with ¶334, additional evidence is required to show that pre-service promotional training is fully adequate and appropriately tailored to command-level responsibilities, as this paragraph requires for Full compliance.

Paragraph 334 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:
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:
Preliminary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:
Secondary