

Independent Monitoring Report 14

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 fourteenth reporting period, as well as paragraphs with significant developments toward or away from compliance. A fuller description of the history of compliance efforts, methodologies, and compliance determinations for each original monitorable paragraph in the Training section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/imr-8-1/>.

Training: ¶272

272. Within one year of the Effective Date, and on an annual basis thereafter, the Education and Training Division will develop—and the TOC will review and approve—a written Training Plan for CPD’s recruit, field, in-service, and pre-service promotional training to ensure that CPD members are trained to safely, effectively, and lawfully carry out their duties in accordance with the law, CPD policy, best practices, and this Agreement. CPD will implement the Training Plan in accordance with the specified timeline for implementation. The Training Plan will: a. identify training priorities, principles, and broad goals consistent with this Agreement; b. prioritize the needs identified during the needs assessment and identify those needs that will be addressed by the plan; c. include a plan and schedule for delivering all CPD training as necessary to fulfill the requirements and goals of this Agreement; d. identify subject areas for CPD training; e. determine the mandatory and elective courses, consistent with this Agreement, to be provided as part of the In-Service Training Program; f. develop a plan to inform officers about the In-Service Training Program, its course offerings, and its requirements; g. determine which aspects of the In-Service Training Program can be delivered in a decentralized manner, including e-learning, and which training requires more intensive, centralized delivery, to ensure effective delivery and comprehension of the material; h. address any needed modification of the Field Training and Evaluation Program to fulfill the requirements and goals of this Agreement; i. identify necessary training resources including, but not limited to, instructors, curricula, equipment, and training facilities; j. determine the content, consistent with this Agreement, to be provided as part of pre-service promotional training for Sergeants, Lieutenants, Captains, and command staff; k. develop a plan to implement and utilize a centralized electronic system for scheduling and tracking all CPD training; l. develop a plan to implement and utilize a system for assessing the content and delivery of all CPD training, including training provided by outside instructors or non-CPD entities; and m. identify community-based organizations that represent a broad cross section of the City to participate, as feasible, practical, and appropriate, in the development and delivery of the curriculum regarding subjects including, but not limited to, procedural justice, de-escalation, impartial policing, and community policing, and make efforts to encourage such participation by such organizations.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (NINTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the CPD achieved Full compliance with the requirements of ¶272.

The City and the CPD achieved Preliminary compliance with ¶272 in the third reporting period after finalizing the *2020 Training Plan*. In the report for the third reporting period, the IMT noted that “the purpose of the annual Training Plan is not a paper process” and emphasized that to achieve Secondary compliance the

training plan must be produced in a timeline that maximizes its utility and addresses every subsection of ¶272.

The City and the CPD achieved Secondary compliance with ¶272 in the ninth reporting period after the City and the CPD provided the *Training Plan* in advance of the start of the training year, which gave the IMT the opportunity to review and provide recommendations for the training plan. We reviewed data sources that demonstrated that the annual *Training Plan* sufficiently met each subparagraph of ¶272, including timely completion and proper sequencing.

During this reporting period, the CPD produced a comprehensive set of planning and supporting documents that substantially fulfilled the requirements of ¶272, including the *2027 Annual Training Plan*, the comprehensive *2026 Needs Assessment*, the ¶607 implementation plan for the centralized training management system, and the January through March 2026 Training Oversight Committee (TOC) minutes.

The evidence demonstrates that the CPD has established the comprehensive annual planning framework required by the Consent Decree. The latest *Training Plan* addresses each of the required elements in ¶272(a)–(m), is informed by a robust annual needs assessment, and is supported by an active TOC governance process that reviews training priorities, approves curricula, monitors implementation, and incorporates bureau input and field-training feedback into ongoing planning. The produced TOC minutes substantially strengthen the record by documenting sustained oversight and decision-making. The ¶607 implementation plan satisfies the planning requirement for a centralized electronic training management system under ¶272(k). Accordingly, the documentary evidence supports a finding of Full compliance with ¶272. The City and the CPD must continue to provide similar documentation for the subsequent training years to maintain Full compliance and demonstrate that the CPD has institutionalized the requirements of ¶272.

Paragraph 272 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:
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:
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:
Secondary

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

COMPLIANCE PROGRESS:
Secondary

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:
Full

Training: ¶287

287. Pursuant to its Training Plan, CPD will develop and implement a process that provides for the collection, analysis, and review of course and instructor evaluations to document the effectiveness of existing training and to improve the quality of future instruction and curriculum. This process will include member feedback on the training they have received and analysis of the extent to which such training is reflected in how members perform. The Education and Training Division will consider this information in conducting its annual needs assessment.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (NEW)
Secondary:	Not in Compliance
Full:	Not in Compliance

In the fourteenth reporting period, the CPD achieved Preliminary compliance with the requirements of ¶287.

To assess Preliminary compliance with ¶287, the IMT reviewed the City’s and the CPD’s relevant policies and documentation to determine whether the CPD has policies that require the CPD to implement a process to collect, analyze, and review course and instructor evaluations. We also reviewed revisions to the CPD’s Special Order S11-10, *Department Training*. These revisions included additional language, which met the requirements of ¶287, by providing a strong framework for collecting, reviewing, and using course and instructor evaluations, as well as incorporating training information into the annual needs assessment.

Further, S11-10, Section VII.A.7a, includes language requiring the CPD to analyze how training is reflected in members’ actual job performance in accordance with the requirements of ¶287. This may include measuring knowledge transfer to members, assessing job performance after training, linking training outcomes to member behavior, evaluating operational improvements following training, or conducting post-training effectiveness studies.

These policy revisions to S11-10, *Department Training*, address the requirements of ¶287 for Preliminary compliance and set the foundation for the CPD to implement a robust evaluation framework to assess the effectiveness of the CPD’s training and the impact on CPD members’ job performance.

Looking forward, to achieve Secondary compliance the City and the CPD must demonstrate that they have implemented a process for course and instructor training evaluations, including officer feedback and analysis of the extent to which such training is reflected in how officers perform. This information must then be used in the *2027 Annual Training Needs Assessment* to determine whether the CPD has demonstrated that training is having the intended impact. The City and

the CPD may achieve Full compliance by demonstrating that the CPD has reliably implemented its evaluation system and its utilization in training needs assessments, and has reliable data to evaluate whether CPD training is having the intended impact.

Paragraph 287 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: 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: None	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Preliminary	

Training: ¶290

290. CPD will develop, implement, and utilize a centralized electronic file system for assessing the content and delivery of all CPD training, including training provided by outside instructors or non-CPD entities. This system will allow the Education and Training Division to electronically track and maintain complete and accurate records of all training provided to CPD members, including curricula, lesson plans, training delivered, member feedback, assessments, and other training materials. This system will, at a minimum: a. maintain training records for each member of the Department; b. record the course description, duration, curriculum, date, location, and the members who completed the training; and c. identify members who did not complete required training and describe remedial training actions that were taken.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance (NEW)*

Secondary: *Not in Compliance*

Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Preliminary compliance with the requirements of ¶290.

To evaluate Preliminary compliance with ¶290, we reviewed the City's and the CPD's relevant policies and documentation to determine whether the CPD has policies that require the CPD to develop a centralized electronic file system for training that meets all the requirements of this paragraph. We also reviewed revisions to the CPD's *Data Systems Plan* for building and implementing systems such as records management systems and custom applications. The IMT previously reviewed the *Data Systems Plan* in relation to ¶607 and provided a no-objection notice for the overall *Data Systems Plan*, recognizing that it was a working document that would require updates along the way. Following a series of conversations with the CPD, the Office of the Illinois Attorney General (OAG), and the IMT regarding data systems needs for the Education and Training Group (ETG) regarding the requirements of ¶290, the City and the CPD revised the *Data Systems Plan* to incorporate the system capabilities outlined by ¶290 and a plan for implementing a centralized data system and provided it to the IMT and the OAG for review.

Special Order S11-10, *Department Training*, which codifies the requirement to develop a centralized electronic file system, along with the *Data Systems Plan*, which includes a plan to implement a centralized electronic file system for assessing the content and delivery of all CPD training, address the requirements of ¶290 for Preliminary compliance.

The CPD is in the process of designing the framework for the electronic file system with its vendor, Benchmark, and aims to have the system ready for testing later in

2026. We look forward to continuing to engage with the ETG and the CPD regarding the implementation efforts for the Benchmark training module.

Looking forward, Secondary compliance requires the CPD to develop and implement a centralized electronic file system that meets all of the requirements of this paragraph. The City and the CPD may achieve Full compliance by demonstrating that the CPD has sufficiently implemented its policies and training, has sufficient staffing to meet the requirements of this paragraph, and has reliable data to evaluate the effectiveness of ¶290's requirements.

Paragraph 290 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: 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: None	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Preliminary	

Training: ¶291

291. The Education and Training Division will document all training provided to or received by CPD members, whether required or not. Members will sign an acknowledgement of attendance or digitally acknowledge completion of training.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (TENTH REPORTING PERIOD)
Secondary: *In Compliance* (NEW)
Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶291.

The City and the CPD achieved Preliminary compliance by revising the S11-10 Policy Suite, which included S11-10, *Department Training*; S11-10-02, *Pre-Service Training*; and S11-10-03, *In-Service Training*. Specifically, the CPD revised S11-10, Section IX(C)(3), to contain the requisite ¶291 language to support Preliminary compliance.

To evaluate Secondary compliance with ¶291 this reporting period, we reviewed the City's and the CPD's relevant policies and documentation to determine whether the CPD has developed a process to document all CPD training, including training received from other units in the CPD and external sources. The City and the CPD incorporated this paragraph's requirements into larger efforts to improve the CPD's training records management system, which was outlined in the CPD's updated *Data Systems Plan* for building and implementing systems such as records management systems and custom applications. The IMT previously reviewed the *Data Systems Plan* in relation to ¶607 and provided a no-objection notice for the overall *Data Systems Plan*, recognizing that it was a working document that would require updates along the way. Following a series of conversations with the CPD and the IMT regarding data systems needs for the Education and Training Group (ETG) regarding the requirements of ¶290, the City and the CPD revised the *Data Systems Plan* to incorporate the system capabilities outlined by ¶290 and a plan for implementing a centralized data system and provided it to the IMT and the Office of the Illinois Attorney General for review.

By incorporating training system needs into the *Data Systems Plan*, including a plan to implement a centralized electronic file system for assessing the content and delivery of all CPD training, the CPD achieved Secondary compliance with ¶291.

The CPD is in the process of designing the framework for the electronic file system with its vendor, Benchmark, and aims to have the system ready for testing later in

2026. We look forward to continuing to engage with the ETG and the CPD regarding the implementation efforts for the Benchmark training module.

Looking forward, Full compliance requires the CPD to develop and implement a centralized electronic file system that meets all of the requirements of this paragraph. The City and the CPD may achieve Full compliance by demonstrating that the CPD has reliably documented all training in accordance with policies, training, and with ¶291's requirements.

Paragraph 291 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: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	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: 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: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

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: January 1, 2026, through June 30, 2026)

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

In the fourteenth reporting period, the CPD achieved Full compliance with the requirements of ¶300.

The City and the CPD achieved Preliminary compliance with ¶300 during the fifth reporting period by revising Special Order S11-02, *Field Training and Evaluation Program*, to mandate each Probationary Police Officer (PPO) complete a minimum of three 28-day field training cycles, with associated evaluative criteria and documentation requirements for each cycle. Additionally, the 2021 revised S11-02, Section III, defined “Field-Qualified” as follows:

[A]fter the probationary police officer has completed all cycles required under the Field Training and Evaluation program and, in the Field Training Officer’s experience, the Probationary Police Officer has progressed consistently in bridging the knowledge and skills learned in the academic phase and the practical application in the field to merit consideration to work with officers who are not Field Training Officers. A field qualified Probationary Police Officer is still in probationary status and is not allowed to work alone in a 10-99 capacity.

The City and the CPD achieved Secondary compliance with ¶300 during the thirteenth reporting period by demonstrating that the CPD had 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 was in place (see ¶286).

We reviewed the CPD’s S11-02, *Field Training and Evaluation Program (FTEP)*, which establishes the Field Training and Evaluation System (FTES) to monitor a PPO’s development after academy graduation. Under this policy, PPOs 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.

Additionally, 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. 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.

During this reporting period, we assessed Full compliance by reviewing data and programmatic materials to ensure that the 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.

We reviewed the *2025 FTEP Annual Report*, recruit academy graduation memoranda, communications memoranda transitioning supervisory responsibility from the CPD Education and Training Group (ETG) to the Bureau of Patrol (often referred to as BOP) for PPOs, Bureau of Patrol detail orders for new PPO and FTO assignments, recruit rosters, and the ACADIS Daily Observation Reports completed by FTOs to monitor PPOs' field training progress. These demonstrated that the CPD systematically implements the FTEP as mandated in policy.

The CPD has demonstrated that the Field Training and Evaluation Program consistently follows successful completion of recruit training, operates as a structured twelve-week program consisting of at least three training cycles, assigns every PPO to a designated FTO before operational deployment, and requires continued evaluation through ACADIS *Daily Observation Reports* before completion of the FTEP. Special Order S11-10-01, *Recruit Training*, establishes rigorous graduation standards and sequential advancement through recruit training, while the Academy transition memoranda and Bureau of Patrol detail orders demonstrate consistent operational implementation for Recruit Classes 25-06 and 25-07. Taken together, these documents provide sufficient evidence that the CPD has institutionalized the requirements of ¶300 through both policy and practice.

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

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

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, 2026, through June 30, 2026)

Preliminary: *In Compliance* (FOURTH REPORTING PERIOD)

Secondary: *In Compliance* (TWELFTH REPORTING PERIOD)

Full: *In Compliance* (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶307.

The City and the CPD achieved Preliminary compliance with ¶307 during the fourth reporting period by revising Section VI.D of Special Order S11-02, *Field Training and Evaluation Program*, to outline the process the CPD uses to ensure that Probationary Police Officers (PPO) awaiting assignment to a Field Training Officer (FTO) are not placed in the field without adequate supervision.

The City and the CPD achieved Secondary compliance with ¶307 during the twelfth reporting period by demonstrating that the CPD implemented a process to ensure that PPOs are not placed on assignments in the field without adequate supervision. The IMT reviewed S11-02, *Field Training and Evaluation Program (FTEP)*, 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 the Office of the Illinois Attorney General (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.

During this reporting period, the IMT assessed Full compliance by examining programmatic data and documentation to determine if a self-sustaining, systematic process is in place to ensure no PPO awaiting FTO assignment is placed in the field without adequate supervision. The CPD provided the IMT and the OAG with regular FTEP cycle data and demonstrated the FTEP cycle tracking and assignment system.

Additionally, the City and the CPD provided a memo from the Education and Training Group (ETG) to the Bureau of Patrol (BOP) for each graduating academy class to transfer supervision responsibility to the BOP. FTEP cycle data for 2025 and 2026 PPO classes detailed all PPOs' movement through their required three FTO assignments with adequate level of detail regarding different FTO assignments each cycle, area and district assignments of PPOs, and adherence to the one-to-one PPO-FTO ratio. These documents also confirmed that no PPOs were placed in

field assignments before starting the FTEP during this reporting period. Finally, starting with Recruit class 2025-09, the CPD began to provide the IMT and the OAG communications from the ETG. The CPD reported that the graduating PPOs completed all training and certification requirements before graduation and scheduled the official transfer of supervisory responsibility from ETG to BOP immediately following graduation and their regular day off without any operational field duties.

With this official handoff between ETG and BOP and associated evidence that PPOs have not received field assignments following graduation without adequate supervision, the City and the CPD have achieved Full compliance with ¶307. The City and the CPD must continue to provide similar documentation for subsequent graduating recruit classes to maintain Full compliance.

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
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Training: ¶322

322. CPD's In-Service Training Program may also offer specific courses as elective subjects. The elective subjects will be selected and approved by the TOC in accordance with the Training Plan. The TOC will solicit and consider officer requests and will rely on the Education and Training Division's needs assessments when selecting and evaluating elective subjects.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)
Secondary: *In Compliance* (FOURTH REPORTING PERIOD)
Full: *In Compliance* (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶322.

To assess Preliminary compliance, the IMT originally reviewed Special Order S11-11, *Training Oversight Committee*. S11-11 provides that the Training Oversight Committee (TOC) will solicit and consider officer requests and will rely on the Training and Support Group needs assessments when selecting and evaluating elective subjects, which addressed the requirements of ¶322.

To assess Secondary compliance, the IMT reviewed the *2021 Training Plan*, which included Section IX.A.j, distinguishing elective subjects from mandatory courses. The IMT also reviewed a memorandum regarding the 95% completion of in-service training, and TOC meeting materials, which reinforced the TOC's role in ensuring ¶322 requirements for specialized elective courses are met.

This reporting period, the IMT reviewed the *2026 Annual Training Plan* and the *2027 Annual Training Plan* to assess Full compliance with ¶322. The *2026* and *2027 Training Plans* describe training priorities based on the results of the *Needs Assessment* and the role of the TOC in reviewing and overseeing the development of the annual training plan. The *2027 Annual Training Plan* also provides a full listing of mandatory and elective training courses provided through the CPD's In-Service Training Program. The *2027 Annual Training Plan* outlines community organizations and outside experts that contributed to the course development, which courses are available for civilian members, and how each course aligns to the priorities identified in the Needs Assessment. The *2027 Annual Training Plan* contains details on numerous elective and specialized in-service courses beyond the mandatory annual training courses for 2027.

Additionally, this reporting period, the IMT reviewed the TOC meeting minutes which demonstrated that the Annual Training Plan is reviewed and approved by the TOC, including all elective and specialized trainings. The meeting minutes and

2027 Annual Training Plan describe how curriculum recommendations are incorporated into the training plan that goes before the TOC for approval.

The *2026 Training Needs Assessment* used by the CPD to inform the *2027 Annual Training Plan* stated that all CPD members were invited to complete an anonymous online survey containing both closed-ended and open-ended questions regarding training needs, along with collective bargaining units, including the Police Benevolent and Protective Association (PBPA) Lieutenants Association, PBPA Captains Association, and Service Employees International Union (SEIU), and labor organizations submitted recommendations. The survey identified both predetermined and member-generated training priorities, and survey results from collective bargaining units and labor organizations included recommendations for tactical training, mental health, LGBTQI interactions, detention operations, use of force, overtime, benefits, BWC discipline, stop reports, and profanity-related discipline.

Even more importantly, the survey results demonstrate that officers requested more scenario-based training, more diverse or elective courses, courses tailored to specific assignments, less reliance on eLearning, additional leadership training, wellness, and community policing. The *2027 Annual Training Plan* demonstrates the CPD's thoughtful integration of the needs assessment input into the training plan for 2027 and the next five years.

Each of these processes demonstrate that the City and the CPD have institutionalized practices to ensure that in-service training includes relevant elective courses aligned with priorities identified by a robust internal and external *Needs Assessment* process under the oversight of the TOC.

Paragraph 322 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:
Secondary

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

COMPLIANCE PROGRESS:
Secondary

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:
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

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:
Full