

Independent Monitoring Report 10
Crisis Intervention
Compliance Assessments by Paragraph

Crisis Intervention: ¶98

98. Certified CIT Officers may satisfy the in-service training requirements, as outlined in Part H, by completing the CIT Refresher Training.

Compliance Progress (Reporting Period: January 1, 2024, through June 30, 2024)

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

The City and the CPD maintained Preliminary compliance and achieved Secondary compliance with the requirements of ¶98 in the tenth reporting period.

To assess Preliminary compliance, the IMT reviewed S11-10-03, *Annual In-Service Training*, and concluded that the CPD had adequately memorialized ¶98's requirements into policy. Additionally, the CPD has memorialized this requirement in the revised Special Order S05-14, *Crisis Intervention Team (CIT) Program*, which was finalized during the eighth reporting period.

To assess Secondary compliance, the IMT reviewed the CPD's training records for its *Annual In-Service* training, and found a 95% completion rate for this training. Therefore, the City and the CPD achieved Secondary compliance with ¶98. To achieve Full compliance, the City and the CPD must reliably produce complete training evaluations.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each original monitorable paragraphs in the Crisis Intervention section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-3-Crisis-Intervention-2023.11.01.pdf>.

Paragraph 98 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: 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		

Crisis Intervention: ¶127

127. All new recruits will receive training that is adequate in quantity, quality, and scope regarding responding to individuals in crisis. It will include, but not be limited to, training on the subjects identified above.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

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

During the tenth monitoring period, the City and the CPD maintained Preliminary compliance and worked toward Secondary compliance with the requirements of ¶127. The CPD achieved Preliminary compliance with ¶127 by developing and finalizing its policy S11-10-01, *Recruit Training*, which incorporates ¶127’s requirements. In addition, in the sixth reporting period, the CPD fully incorporated the requirements of ¶127 into S05-14, *Crisis Intervention Team (CIT) Program*. The CPD worked toward Secondary compliance by producing two trainings to the IMT at the end of the reporting period that satisfy the requirements of ¶¶126–27.

Progress before the Tenth Reporting Period

In the seventh reporting period, the City produced training curricula designed to meet the requirements of ¶127. However, ¶126 sets forth the training topics that must be covered to meet the objectives of ¶127. The training did not cover the required topics listed in ¶126, including (1) “identifying types of mental-health conditions, common signs and symptoms of mental health conditions, common treatments and medications, and common characteristics, behaviors, or conduct associated with individuals in crisis” and (2) “the circumstances in which a Certified CIT Officer should be dispatched or consulted.” The CPD has developed these topics in the *CIT Basic* training and other CPD trainings, which could be repurposed for recruit training to meet compliance requirements under ¶¶126–27.

Additionally, the IMT observed all eight hours of the *CIT Recruit* training over two site visits and found the content that it did cover was very well done. The training was led by an instructor with robust knowledge on the topic and who was previously assigned to the CIT District, Operations, and Community Support (CIT DOCS) team. The IMT encourages the CPD to engage trainers with this kind of context and experiential knowledge. The recruit class was engaged, asked good questions, and expressed interest in the CIT Program.

Progress in the Tenth Reporting Period

The CPD informed the IMT that there are two additional recruit trainings—*Mental Health Awareness and Response* and *Neurobiology of Trauma and PTSD*—that cover the remaining topics required under ¶126.

Both trainings were produced to the IMT at the end of this reporting period. The IMT reviewed the *Mental Health Awareness and Response* training, which was well done, and independently covers all of the topics in ¶126. This training, in combination with the *CIT Recruits* training, provides a firm foundation for all recruits. The IMT also observed part of this training at the end of this reporting period and intend to observe the remaining part of this training next reporting period.

The CPD also produced the *Neurobiology of Trauma and PTSD* recruit training materials at the end of the tenth reporting period. The IMT has reviewed this training and will provide comments to the City and the CPD in the next reporting period. While *Neurobiology of Trauma and PTSD* recruit training is important, it is not required to satisfy the requirements of ¶¶126–127.

The IMT recommends that the Chicago Council on Mental Health Equity observe these trainings and, where appropriate, provide community and lived-experience feedback. See ¶130.

The City and the CPD nearly achieved Secondary compliance with ¶127 this reporting period. Once the IMT observes the remaining portions of the *Mental Health Awareness and Response* training, the CPD will have demonstrated that the two trainings include all requirements of ¶¶126–27 and has been delivered to a minimum of one recruit academy cohort. We also recommend that the CPD evaluate the training instructors consistent with ¶283 (stating, in relevant part, that the CPD will incorporate subject-matter experts to participate in the development and instruction of relevant course).

To measure full and effective compliance, the IMT will assess the CPD’s ongoing delivery of these trainings, reliable and complete evaluations, instructor credentials, and the CPD’s outcome metrics, which will be used by the CPD to evaluate the effectiveness of the training.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each original monitorable paragraphs in the Crisis Intervention section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-3-Crisis-Intervention-2023.11.01.pdf>.

Paragraph 127 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	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary		

Crisis Intervention: ¶137

137. Within 180 days of the Effective Date, CPD will review and revise its crisis intervention-related policies as necessary to comply with the terms of this Agreement. CPD will consider any recommendations or feedback provided by the Advisory Committee when revising its policies.

Compliance Progress

(Reporting Period: January 1, 2024 – June 30, 2024)

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

During the tenth monitoring period, the City and the CPD achieved Preliminary compliance with ¶137.

To achieve Preliminary compliance with ¶137, the City and the CPD finalized Special Order S05-14, *Crisis Intervention Team (CIT) Program*, as well as its suite of Crisis Intervention standard operating procedures (SOPs).

In the tenth reporting period, the City and the CPD achieved Preliminary compliance with ¶137 by finalizing policies that incorporated ¶137’s requirements. The CPD is due again soon for their biannual review of policies (*see* ¶636), which last occurred in the eighth reporting period. While the CPD improved its policy review process, going forward it still must incorporate a more standardized schedule and process. This is necessary for public transparency, for improving policies and procedures through public engagement, and for Consent Decree compliance. We encourage the CPD to formalize the process so that each review is scheduled in advance and includes Chicago Council on Mental Health Equity feedback and public posting for comment of all Crisis Intervention related policies and SOPs.

The IMT will assess future compliance by reviewing the CPD’s standardized review and revision, with feedback from the Chicago Council on Mental Health Equity of all crisis intervention related policies and associated standard operating procedures.

We appreciate the CPD’s efforts to accomplish the task of policy review in a comprehensive fashion.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each original monitorable paragraphs in the Crisis Intervention section—is available in [Comprehensive Assessment Part I](#) (which included *Independent Monitoring Report 8*):

<https://cpdmonitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-3-Crisis-Intervention-2023.11.01.pdf>

Paragraph 137 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: 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: Preliminary		