

**Recommendation Submitted for Full COAB Vote**

DATE submitted:

Expected DATE of COAB vote:

*Note: Recommendations for full COAB consideration must be submitted **two weeks** prior to the full COAB meeting.*

**What is the recommendation? (1000 character max)**

**The Portland Police Bureau should develop and implement an instructional system design model (“ISDM”) for comprehensive use of force training to provide a systemic methodology to address its training needs. The PPB’s ISDM should rely upon and/or incorporate the Seattle Police Department’s ISDM for comprehensive use of force training which reflects best practices and which in *DOJ v. Seattle* was approved by the Department of Justice and its police practitioner expert, Robert Davis, the former Chief of Police of San Jose and former president of the Major City Chief’s Conference.**

**Brief synopsis of options explored/considered and pros and cons of each (attach relevant documents)**

The recent lawsuit brought by the DOJ against the City of Seattle was based in part upon a finding, similar to the one found by the DOJ in Portland, of a pattern or practice of excessive force being used by its police officers as a result, in part, of training deficiencies. In taking steps to remedy the constitutional deficiencies in Seattle, the DOJ has approved an “instructional system design model [“ISDM”] for comprehensive use of force training” which seeks to “provide officers of all ranks with detailed training guidance, exercises, and evaluation standards.” See: [http://www.justice.gov/sites/default/files/crt/legacy/2014/10/23/spd\\_docket144.pdf](http://www.justice.gov/sites/default/files/crt/legacy/2014/10/23/spd_docket144.pdf) (Memorandum Regarding Instructional System Design Model for Comprehensive Use of Force Training, with attached ISDM Manual (Exhibit A)). As discussed in the memorandum supporting the implementation of the ISDM in Seattle, that system provides a systemic response and reflects best practices in the area of training for law enforcement.

“Increasingly, law enforcement agencies have turned to well-developed theories of adult learning to address the deficiencies of ad hoc skills and policy training. One widespread methodology is the Instructional System Design Model, which breaks down the process of designing adult instruction into several different phases. These phases include: (1) analysis of existing performance, deficiencies, and needs; (2) design and develop the training to address the needs; (3) implementation; and (4) evaluation of the training throughout the training cycle. Among the more salient features of the IDSM approach is the creation of highly-detailed instruction materials subject to ongoing, rigorous evaluation as the training is rolled out.

Today, IDSM is an instructional best practice embraced by the armed

## Recommendation # [ADMIN TO FILL]

forces, large private and public organizations, and, over the last couple of decades, law enforcement. The Commission on Accreditation of Law Enforcement Agencies ('CALEA') expressly recognizes the value of an ISDM approach to police training. In addition, state enforcement training organizations, such as California's Commission on Peace Officer Standards Training ('POST') require all new training to be developed using the ISDM method. DOJ's police practitioner expert, Robert Davis, the former Chief of Police of San Jose and former president of the Major City Chief's Conference, who has consulted with dozens of departments nationwide, greatly assisted SPD [Seattle Police Department] in importing this approach. The attached [ISDM Manual] reflects this best practice." Memorandum, pages 4-5.

Currently, the PPB has no methodology in place to provide a systemic, comprehensive approach to its use of force training needs.

Pros:

1. To address the training deficiencies which have been identified within the PPB, the implementation of this recommendation would provide a systemic, comprehensive methodology, i.e., an ISDM, for the PPB's use of force training.
2. As set forth in the recommendation, the ISDM for use of force training in Seattle should be relied upon and/or incorporated by the PPB since it reflects best practices and was approved by the Department of Justice and its police practitioner expert, Robert Davis, the former Chief of Police of San Jose and former president of the Major City Chief's Conference.

Cons: To be added if any are received by the subcommittee.

**What are the reasons this option was selected above the others?**

No other options were considered.

**Did the committee receive any additional information from individuals or organizations regarding this recommendation?**

No.

**Tracking Info:**

Subcommittee & Chair:                      Subcommittee Vote Date:  
Subcommittee Vote Outcome: Pro/Yay                      Con/Nay

Re: Paragraphs 78-87, regarding training (pages 28-32) in the Settlement Agreement.

**Which of COAB's areas of responsibility does this recommendation relate to?**

Independently assess implementation of this Agreement: X  
Recommendations to the Parties and the COCL on additional actions: X  
Advice to the Chief and the Police Commissioner on strategies to improve community relations

## Recommendation # [ADMIN TO FILL]

Providing the community with information on the Agreement and its implementation  
Development and implementation of a PPB Community Engagement and Outreach Plan (“CEO Plan”)  
Receiving public comments and concerns  
Other:

### If adopted this recommendation would (check one or more):

Change existing policy/procedure: X  
Change training content: X  
Other; please describe:

Please use this as a cover sheet and attach relevant documents. Please number all pages in this packet. Thank you.

Submit to COAB Support Specialist Mandi Hood two weeks prior to Full COAB vote: [mandi.hood@portlandoregon.gov](mailto:mandi.hood@portlandoregon.gov)