

2023

# Cleveland Division of Police Needs Assessment



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## Introduction

The Cleveland Division of Police (CDP) experienced several training accomplishments throughout 2021. Despite an ongoing pandemic, the Training Section successfully facilitated training in many critical law enforcement topics. The initial training for Active Bystandardship for Law Enforcement, which promotes the positive culture of peer intervention and officer support within CDP, was accomplished. Additionally, Crisis Intervention centered on autism and provided essential knowledge to CDP's members to promote positive encounters with autistic individuals and their families and friends. Additional successes were developing and facilitating critical in-service topics, such as use of force, bias-free policing, firearms requalification and training, and search and seizure considerations. Further, the Training Section successfully graduated the 147<sup>th</sup> Academy class while beginning two additional academy classes. These successes can be attributed to the hard work and determination of the Training Section to provide the highest quality of training to members of CDP.

However, as with many endeavors, there is always a time to reflect and seek ways to build upon the successes achieved and improve upon any shortcomings that occurred. This document assists in assessing CDP's critical law enforcement training topic areas and provides a voice to CDP's members and the community they serve. As this needs assessment drives a three-year training plan, it is expected that this document will need to be inclusive yet flexible to meet the ever-changing demands of society and the Division. Further, CDP intends to refresh the needs assessment as needed but at least annually to meet the demands of the changing environment.

Finally, the intention of this document is to serve as a singular source that portrays the training needs of the CDP. The Training Review Committee (TRC) annually conducts a thorough needs assessment to revise and create an effective and realistic training plan for CDP's annual training. This needs assessment seeks to identify areas in which training would assist in aligning individuals' performance and skills to the contemporary organizational mission and goals for providing professional and respectful service in a constitutionally afforded manner. Equally as important as identifying these apparent shortcomings is the need to identify effective training methodologies which serve to improve members' knowledge and performance in the field. The intention of this needs assessment is to provide training strategies that reduce or eliminate the gaps between organizational goals and expectations for individual Division members' performance.

This assessment incorporates a wide range of source information, including but not limited to:

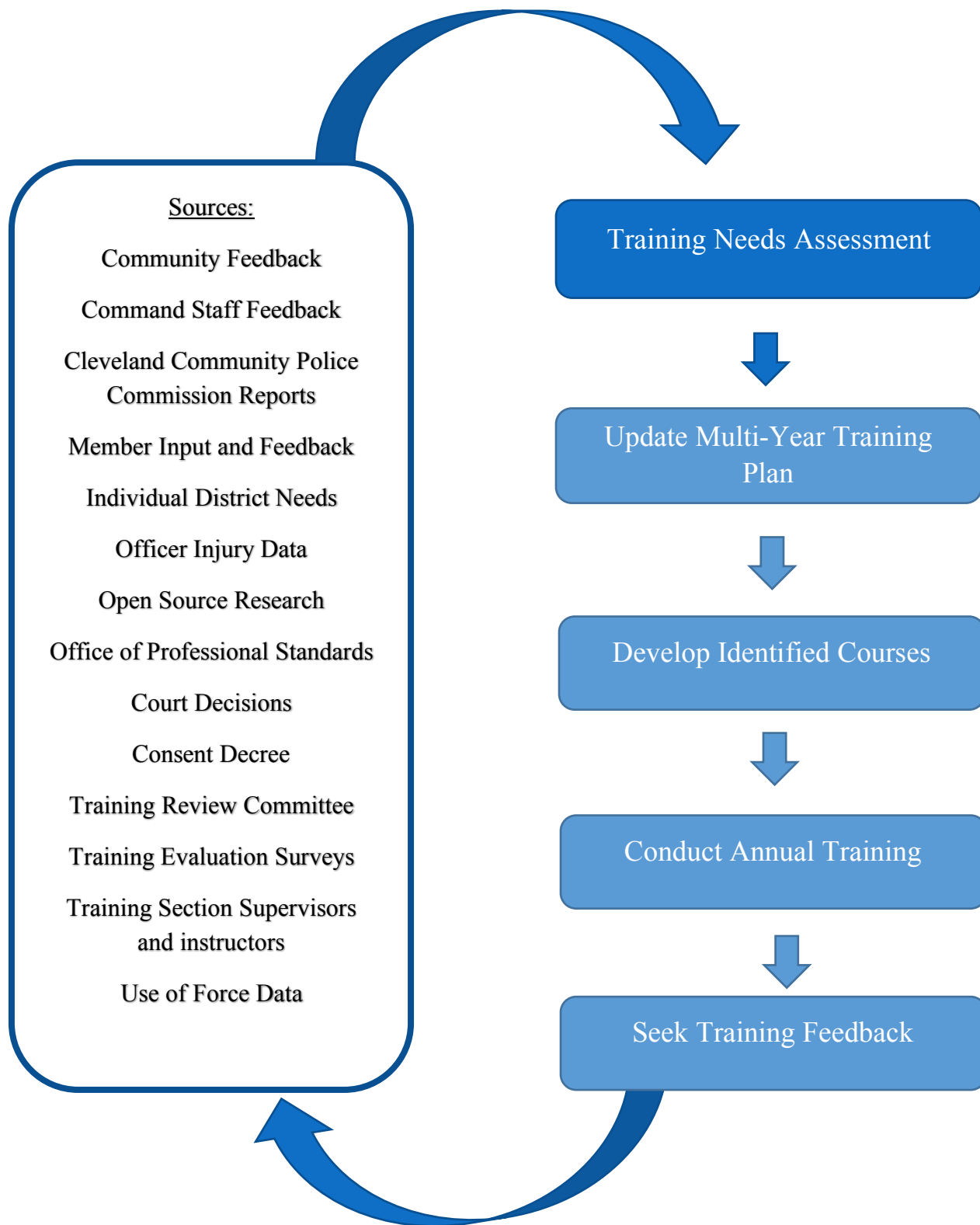
- Historical data and trends
- Member and community feedback
- Course evaluations and surveys
- Training Review Committee input and feedback
- National, state, and local policing best practices
- Legal updates and trends
- Prosecutor Feedback
- Ohio Peace Officer requirements and mandates

While existing data sources are used to suggest the need for specific training regarding important training topics, survey information and input from divisional members, experienced personnel, and Training Section members allow for ground-level insight into training needs and development. Finally, this needs assessment incorporated feedback and responses from community reports, which serve to provide a voice for community partners throughout the City of Cleveland and guide annual training topics.

This needs assessment is categorized according to CDP's five core law enforcement training disciplines:

1. In-service Training
2. Supervisor Training
3. Entry Academy Training
4. Field Training
5. Specialized Skills Training

## Curriculum Development Flow Chart



## Community Input and Concerns

### *Identified Community Input and Concerns Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
UOF / De-Escalation / Search & Seizure	Include: measurable assessments; emotional trauma due to excessive force to civilians & witnesses	Develop an evaluative matrix to assess performance; utilize outside resources, such as victim advocates, to aid in developing courses or awareness during annual in-service.
Bias-Free Policing	Contract out Bias-Free policing training	Partnering with a local college or organization to develop curriculum; incorporate it into all aspects of scenario training.
District Awareness Training	Reduce classroom and increase field exposure	Video presentations and guest speakers will be used for future training; institute program similar to the Academy's "Reverse Ride Along"
Supervisor Training	Include importance for de-escalation techniques; incorporate practical written report review	De-escalation is incorporated and will continue to be incorporated into all training; incorporate scenarios into supervisor annual in-service; provide practical report review course during annual supervisor in-service

It is important for the Cleveland Division of Police (CDP) to continue to solicit community input and feedback regarding divisional training. This proactive approach is beneficial to gaining valuable input from the community and ensures that contemporary training topics and considerations are applicable to the communities being policed. However, as discussed by the Training Review Committee, a significant issue is that often the community is unfamiliar with the training being provided by the Division. Additionally, limited feedback mechanisms exist currently to aid in gaining this community perspective. This became evident when attempting to develop a useful survey instrument for community members. Several topic areas would need clarification and simplification to help a more informed input. As a result, it is extremely important to take a very calculated approach when seeking this feedback.

The CDP should explore options to promote its community's awareness regarding the valuable training being provided to its members. While some systems are currently in place, such as social media and Civilian Police Academies, other mediums exists to provide insight into CDPs

training. These informational resources include using updates through the Division's webpage and presenting at the District Police Committees and other community centered groups and events.

Additionally, it would be beneficial to work collaboratively with the Cleveland Community Police Commission (CCPC) and neighboring academic institutions to develop and implement procedures to gain meaningful feedback. However, this process is in the initial exploration phase. Therefore, this report continues to include relevant existing resources to help aid the Division in incorporating perspectives from the community. The annual reports prepared and published by the CCPC provide a valuable source of community feedback when considering the development of CDP's training topics, learning objectives, and training methodologies. This Needs Assessment incorporates recent CCPC reports and the applicable recommendations to incorporate community input and concerns into the Divisional training curriculum development.

The CCPC released a 2021 Special Edition Annual Report: Bridging the Past with the Future, which mentions their 2021 Community Satisfaction Survey, intended to assess changes in the community's satisfaction with CDP's training and performance. The report will be available in 2022. However, this information is not available at the drafting of this document, and this resource could provide valuable insight into the community's perception and expectations of CDP's training. Therefore, CDP will ensure to incorporate this report into subsequent versions of this assessment.

The takeaways from the CPC's review of CDP's training curricula published in March of 2020 are still pertinent and provide valuable insight regarding CDP's training. The report recommends ways to improve training curricula by "expanding the scope, altering the content delivery methods to improve retention and application, incorporating guest speakers and community members, rewriting objectives to ensure they are measurable, and creating evaluations to measure each objective." Additionally, the report recommended, "...that a consultant be brought in to lead the efforts to align the curriculum and evaluation methods so that training impact and effectiveness can be determined in the future." Further, the report suggests that experts in the field should be used to supplement in-house trainers. When applicable, the curriculum should include a notation when an expert or community member should be utilized and any required qualifications. Finally, the report provided guidance and recommendations for future divisional training.

These recommendations are summarized below:

#### **Use of Force/De-escalation/Search & Seizure**

- The training should include a discussion of the emotional trauma experienced by a civilian if excessive UOF is used and its impact on bystanders witnessing it. Use of force training should include measurable objectives; as the training review suggested, there were no identified or measurable objectives for the training.

#### **Bias-Free Policing Training**

- It is recommended that Bias-Free policing be contracted out based on community feedback to an entity with demonstrated expertise in the areas of implicit/unconscious bias. Further, peer-reviewed and research-based articles and studies should be used during the class to share the impact bias has on policing and proven strategies to use to decrease the negative impact of bias in the workplace.

### **District Awareness Training**

- The recommendation from the CPC is to reduce classroom time for this training and provide more time in the field. Videos should be incorporated into the training of individuals sharing their culture and history. The training should incorporate face-to-face opportunities to allow groups or individuals to ask and answer questions, serving to build rapport.

### **Supervisor Training**

- Based on community feedback, the scope of supervisor training should be expanded to include the importance of and techniques to use to deescalate a situation when subordinates call supervisors to the scene. This training could utilize existing body camera footage, show instances of supervisors doing a masterful job, and contrast those with videos of supervisors who made missteps. Finally, training relating to evaluating reports should incorporate practical applications allowing the students to evaluate their past reports incorporating the established criteria for a set report. Supervisors would grade and score the evaluation reports of peers based on some or many parts/components that are missing from the report.

Additionally, the CCPC produced a findings report in March 2021 reflecting a 2020 Community Satisfaction Survey. This survey was interrupted by COVID-19, resulting in a delayed release. However, key findings reported by the Commission were:

- Respondents are split over how satisfied they are with the performance of CDP officers and if there has been any improvement in performance over the last two years.
- Many respondents are not yet comfortable making a fully informed assessment. Many respondents state explicitly that they are not seeing progress.
- Respondents suggested that the CDP still needs more effort into training relating to the Consent Decree. Issues like Biased Policing, Use-of-force, De-escalation, Crisis Intervention, Community Engagement, and District Awareness are still training curricula that respondents think need improvement.
- When asked about personal interactions with officers, some respondents described them in glowing terms; others, however, describe harassment, discrimination, and unconstitutional policing practices.



## Problematic Uses of Force

### *Identified Problematic Uses of Force Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Intermediate Weapons	Incorporate additional close Range of CEW deployment training	Utilize a close deployment scenario during TASER requalification or transition
Subject Control	Training relating to properly performing an escort position and controlling an actively resisting individual	Incorporate training relating to the application of the escort position and proper application of subject control principles
Procedural	Incorporate radio broadcasting into scenario-based training	Utilize a scenario that requires officers to properly broadcast over the radio
Tactical	Training to improve officers' situational awareness during foot pursuits	Incorporate scenario which requires officers to make rapid decisions and emphasize appropriate tactical considerations during foot pursuits
Tactical	Reinforce the dangers of reaching into vehicles during traffic stops	Provide Case Studies and videos during annual in-service to emphasize the dangers of reaching into a vehicle during a traffic stop
Procedural	Provide guidance and direction regarding utilizing Personal Protective Equipment	During CPR and when rendering medical aid, reinforce the utilization of PPE and make it an assessment measure

*\*Information obtained from quarterly Force Review Board*

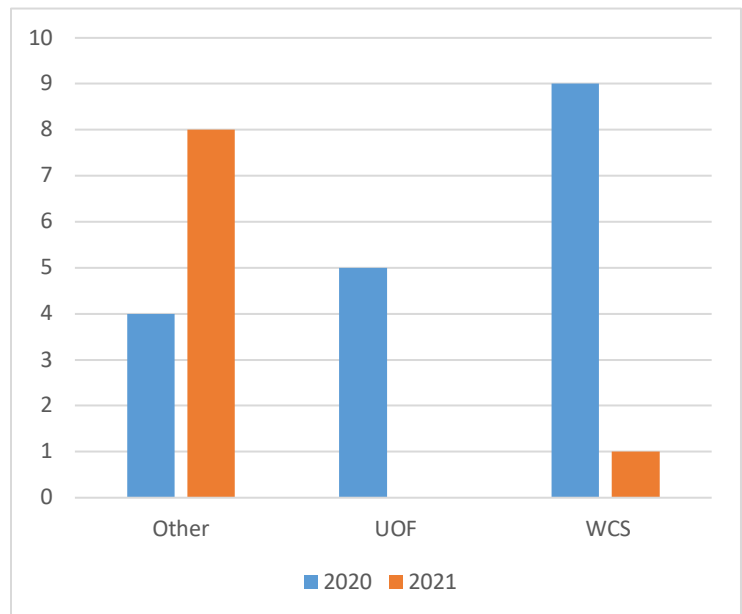
The Division's Force Review Board (FRB) ensures that investigations of use of force incidents are thorough, comprehensive, and of the highest quality. This is accomplished through quarterly meetings where the FRB reviews all Force Investigation Team (FIT) investigations, all level 2 investigations with a finding of misconduct, and a random sample of all level 2 force where there was no misconduct finding. As a result of this process, the Bureau of Compliance Commander forwards recommendations to the Training Review Committee where gaps in training or potential improvement areas were identified through its review process.

These recommendations are useful to provide insight and recommendations into potential areas or patterns of concern relating to members' reported uses of force. In 2021, ten incidents were forwarded by the FRB to the TRC for consideration, resulting in six recommendations regarding potential training considerations:

1. Close Range CEW deployment considerations during CEW training
2. Proper use of escort position and principles of subject control
3. Proper broadcasting during an active vehicle pursuit
4. Tactical considerations during foot pursuit specifically partners splitting up
5. Reaching into a vehicle during a traffic stop to remove the vehicle keys
6. Proper use of Personal Protective Equipment, such as gloves, when encountering blood and bodily fluids

In addition to the recommendations provided by the FRB, statistics are used by the Data Collection and Analysis Coordinator to provide other potential training areas. While the limited number of occurrences is not statistically significant, this information may still be beneficial to help identify potential gaps between performance and expectations.

An area examined regarding problematic uses of force are incidents where the Internal Affairs Unit found policy violations during their investigations of officers' use of force. Figure 1 demonstrates that a high proportion of policy violations during UOF incidents are categorized as other. Therefore, it is necessary to ensure that common trends are identified by the investigator and conveyed to the Training Review Committee for consideration when updating the annual Needs Assessment. After conferring with the Acting Superintendent, there were not readily identifiable trends noted, but regularly scheduled meetings would be beneficial.



**Figure 1**

Secondly, an area that is improving but continues to stand out is violations related to the utilization of WCS during UOF incidents. Activating the wearable camera is reinforced during recruit training and during 2022 annual in-service scenarios. Hopefully, reinforcing the appropriate activation of the wearable camera during scenario training will help reduce or eliminate these violations.

Finally, the intention remains to incorporate feedback and input from the Superintendent of the Internal Affairs Unit, the Inspector General, and the IAU Officer in Charge to provide timely and relevant input regarding potential areas of problematic uses of force being investigated. This information should be relayed to the Training Section OIC and presented to the Training Review Committee for consideration during the annual Needs Assessment. As these positions were vacant during the draft of this assessment, this will need to be included in a future version.

## Officer Safety Issues

### *Identified Officer Safety Issues Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Emergency Vehicle Operations	Providing training relating to emergency response and pursuit driving	Reinforce LMS with practical/hands-on components toward safe operation
Subject Control	Provide updated subject control techniques.	Incorporate practical/hands-on subject control practices during annual in-service training for all Division members
Procedural	Provide guidance and direction regarding utilizing Personal Protective Equipment	Reinforce the utilization of PPE and make it an assessment measure during scenario-based training

*\*Information obtained from IA Pro*

Law enforcement officers face several challenging, dangerous, and stressful situations in the line of duty. While some of these dangers are obvious, such as gun violence, many are not. These hidden dangers, such as fatigue and stress, are common and can greatly hinder officer performance. While Division data is examined in this category, it is important to acknowledge its limitations. First, the data collected does not necessarily provide detailed accounts of the circumstances in which officer injuries occurred. Second, these figures represent reported injuries to the Division and do not consider incidents where significant risks of injury or officer safety concerns existed, and no injury occurred. Therefore, it is important to supplement this information with member feedback through focus groups and surveys.

As seen in Figure 2, between 2019 and 2021, the CDP experienced a decrease in the number of reported injuries. The highest percentage of Division-wide injuries in 2021 were related to motor vehicle collisions totaling 35. In 2021, pursuits and non-emergency patrol categories were added to further define areas where officers are injured relating to motor vehicle collisions. However, it remains the most significant area where officers are injured. Therefore, it is prudent to build on prior years' training relating to emergency vehicle response. Additionally, providing a practical component would be significantly beneficial to the Division. However, this is often very



**Figure 2**

resource demanding. The CDP should potentially examine using simulators or existing training programs to enhance practical driving training.

Figure 3 provides insight into the specific injury types reported during 2020 and 2021. Motor vehicle-related injuries continue to cause the most injuries. Additionally, injuries relating to use of force and assault on police officers are two areas where a high proportion of injuries occur. Finally, exposures decreased significantly between 2020 and 2021, but utilization of personal protective equipment could help mitigate some of these exposures.

Due to the number of injuries relating to controlling subjects, promoting de-escalation, using officer assistance, and practical subject control training are highly beneficial training areas. In 2022, the emphasis on slowing down the pace of an incident and not creating an exigency was reinforced during reality-based scenario training. These statistics may provide some insight into the value of this training going into 2023; however, this is merely theoretical. Regardless, it provides some benchmarks to consider for review.

Finally, a gap remains among members of CDP in their skills with subject control. As identified in the 2021 Needs Assessment, significant changes in subject control techniques are taught during the Basic Peace Officer Academy. While subject control updates are planned during Session III of 2022 in-service, this area must be reinforced along with practical applications. Hands-on training will allow officers to gain valuable practical experience utilizing many of the contemporary subject control techniques and serve as a refresher to longstanding ones. Further, the Training Section can assess the proper application and utilization according to Divisional Policy and procedures.

Department Wide Injury Allegation		
Allegation	2020	2021
Animal Bite	2	7
Arrest-Felony	14	15
Arrest-Misdemeanor	7	3
Assault on PO	28	27
Exposure	30	18
Fall/Slip	-	2
Foot Pursuit	7	7
Motor Vehicle Collision	38	35
MVC-Patrolling/Non-emergency	-	2
Other	32	17
Training	4	2
Use of Force	12	18
Vehicle Pursuit	-	1
MVC - On Duty	-	2
<b>Total*</b>	174	156

*\* Allegation is a multi-select field so this results in the total being greater than the number of injury packets.*

**Figure 3**

## Trends in Misconduct Complaints

### *Identified Officer Misconduct Complaints Training Needs for 2023*

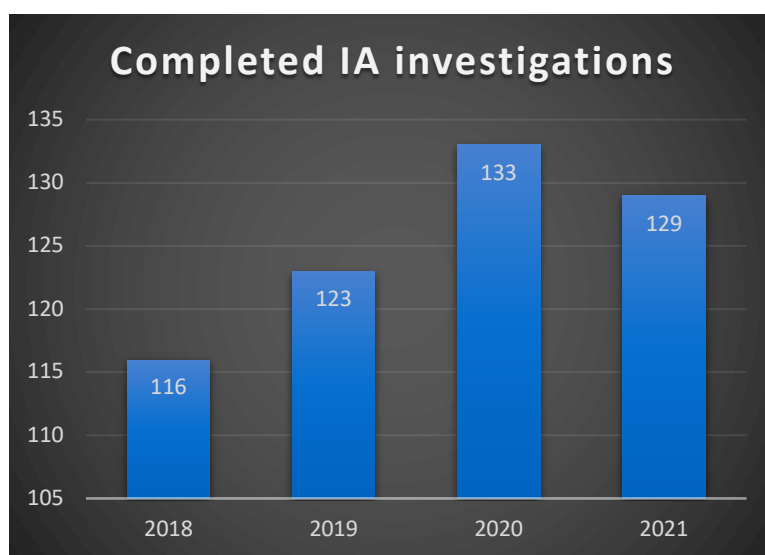
Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Criminal Misconduct	A large proportion of policy violations involved criminal misconduct.	Continue implementing ABLE training; Provide Updated Wellness Services to include utilizing OIP for situations such as addiction treatment
WCS Operation	A large proportion of policy violations involved WCS operations.	Incorporate and assess proper WCS operation during Scenario-Based Training

These topics and recommendations stem from information gained from the Division's Data Analyst from CDP's internal databases regarding misconduct trends. This information is reviewed and examined by Training Section staff and the TRC to formulate implementation strategies to address potential issues founds.

Similar to the data review of officer injuries, the data may be overly broad or not well defined. However, while the data may not be statistically significant, it allows for useful interpretation and other evidence. Additionally, this information can be expanded upon through focus groups or surveys and supplement other areas of this needs assessment to help guide potential training topics and learning objectives for annual divisional training.

## Internal Affairs

Figure 4 represents investigations assigned to the Internal Affairs Unit (IA). This chart provides insight that IA investigations slightly decreased from 2020 to 2021. A larger percentage of investigations are due to criminal misconduct. Additionally, as mentioned previously, the policy violation – other requires further insight, and this can be established by receiving feedback from the Internal Affairs Superintendent and Officer in Charge. This feedback channel should be expanded upon in future versions to include quarterly updates regarding trends in misconduct, similar to problematic uses of force.



**Figure 4**

## Input from CDP Members

### *Identified Input from CDP Members Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Scenario-Based Training	Continue to incorporate scenario-based training when feasible.	Scenario-based Training has been implemented and will be enhanced during annual in-service training. This training should provide realistic incidents, and student performance should be assessed using defined measurables.
Firearms Training	Incorporate high-stress, deadly force firearms scenario-based in conjunction with proficiency assessments	Provide realistic, scenario-based training that incorporates shoot-and-don't-shoot scenarios as well as reinforce CDP policy regarding reporting and duty to provide aid/intervene.
Crisis Intervention Training	Improve coordination between MHRAC and CDP Training Review committee	Officer safety trends are distributed through a divisional notice. Curriculum be reviewed through both MHRAC and TRC to ensure it complies with both policy and best practices.
CPOP Training	Decrease downtime between scenarios / incorporate videos using CDP members	Students should be provided worksheets that accompany similar scenarios to help alleviate downtime or watch a video prompt and respond in writing about how to proceed according to policy and training; additionally, CDP Training Section should utilize CDP's WCS videos demonstrating positive CPOP encounters and missed CPOP encounters.
Use of Force Training	Incorporate video assessments with discussions, and provide updated Divisional use of force statistics	Video scenarios with group discussion should continue to be supplemented as a module, along with scenario training; The Divisions Data Analyst should provide an updated report prior to UOF and presented during training.
Search & Seizure Training	Provide enhanced lecture with Prosecutor support; decrease downtime between scenarios	Utilize outside counsel to assist with S&S lecture-based instruction; however, explore adding Defense Attorney or other counsel to assist; as with CPOP – utilize rotation strategies to minimize student downtime.

### **Officer Reaction to and Satisfaction with Received Training**

The Training Review Committee conducted a survey, independent from the Training Section surveys following training, for CDP's neighborhood districts regarding their reaction to and satisfaction with received Divisional training topics, including use of force; crisis intervention; bias-free policing; community engagement, and problem-solving; search and seizure; subject control; TASER; emergency vehicle operations; interacting with victims/subjects/witnesses; cultural competency; and report writing. This survey instrument solicited feedback regarding officers' perception of their understanding, willingness for additional training, abilities to comply with policy, and confidence regarding the previously mentioned topics. Additionally, it solicited input regarding the method and schedule in which training is facilitated. Finally, the survey





from the previous needs assessment. However, after completing the 2022 in-service, the survey information will be incorporated to update this section.

Attendees were sent a survey following their participation in annual in-service training and required to respond. The following area discusses the results of these surveys and recommendations for the Training Section to improve training delivery to student officers.

**Below are the results of the 2021 in-service training Surveys:**

**Scenario-Based Training**

Scenario-based training should be incorporated when feasible to improve student learning, attitude towards training, and provide valuable insight into potential gaps in performance and training. An important finding through surveys was that a majority of student officers (51%) rated "strongly agree" that training utilizing scenarios resulted in them having an understanding of course material. Additionally, evidence-based research suggests that adult learning and retention are improved through scenario-based training. Finally, assessing performance during scenario training allows the Division to gain valuable insight into officer(s) behavior and performance, which allows for identifying potential existing performance and training gaps.

**Firearms**

Division members overwhelmingly agreed (85%) that firearms training was a valuable training topic. However, roughly 42 percent of members reported they would neither agree nor disagree they would perform differently in the field based on the training received. Firearms training is without a doubt a critical training topic for law enforcement. While proficiency is certainly important, training must incorporate high-level assessments towards performance and the officers' decisions when to deploy deadly force. According to SA para 60, factors such as night, reduced light, and stress training should be incorporated into firearms training. The intention should be to mimic reality in a training environment. Therefore, firearms training should continue to assess proficiency but incorporate high-stress, deadly-force decision-making aspects to improve officers' cognitive ability when encountering similar circumstances.

**Crisis Intervention Training**

Crisis Intervention Training was rated valuable by Division members following the 2020 in-service. This training is developed in collaboration with members of the ADAMS board and the CIT Coordinator. This training is developed by mental health professionals who also assist in teaching this information to the Division. The CIT Coordinator is involved in developing the CIT curriculum and previously updated the Bureau of Support Commander regarding curriculum progress. However, this process is being strengthened by incorporating a member of the TRC into the MHRAC Training Subcommittee. The intent is to ensure the Training Section oversees and coordinates with the MHRAC Training Subcommittee with the development and facilitation of Crisis Intervention Training for CDP. Finally, discussions and collaboration with the CIT Coordinator conveyed that homelessness was the topic to facilitate for the 2022 annual in-service.



### **Community Problem-Oriented Policing**

A majority of Division members reported they agreed or strongly agreed that Community Problem-Oriented Policing training was valuable. Additionally, two themes were identified in survey responses to improve future training. These recommendations include:

- Decrease downtime in scenario-based training with Training Section provided built-in scenarios in a handout for student officers to complete while they are waiting. This can be done as an individual exercise or a small group discussion. The lead instructor goes over the handout at the end of the module as a large group discussion.
- Included more video-based assessments in all training. This includes using videos of CDP officers acting during traffic stops.

### **Use of Force Training**

A high proportion (67%) of CDP members agreed or strongly agreed that use of force training was valuable. Additionally, student input suggested that training would be improved by:

- Incorporating additional video assessments allowing for large group discussion
- Providing updated CDP use of force statistics

### **Search and Seizure**

Search and Seizure was co-instructed along with the City and County Prosecutor's office. Training Section instructors explained and clarified the Division's new search and seizure policies, while the Prosecutor's Office attorneys discussed case law and its interaction with Division policy. This collaborative approach allowed a licensed attorney and legal professional to help clarify questions and identify potential misapplications of law during training. Overall, this training was highly successful. Further, input from CDP's community partner, the Cleveland Community Police Commission, suggested adding defense attorney's during annual search and seizure training to provide an alternative perspective.

Almost 80 percent of Division members expressed that search and seizure training increased their knowledge and learning. Additionally, 83 percent expressed that the course used realistic and practical information in search and seizure training. Further, 81 percent expressed that they will apply the information learned in the field. While only 64 percent reported they would perform differently in the field, an additional 27 percent reported they neither agreed nor disagreed that they would perform differently. One respondent, who proclaimed to be a detective unit supervisor, explained that they already possessed similar knowledge regarding the content but felt it was valuable to patrol officers. Similar beliefs among surveyed members may be the result of this diminished reporting. Additionally, the question itself may contribute to it, suggesting a need for change may already exist, leading to respondents' lack of agreement. Regardless, the Training Section should ensure that concepts being instructed in search and

seizure-related training meets the challenges of the contemporary law enforcement officer and provides valuable information to CDP members within various specialties of the Division.

## Legal Updates and Law Enforcement Trends

### *Identified Legal Updates and Law Enforcement Trends Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
SB 215	SB 215 changes Ohio's CCW Law; especially as it relates to the "duty to inform"	Incorporate legislative changes into annual S&S in-service training.
OVI Training	There has been significant concern regarding OVI's probable cause, indicia of impairment, the basis for expanding traffic stops during OVIs, and other suppression issues.	Provide LMS or Roll Call training relating to OVI enforcement. Incorporate an OVI scenario into the annual in-service. Provide ongoing specialized training for OVI enforcement, such as SFST and ADAP
Legal Training	Needs to be more training related to what qualified as obstructing official business and obstructing justice	Provide LMS or Roll Call training specifically defining and giving examples relating to these crimes. Additionally, utilizing a case study or scenario to assess officer's identification and correct application for each
Traffic Enforcement	There has been a slight uptick in traffic stops being extended beyond the reasonable time to issue a citation as officers look to see if they can uncover reasonable, articulable suspicion to expand the scope of the initial stop.	Provide LMS or Roll Call training relating to the unconstitutionality of extending a traffic stop, absent articulable suspicion. Specifically, <i>Rodriguez v. United States</i> , 575 U.S. 348 (2015)
Report Writing and Documentation	There are apparent issues relating to accurately description probable cause and the inclusion of pertinent information in written reports	Incorporate report writing or probable cause statement into annual in-service training. Reinforce supervisory review for accuracy and inclusion of essential and pertinent information.
Search and Seizure	<i>Torres v. Madrid</i> , 592 U.S. ____ (2021), a person is seized when police apply physical force to the body but do not subdue the person.	Incorporate the ruling of <i>Torres v. Madrid</i> into annual S&S/UOF in-service training.
Search and Seizure	<i>Caniglia v. Strom</i> , 141 S. Ct. 1596 (2021), the Community Caretaking provision in Cady does not create an open-ended license to perform "safeguarding" seizures anywhere.	Incorporate the ruling in <i>Caniglia v. Strom</i> into annual S&S in-service training.

Search and Seizure	<i>Lange v. California</i> , 141 S. Ct. 2011 (2021) pursuit of a fleeing misdemeanor suspect does not always justify a warrantless entry into a home.	Incorporate the ruling in <i>Lange v. California</i> into annual S&S in-service training.
MVC Investigations	<i>State v. Bryant</i> , 160 Ohio St.3d 113, 2020-Ohio-1041-individuals, may leave the scene of an accident after waiting a reasonable amount of time.	Provide LMS or Roll Call training relating to the ruling established in <i>State v. Bryant</i>
Traffic Enforcement	<i>State v. Turner</i> , 163 Ohio St.3d 421, 2020-Ohio-6773 driving on a white edge line is not a violation of RC 4511.33	Provide LMS or Roll Call training relating to the ruling established in <i>State v. Turner</i>
Policy Training	Stop Forms GPO 2.02.05	Incorporate procedure of Stop Form requirement into annual in-service and supervisory in-service training

It is important to consider legal updates and current law enforcement trends as these areas affect several critical Divisional training topics. To provide an outside legal perspective, the City of Cleveland Chief Prosecutor provided a quarterly look into observed trends. This information is relevant as it presents potential training areas for annual in-service. As of this assessment, 2022 First Quarter trends were unavailable. Below is a summary of identified training areas during 2021:

- OVI probable cause. There has been significant concern regarding OVI's probable cause, indicia of impairment, the basis for expanding traffic stop to OVIs, and other suppression issues.
- Probable cause statements: Some of the statements have missed needed information like the basis for the stop or the reason officers were on the scene.
- High Bond requests: While these requests are rare, they may be important in some cases. The CDP should work collectively with the City of Cleveland Prosecutor's Office to identify the types of instances and when requests would be appropriate and ensure that they are submitted. There has been an increase in individuals who are currently out on bond picking up new cases.
- Report writing: Report writing overall is an area of opportunity. Often, significant information is left out of reports that makes it difficult for prosecutors to determine if an offense can be proven beyond a reasonable doubt.
- Extension of traffic stops: There has been a slight uptick in traffic stops being extended beyond the reasonable time to issue a citation as officers look to see if they can uncover reasonable, articulable suspicion to expand the scope of the initial stop.
- Obstruction: There seems to be a need for more training on what qualifies as obstructing official business and obstructing justice.
- CCW/HWWUD: The most recent case from the 8<sup>th</sup> District on CCW changes the 8<sup>th</sup> District's interpretation of what constitutes "concealed" and signals a shift in how the

Court of appeals will handle these cases. This is going to need to be reviewed and officers made aware.

In June 2022, Ohio's Senate Bill 215 was signed into law. This legislation made Ohio a "constitutional carry" state, which no longer mandates a qualifying adult to obtain a Concealed Firearms License. This eliminates the license requirement, but it also eliminates any training requirements. There are some significant changes regarding current policing practices involving this law. One prominent change is regarding the duty of the individual to notify law enforcement they are carrying a concealed weapon. The individual no longer must "immediately" notify law enforcement. Instead, the individual now must truthfully answer when asked. Therefore, it will be prudent to reinforce questioning regarding the possession of firearms in training for detained individuals based on reasonable suspicion and probable cause. As of this report, OPOTA provided online training regarding this legal update. In addition to this online assignment, it would be beneficial to incorporate this legal change into annual in-service training to help reinforce this significant change.

## In-service Training

### *Identified In-service Training Needs for 2023*

Topic / Skill Area	Hours	Notes
Pistol and Shotgun Requalification	16 hours	Certification Req. and SA para 60
Use of Force	Q/Q/T/S	SA para 42
Search and Seizure	Q/Q/T/S	SA para 174
CPOP	Q/Q/T/S	SA para 30
Bias-Free Policing	Q/Q/T/S	SA para 42
Limited English Proficiency	4 hours	Identified Need in 2022
ABLE Refresher	1-2 hours	Early Intervention
Crisis Intervention Training	Q/Q/T/S	SA Para 143
TASER Requalification	2-4 hours	Certification requirement
CPR/First Aid/Narcan/TQ	4-8 hours	Certification requirement
State of Ohio Training Mandates	40	*Estimated based on OPOTA

### *Annual Training Requirements Mandated by Ohio Administrative Code and Cleveland Administrative Code*

- Rule 109.801 Annual firearms requalification program requires that all members must complete the OPOTC-approved requalification course annually to carry and use division issues firearms.
- Cleveland Administrative Code §135.37 Annual Police In-service Training Program requires that the Division of Police provides forty hours of curricula, which includes, but is not limited to, such subjects as community relations, individual and group psychology, crowd control, race relations, proper procedures in evidence gathering and preservation, basic legal instruction regarding constitutional law and laws relating to apprehension and arrest of persons and the lawful obtaining of evidence, and such other job-related skill training and skill upgrading in basic police crime prevention and detection techniques, utilizing the latest available and most effective police science techniques.

### *Annual Training Requirements Mandated by the Ohio Peace Officer Training Commission*

- In 2022, all sworn Peace Officers who graduated from an Ohio Peace Officer Basic Academy in 2022 or earlier were required to take 24 hours of advanced training. As of the completion of this needs assessment, the State of Ohio has not published the required number of hours officers must complete in 2023 or subsequent years. However, informal conversations with OPOTA staff suggest that the State of Ohio is anticipated to mandate 40 hours of Continuing Professional Training (CPT). The Cleveland Division of Police will continue to develop and facilitate its curriculum in addition to the mandatory training required by the Ohio Peace Officer Training Commission (OPOTC). However, consideration must be given to the logistics and resources necessary to handle such a demanding scope of training. As planned

in 2022, CDP will continue to utilize OPOTA Online to assist in fulfilling OPOTA's mandatory training requirements when available.

***Annual Training Requirements Required by the Department of Justice Consent Decree***

The Consent Decree incorporates several annual training requirements for the Division. However, the intention of these requirements is not to establish a minimum or mandatory number of hours. Instead, it serves to incorporate a holistic approach to impart meaningful change within the Division and provide guidance towards training in critical law enforcement areas. Therefore, this needs assessment looks to adhere to the guidelines established by the Consent Decree and incorporate essential training, which serves to promote meaningful and transformational training to the Division. However, it is equally important to acknowledge that the practicality and available resources are not always available to deliver all identified training areas. This reason is why the 2023 Master Training Plan will incorporate a multi-year perspective to help build upon intended progress and provide a structured plan for long-term training programs and strategies.

It is evident that divisional training has made tremendous improvements since the Consent Decree was implemented. Several critical areas, such as use of force, search and seizure, and procedural justice, are now defined through policy and have been not only introduced but reinforced through annual in-service training. Historically, this training has been provided in individual silos to ensure understanding and assessment of each topic area. Further, each member was assessed through scenarios and assessments within an individual topic silo. While this proves beneficial through an instructional lens, it is not practical or realistic to the circumstances faced by the contemporary Cleveland Police Officer. Therefore, the modern approach to training and assessment is to find a functional medium between evaluating multiple critical areas within their respective silos and providing a blended scenario and training format incorporating multiple critical areas, which is in line with reality. This reality-based scenario format strives to provide a realistic approach to training while still allowing the Training Section to evaluate each critical policing area in its individual silo.

The intention is to continue reinforcing policy and best practices through in-person instruction and asynchronous e-learning delivery and incorporate this blended format incorporating realistic scenario-based training and assessment. This training methodology provides training and evaluative assessments of members' performance more in line with what would be displayed in the field rather than in a classroom.

Finally, a detailed review incorporating training feedback from 2022 reality-based scenario training will provide critical insight for the 2024 Needs Assessment. While preliminary survey information was available at the time of this draft, the decision to hold off including it in this document will allow for a deeper deliberation into the successes and potential areas of improvement. However, initial survey responses regarding reality-based scenario training have commented on the realistic feel of the training and that overall, it felt more real than prior year training. Hopefully, providing a more real and fluid scenario accompanied with a reflection of these training experiences will help improve performance gaps and improve the quality of

training and knowledge/skill retention. Based on the preliminary comments and feedback, it is hopeful that 2022 reality-based scenario training could be a highly beneficial training methodology for CDP.

Annual SA training areas/topics:

- Community and problem-oriented policing training, to include: methods and strategies to improve public safety and crime prevention through community engagement; training that promotes the development of new problem-solving partnerships between the police and the community, targeting problem-solving and crime prevention; leadership, ethics, and effective communication and interpersonal skills; community engagement, including how to establish partnerships and actively engage civilians and community organizations, including youth, LGBT, homeless, and mental health organizations and communities; principles of procedural justice and its goals; conflict resolution and verbal de-escalation of conflict; and cultural competency and sensitivity training (para. 30).
- Bias-free policing that is adequate in quality, quantity, and scope, as well as supervisor training that includes: how to identify biased police practices when reviewing investigatory stop, arrest, and use of force data; how to respond to a complaint of biased police practices, including conducting a preliminary investigation of the complaint to preserve key evidence and potential witnesses; how to evaluate complaints of improper pedestrian stops for potentially biased police practices; and engaging the community and developing positive relationships with diverse community groups (para. 41 and 42).
- Sixteen hours of firearms training, including pistol, shotgun, and policy training. This training should include night, reduced light, and stress training for officers (para. 60).
- Annual recertification of Electronic Control Weapons to include physical competency, weapon retention, and policy updates (para 74).
- Use of force training that is adequate in quality, quantity, and scope, as well as annual supervisor training for all ranks, which includes: training in conducting use of force investigations; strategies for effectively directing officers to minimize uses of force and to intervene to prevent or stop unreasonable force; and supporting officers who report unreasonable or unreported force, or who are retaliated against for attempting to prevent unreasonable force (para. 84 and 86).
- Supervisor Training around use of force of all ranks, as a part of annual in-service, training in conducting use of force investigations; strategies for effectively directing officers to minimize uses of force and to intervene to prevent or stop unreasonable force or who are retaliated against for attempting to prevent unreasonable force (para 84(l)).
- Force Investigation Team will receive adequate annual training in quantity, quality, and scope (para. 113).
- Annual Crisis Intervention Training (CIT) that is adequate in quality, quantity, type, and scope and will include the circumstances in which a specialized CIT officer should be



dispatched or consulted and how situations involving individuals in crisis should be addressed if a specialized CIT officer is not immediately available (para. 143).

- Specialized CIT officers must receive eight hours of annual in-service crisis intervention training (para. 147).
- Annual search and seizure training that is adequate in quality, quantity, and scope (para. 174). While the content is unspecified, guidance can be obtained from Paragraph 173, which states:
  - The Training will address the requirements of Fourth Amendment and related law, CDP policies, and this agreement, including: the difference among the scope and degree of intrusion associated with different types of police contacts; the difference between probable cause, reasonable suspicion, and mere speculation; and the difference between voluntary consent and the mere acquiescence to police authority; the types of facts and circumstances that may be considered in initiating, conducting, terminating, and expanding an investigatory stop; the level of permissible intrusion when conducting searches, such as "pat-downs" or "frisks"; the permissible nature and scope of searches incident to an arrest; procedures for executing searches, including handling, recording, and taking custody of seized property and evidence; and the principles of procedural justice and the effect that differing approaches to investigatory stops, searches, and arrests can have on community perceptions of police legitimacy and public safety. (p. 42)
- Internal Affairs investigators will receive annual training related to conducting misconduct investigations that is adequate in quality, quantity, and scope (para. 181).
- Fulfill all in-service training required by the SA, which will require at least 40 hours of in-service training annually (para. 271).

#### ***Annual Training Requirements for American Heart Association Certification***

- The CDP requires all members to receive recertification on basic first aid, including tourniquet application, American Heart Association First Aid/CPR/AED, and Narcan administration every two years. Therefore, the Division received recertification in 2021 and will be required to complete recertification in the training years 2023 and 2025. The intention is to continue to reinforce the duty to provide medical aid, self-aid, buddy-aid, and wound management and tourniquet application during annual use of force training, especially during deadly force training.

#### ***Annual Training Requirements for Axon TASER Certification***

- During 2022 training, the Division upgraded its conducted electrical weapon (CEW) from the Axon Taser X26p to the Axon Taser 7 model. Officers received eight hours of transition training to better familiarize themselves with this new platform. Axon requires annual recertification for any officer that is carrying the Taser 7. This requires officers to pass all functional tests, deploy a minimum of four live cartridges with all probes striking

the preferred target zone and fire four Hook and Loop Training cartridges during scenarios outlined in Axon's TASER CEW Drill Booklet striking the preferred target zone. The CDP will continue to clarify discrepancies between CDP policy and Axon's curriculum. Additionally, when applicable, CDP should incorporate reality-based training opportunities that require TASER and other intermediate weapon deployments.

***Annual Training Requirements for Active Bystandership for Law Enforcement Officers (ABLE)***

- The CDP strives to develop a holistic approach to officer wellness. This is evident from several programs established by the Employee Assistance Unit and the City of Cleveland. In order to continue to take this approach, CDP must meet and, where possible, exceed the ABLE program standards. This means that officers must obtain meaningful training, which includes up to two hours of annual refresher training. The training material and facilitator guide are provided by ABLE, and the Division is obligated to use these lesson plans, which are of high quality and exceed expectations. The training covers the relevant social science, the inhibitors to active bystandership, and the strategies and tactics of giving and receiving an intervention. The principles of active bystandership will be incorporated into relevant Academy (recruit and in-service) courses, including, among others, Use of Force, Stop/Search/Arrest, Report Writing, Traffic Stops, and Vehicle Pursuits.

***Limited English Proficiency/Communication with Deaf or Hard of Hearing***

- CDP is committed to providing equal service to all community members, regardless of English proficiency. It was noted by CDP Command personnel that prior incidents occurred, leading to challenges for personnel interacting with individuals with limited English proficiency. As a result, LEP training was added to the 2022 training plan to ensure personnel is trained in providing quality service to all members of the public, including those who are Limited English Proficient (LEP) and deaf or hard of hearing (D/HOH). However, due to OPOTA mandates, this course was moved to 2023.
- The Americans with Disabilities Act (ADA) requires law enforcement agencies to make reasonable modifications in their policies, practices, and procedures that are necessary to ensure accessibility for individuals with disabilities, unless making such modifications would fundamentally alter the program or service involved. As General Police Order 5.12.04 highlights the Division shall establish practical guidelines, consistent with Title VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, and the Omnibus Crime Control and Safe Street Act of 1968, for members to follow when providing services to, or interacting with, individuals who are LEP and D/HOH.

## Supervisor Training

### *Identified Supervisor Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Notes
Reviewing Officer Documentation	Provide training to improve the supervisory review of direct reports documentation to include probable cause statements and written documentation	Ongoing area and theme recommended, especially from prosecutor feedback.
Supervisor Updates	Incorporate training which may include updates and lessons learned related to initial supervisor training and other areas related to the SA	SA para 324
Incident Command and Critical Incident Scene Management	Provide incident command and management strategies for critical incidents to all supervisor levels within CDP	Training Review Committee and ongoing law enforcement trends
Officer Intervention Program	Provide training to interpret OIP data; understand and utilize a range of non-disciplinary corrective action to modify officers' behavior and improve performance, manage risk and liability; promote constitutional policing; and address underlying stressors to promote officer wellness	SA para 327
Use of force Review and Supervision	Incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force.	SA para 84(l)
Performance Evaluations	Conducting timely, fair, and consistent performance evaluations to accurately evaluate officer performance	SA para 313 through 316
Initial Promotional Training	Undertaking revision process of current Promotional Training and incorporating adult-learning theory, scenario training, and rank-specific courses.	Training Review Committee recommendation

At the time of this assessment, CDP was working collaboratively with a curriculum development partner to draft a curriculum for CDP supervisors relating to bias-free investigations (SA para 41) and use of force investigations (SA para 84(l)). This collaboration enhanced essential

leadership and managerial traits and behaviors using CDP wearable camera video and provided "expert" insight and guidance to supervisors. The results of this project are not available, but the draft phases of this curriculum appear to be promising. It is hopeful that this training satisfies the meaning of the Consent Decree and provides meaningful guidance to all CDP supervisors on an often complicated and controversial policing area.

An ongoing theme among survey responses, quarterly prosecutor feedback, Training Section input, and CDP leadership feedback suggests that training specifically relating to conducting supervisor-level reviews of written reports and documentation would be highly beneficial. This is an area addressed in the initial "Foundations of Leadership" training attended by all CDP supervisors in 2020; however, a current and practical component would build off of this initial training. Additionally, this course was meant to provide a basic level of information and supplementing it with a high-level course using actual written reports demonstrating both positive and negative documentation would help improve supervisory level reviews. Further, it could help supervisors identify members who would benefit from additional training.

Supervisor training in 2022 centered on investigating use of force, biased-based complaints, and a search and seizure related incident. This training is important and directly serves to improve overall supervision within the Division. However, strategies and techniques are constantly evolving and changing. Therefore, it is essential to evaluate current practices and incorporate training to improve success. Therefore, supervisors should be updated relating to training areas, such as:

- Guiding and directing officers
- Deescalating conflict
- Evaluating written reports
- Investigating uses of force
- Building community partnerships with officers
- Understanding OIP and WCS as supervisory tools
- Responding to and investigating misconduct
- Evaluating performance
- Consistently applying discipline and non-punitive corrective action
- Monitoring use of force to ensure consistency with policies
- Legal updates

With the emerging trends of high-profile critical incidents, it is important to ensure front-line supervisors are provided essential training on how to manage these often chaotic and rapidly changing incidents. Therefore, providing incident command and critical incident management training would be highly beneficial. Furthermore, CDP is updating policies relating to crowd management and training relating to management, and these new policies will be necessary to ensure supervisors can handle these incidents. While scenario-driven and practical training are highly beneficial, this training is often resource intensive. Therefore, case studies and tabletop exercises would provide valuable training methodologies.

The CDP is working on updating its Officer Intervention Program and performance evaluation policies and procedures. When available, supervisors will require training regarding appropriately implementing and adhering to the guidance and direction set forth in these policies. Regardless, concepts relating to official recognition, coaching, mentoring, and wellness are

valuable topic areas that are beneficial for CDP supervisors and can promote a culture centered on member improvement and wellness rather than discipline and punitive measures.

Finally, Supervisory promotional training courses should be revised and directed to incorporate contemporary instructional techniques, such as adult-learning strategies and scenario-based activities. Critical topic areas such as pursuit, use of force, and other investigatory functions should incorporate a practical component using real-life scenarios and wearable camera video to help improve the relevancy of the content. Finally, training related to the transition between specific ranks should be incorporated into initial promotional training.

## Entry Academy Training

### *Identified Entry Academy Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
1-5 Ethics & Professionalism Emergency update; number of SPOs unchanged; Worksheets updated	1-5 Ethics & Professionalism Emergency update; number of SPOs unchanged; Worksheets updated	Update Instructors teaching the affected topic.
2-2O Other Offenses	Emergency update (HB110 – RC 2921.36); SPO #10 and Handout #8 (formerly Handout #7) impacted; Handout #6 & Worksheets #2.1, #2.1A removed, with corresponding renumbering of other handouts and worksheets; number of SPOs unchanged	Update Instructors teaching the affected topic.
3-8 Responding to Victims' Needs & Rights	Emergency update (SB126 – RC 2903.31); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-7 Drug Awareness	Emergency update (HB9 – RC 2925.62); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-11 Lineups	Emergency update (clarification and technical corrections); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-12 Gambling	Emergency update (HB110 – RC 2915.01); number of SPOs unchanged	Update Instructors teaching the affected topic.
2-1 Legal Basics	Emergency update (HB133 – RC 2913.11); number of SPOs unchanged	Update Instructors teaching the affected topic.
2-2E Crimes Against Property	Emergency update (HB133 – RC 2913.11); number of SPOs unchanged	Update Instructors teaching the affected topic.
2-2K Crimes Against the Admin. of Safety & Justice	Emergency update (HB8 – RC 2152.75; RC 2901.10; RC 2921.45); number of SPOs unchanged	Update Instructors teaching the affected topic.
2-2O Other Offenses	Emergency update (HB110 – RC 2921.36); SPO #10 and Handout #8 (formerly Handout #7) impacted; Handout #6 & Worksheets #2.1, #2.1A removed, with	Update Instructors teaching the affected topic.

	corresponding renumbering of other handouts and worksheets; number of SPOs unchanged	
2-3 Arrest, Search & Seizure	Emergency update (US Supreme Court Decision – Lang v. California – "hot pursuit"); number of SPOs unchanged	Update Instructors teaching the affected topic.
2-6 Civil Liability & Use of Force	Emergency update (HB8 – 2152.75; RC 2901.10; RC 2921.45); number of SPOs unchanged	Update Instructors teaching the affected topic.
3-4 Crisis Intervention	Emergency update (Excited Delirium disclaimer; removal of Excited Delirium handout); number of SPOs unchanged	Update Instructors teaching the affected topic.
3-8 Responding to Victims' Needs & Rights	3-8 Responding to Victims' Needs & Rights	Update Instructors teaching the affected topic.
4-1 Handgun	Emergency update (combat breathing reference change); number of SPOs unchanged	Update Instructors teaching the affected topic.
6-1 Subject Control Techniques	Emergency update (HB8 – 2152.75; RC 2901.10; RC 2921.45); number of SPOs unchanged	Update Instructors teaching the affected topic.
8-1 Patrol Aspects & Overview	Emergency update (US Supreme Court Decision – Lang v. California – "hot pursuit"); number of SPOs unchanged	Update Instructors teaching the affected topic.
8-4 Building Searches	Emergency update (US Supreme Court Decision – Lang v. California – "hot pursuit"); number of SPOs unchanged	Update Instructors teaching the affected topic.
10-4 Traffic Crash Investigation	Emergency update (Correction and clarification made on Worksheets #4 and #4A); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-7 Drug Awareness	Emergency update (HB9 – RC 2925.62); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-11 Lineups	Emergency update (clarification and technical corrections); number of SPOs unchanged	Update Instructors teaching the affected topic.



	Emergency update (HB 10 - RC 2915.01); number of SPOs unchanged	Update Instructors teaching the affected topic.
11-15 Interview & Interrogation	Emergency update (HB 8 - RC 2933.81); number of SPOs unchanged	Update Instructors teaching the affected topic.
12-2 Critical Incident Stress Awareness	Emergency update (combat breathing reference changed); number of SPOs unchanged	Update Instructors teaching the affected topic.

Existing Cleveland-specific courses, those outside of OPOTA requirements, need to be reviewed to ensure they are relevant to current policies and practices within CDP. This review process continues informally and should evolve into a formal review through the Training Review Committee as time and circumstances allow. Additionally, the Consent Decree (SA) requires that Academy Recruit training is at least 960 hours of training. However, this is a requirement CDP has exceeded overwhelmingly since the SA's implementation. For example, the most recent entry academy class, the 151<sup>st</sup> class, has 1,144 hours of instruction scheduled, including OPOTA instruction and Cleveland-specific training that includes approved SA training, community-engagement day, technical training, and other training topics directly related to Divisional policy and procedures.

The table presents the OPOTA mandated topic changes, and each topic-specific instructor needs to be notified of these changes. The OPOTA mandates the current curriculum be used, and any deviation will require the topic to be retaught. Additionally, errors such as utilizing the wrong curriculum could directly impact the academy rating and future approval to conduct OPOTA academies.

Finally, the Training Section needs to consider the significant Divisional need for academies in the short-term, as an inherent need exists to facilitate new hire training. Therefore, consideration must be given to de-conflict CDP's resources and ensure both entry training and other CDP annual training can be facilitated efficiently and effectively. The Master Training Plan should anticipate the maximum allotted recruits for three in-house academies each year. While lateral academies are potential sources of members, CDP has been unsuccessful in recruiting sufficient numbers in the past. For example, the 149<sup>th</sup> Lateral class yielded three laterals. Therefore, this academy entry method is not currently seen as a viable source for new hires.



## Field Training

### *Identified Field Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Probationary Police Officer Training	Incorporate community and problem-oriented policing principles, and problem-based learning methods into the Field Training Program	Undertake revision project to improve and enhance the training and learning of PPOs during the Field Training Program
Initial FTO/STO Training	Incorporate management and supervision; community-oriented policing; effective problem-solving techniques; and field communication (SA para 295)	Similar to Supervisor Training, initial training should incorporate adult-learning strategies and realistic scenarios into training. Further, students should be assessed using defined measurables.
Annual FTO/STO Recertification Training	CDP is required (SA para 295) to conduct refresher training for certified FTO/STOs every three years.	Provide updated information relating to substantive changes to FTO policies and practices relating to the revision project.

The Training Review Committee (TRC) intends to thoroughly review the existing Field Training program and provide recommendations to the Division. Additionally, as of the writing of this draft, the Training Section is currently conducting an internal review to present findings to the TRC. This presentation is tentatively scheduled for July 2022. Therefore, these findings and recommendations will be included in the future version of the needs assessment. Several key objectives need to be considered, such as incorporating adult-learning strategies and realistic scenarios into Field Officer Training certification courses. Additionally, assessments should focus on performance-based assessments rather than mere repetition.

However, surveys of PPOs completing the Field Training Program suggest that the training officers within the Division are meeting and exceeding the expectations set out through the program. However, there have been significant changes over the past five years. Therefore, it is highly beneficial to conduct a thorough review of the current program and incorporate contemporary strategies to modernize the Field Training Program. These strategies should incorporate the Division's vision and direction toward Community and Problem-Oriented policing and introduce problem-based learning methods. Finally, these changes should focus on the Field Training Program structure itself and the certification and course work given to potential and recertifying FTOs and STOs. These certification courses need to incorporate adult-learning theory and practical scenarios to allow the student officers to understand and practice effective strategies when training the contemporary PPO.

## Special Skills Training

### *Identify Special Skills Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Notes
Active Shooter Training	The need to incorporate a multijurisdictional response to active shooter threats exists.	Incorporate a multijurisdictional integrated active shooter training program
Mobile Field Force Training	Limited training and MFF training for Patrol Section; Updated policies are imminent	Incorporate annual MFF training for all members assigned to Patrol Section.
Patrol Rifle Operator (PRO) Certification and Recertification	Provide initial and biannual requalification for current PROs	Annual requalification is completed at the Ordnance Unit
Force Review Board (FRB)	Provide annual training for current FRB members	Annual training is completed at the force review board
Specialized CIT Training	Specialized CIT Officers must receive eight hours of annual in-service crisis-intervention training	SA para 147

Special skills training is a generalized category established to evaluate training, which does not constitute other training areas identified within this annual needs assessment. This training typically utilizes subject matter experts who specialize in skills and techniques useful to Division members. While some topics encompass a Division level scope, there are some which may not be available to entire groups of members. In these circumstances, it is important to ensure these courses are offered on a multi-year basis, not only to ensure all members have the ability to attend but also to recertify or instill the organizational culture intended through the training.

### **Active Shooter Training**

Ongoing events during the drafting of this needs assessment suggest that integrated active shooter training would be highly beneficial to CDP. While entry recruit training incorporates Rapid Action Immediate Deployment (RAID) training, an integrated training incorporating a multijurisdictional response to an active shooter threat would provide relevant and necessary training to CDP members. This level of training should incorporate area experts and rely on evidence-based approaches to addressing this increasingly occurring event. This joint approach to training should mimic a similar approach to mobile field force training and could include joint practice exercises and case studies of current critical incidents.

### **Mobile Field Force Training**

The need to facilitate Division-wide Field Force Training is evident through internal dialogue, law enforcement trends, recent community events, and the Cleveland Police Monitoring Team's Ninth Semiannual Report remain. On May 30, 2020, the City of Cleveland experienced a

significant civil disturbance event in light of nationwide protests relating to the death of George Floyd, an African American man who died at the hands of police officers in Minneapolis, Minnesota, five days earlier. It was revealed in the after-action report that some members of the Patrol Section had not received Mobile Field Force (MFF) Training and had not practiced the use of their Personal Protective Equipment. There was no prior joint division training relating to crowd management between the Cleveland Division of Fire and Cleveland Emergency Medical Services. The CDP is revising crowd management and disturbances GPOs. When finalized, the need will exist to ensure members assigned to the Patrol Section are allowed to train with the equipment and techniques required for successful MFF deployments.

### **Patrol Rifle Operator (PRO) Certification and Recertification**

An overwhelming number of surveyed members identified the need for patrol rifle training. This need is evident due to the number of serious active shooter incidents occurring across the nation. Additionally, several PRO have transferred out of the Patrol section and into specialized units. As a result, the number of available PRO has decreased. Basic patrol rifle operations were introduced during the annual in-service in 2021, which may have also increased the demand for certification. Therefore, it is prudent for the Training Section to anticipate at minimum two PRO certification courses. Additionally, current certified PRO must requalify bi-annually according to CDP policy and annually for OPOTA requalification.

### **Force Review Board**

Members of the Force Review Board are required to attend training annually. According to GPO 2.01.08, members shall receive annual training directly relevant to their role and service on the FRB, which may include but is not limited to: Legal updates regarding use of force; updates to CDP policies; use of force investigations best practices; and curriculum utilized by the Training Section regarding the use of force.

### **Specialized CIT Training**

Members certified as a Specialized Crisis Intervention Trained Officer must receive eight hours of annual in-service crisis-intervention training. While this training is typically developed and facilitated through the Officer of CIT and community experts, the Training Section should provide necessary resources, such as facilities and supplemental instructors. The Training Review Committee's review also helps provide additional input and guidance on this critical training topic.

## Issued Policy Matrix Training Needs

### *Identified Issued Policy Training Needs for 2023*

The Policy Matrix Training Needs table is intended to provide a resource to review and identify policy training needs. This list identifies critical areas of policy that require training. The training is conducted in various ways, in-person and online. Members are assigned a learning management activity that requires them to read the policy and achieve a 100 percent score on an exam. Additionally, some policies requiring more detailed instruction are provided through an e-Learning assignment which includes videos, knowledge checks, and slide decks accompanied by a similar exam. Finally, some policies are incorporated into annual in-service. This utilizes adult-learning techniques, such as reality-based learning, case studies, and group discussions

Training Evaluation for 2021 General Police Orders			
Section	Title / Effective Date	Training	Priority
<b>CHAPTER 1 – ADMINISTRATIVE</b>			
<b>1.02 HUMAN RESOURCES</b>			
1.02.11	Administering Oaths and Acknowledging Documents REV EFF 03/31/21	LMS Delivery	Completed
<b>CHAPTER 2 – LEGAL</b>			
<b>2.01 USE OF FORCE</b>			
2.01.03	Use of Force - General REV EFF 07/01/19	Annually	Completed
2.01.05	Use of Force - Reporting (A) REV EFF 07/01/19	Annually	Completed
2.01.06	Use of Force - Supervisory Reviews and Investigations EFF 01/27/21	Annually	Completed
2.01.09	Animal Incidents (A) EFF 08/17/21	LMS Delivery	Completed
<b>2.02 SEARCH AND SEIZURE</b>			
2.02.05	Stop Forms EFF 07/02/21	LMS Delivery	Completed
<b>CHAPTER 3 – ARRESTEES</b>			
<b>3.01 RESTRAINT AND TRANSPORT</b>			
3.01.01	Arrestee Restraint, Transport, and Supervision EFF 11/30/20	-	High
3.01.02	Restraint or Confinement of Pregnant Females EFF 08/10/21	LMS Delivery	Completed
<b>3.02 MEDICAL/HOSPITAL PROCEDURES</b>			
3.02.01	Arrestee Medical and Mental Health Needs EFF 02/02/21	-	High
3.02.02	Guarding Arrestees at Hospitals (A) EFF 02/02/21	-	Medium
<b>5.05 DOMESTIC VIOLENCE AND PROTECTION ORDERS</b>			
5.05.01	Enforcement of Domestic Violence Statutes (A) EFF 12/08/21	LMS Delivery	Completed
5.05.02	Protection Order Enforcement EFF 12/08/21	LMS Delivery	Completed
5.05.03	Domestic Violence Incidents Involving CDP Officers EFF 08/17/21	LMS Delivery	Completed
<b>5.12 SPECIAL POPULATIONS</b>			
5.12.01	Interactions with Youth EFF 02/02/21	LMS Delivery	Completed
5.12.05	Interactions with TIGN Individuals EFF 02/02/21	LMS Delivery	Completed

## Summary of Training Needs for 2023

### *Identified Community Input and Concerns Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
UOF / De-Escalation / Search & Seizure	Include: measurable assessments; emotional trauma due to excessive force to civilians & witnesses	Develop an evaluative matrix to assess performance; utilize outside resources, such as victim advocates, to aid in developing courses or awareness during annual in-service.
Bias-Free Policing	Contract out Bias-Free policing training	Partnering with a local college or organization to develop curriculum; incorporate it into all aspects of scenario training.
District Awareness Training	Reduce classroom and increase field exposure	Video presentations and guest speakers will be used for future training; institute program similar to the Academy's "Reverse Ride Along"
Supervisor Training	Include importance for de-escalation techniques; incorporate practical written report review	De-escalation is incorporated and will continue to be incorporated into all training; incorporate scenarios into supervisor annual in-service; provide practical report review course during annual supervisor in-service

### *Identified Problematic Uses of Force Training Needs for 2023*

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Intermediate Weapons	Incorporate additional close Range CEW deployment training	Utilize a close deployment scenario during TASER requalification or transition
Subject Control	Training relating to properly performing an escort position and controlling an actively resisting individual	Incorporate training relating to the application of the escort position and proper application of subject control principles

Procedural	Incorporate radio broadcasting into scenario-based training	Utilize a scenario that requires officers to properly broadcast over the radio
Tactical	Training to improve officers' situational awareness during foot pursuits	Incorporate scenario which requires officers to make rapid decisions and emphasize appropriate tactical considerations during foot pursuits
Tactical	Reinforce the dangers of reaching into vehicles during traffic stops	Provide Case Studies and videos during annual in-service to emphasize the dangers of reaching into a vehicle during a traffic stop
Procedural	Provide guidance and direction regarding utilizing Personal Protective Equipment	During CPR and when rendering medical aid, reinforce the utilization of PPE and make it an assessment measure

***Identified Officer Safety Issues Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Emergency Vehicle Operations	Providing training relating to emergency response and pursuit driving	Reinforce LMS with practical/hands-on components toward safe operation
Subject Control	Provide updated subject control techniques.	Incorporate practical/hands-on subject control practices during annual in-service training for all Division members
Procedural	Provide guidance and direction regarding utilizing Personal Protective Equipment	Reinforce the utilization of PPE and make it an assessment measure during scenario-based training

***Identified Officer Misconduct Complaints Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Criminal Misconduct	A large proportion of policy violations involved criminal misconduct.	Continue implementing ABLE training; Provide Updated Wellness Services
WCS Operation	A large proportion of policy violations involved WCS operations.	Incorporate and assess proper WCS operation during Scenario-Based Training

***Identified Input from CDP Members Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
Scenario-Based Training	Continue to incorporate scenario-based training when feasible.	Scenario-based Training has been implemented and will be enhanced during annual in-service training. This training should provide realistic incidents, and student performance should be assessed using defined measurables.
Firearms Training	Incorporate high-stress deadly force firearms scenario-based in conjunction with proficiency assessments	Provide realistic scenario-based training that incorporates shoot and do not shoot scenarios as well as reinforce CDP policy regarding reporting and duty to provide aid/intervene.
Crisis Intervention Training	Improve coordination between MHRAC and CDP Training Review committee	Officer safety trends are distributed through a Divisional Notice
CPOP Training	Decrease downtime between scenarios / incorporate videos using CDP members	Students should be provided worksheets that accompany similar scenarios to help alleviate downtime or watch a video prompt and respond in writing about how to proceed according to policy and training; additionally, CDP Training Section should utilize CDPs WCS videos demonstrating positive CPOP encounters and missed CPOP encounters.
Use of Force Training	Incorporate video assessments with discussions, and provide updated Divisional use of force statistics	Video scenarios with group discussion should continue to be supplemented as a module, along with scenario training; The Divisions Data Analyst should provide an updated report prior to UOF and presented during training.
Search & Seizure Training	Provide enhanced lecture with Prosecutor support; Decrease downtime between scenarios	Utilize outside counsel to assist with S&S lecture-based instruction; however, explore



		adding Defense Attorney or other counsel to assist; as with CPOP – utilize similar strategies to minimize student downtime.
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***Identified Legal Updates and Law Enforcement Trends Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
SB 215	SB 215 changes Ohio's CCW Law; especially as it relates to the "duty to inform"	Incorporate legislative changes into annual S&S in-service training.
OVI Training	There has been significant concern regarding OVI's probable cause, indicia of impairment, the basis for expanding traffic stop to OVIs, and other suppression issues.	Provide LMS or Roll Call training relating to OVI enforcement. Incorporate an OVI scenario into the annual in-service. Provide ongoing specialized training for OVI enforcement, such as SFST and ADAP
Legal Training	Needs to be more training related to what qualified as obstructing official business and obstructing justice	Provide LMS or Roll Call training specifically defining and giving examples relating to these crimes. Additionally, utilizing a case study or scenario to assess officers' identification and correct application for each
Traffic Enforcement	There has been a slight uptick in traffic stops being extended beyond the reasonable time to issue a citation as officers look to see if they can uncover reasonable, articulable suspicion to expand the scope of the initial stop.	Provide LMS or Roll Call training relating to the unconstitutionality of extending a traffic stop, absent articulable suspicion. Specifically, <i>Rodriguez v. United States</i> - 135 S. Ct. 1609 (2015)
Report Writing and Documentation	There are apparent issues relating to accurately description probable cause and the inclusion of pertinent information in written reports	Incorporate report writing or probable cause statement into annual in-service training. Reinforce supervisory review for accuracy and inclusion of essential and pertinent information.
Search and Seizure	<i>Torres v. Madrid</i> , 769 F. App'x 654, 655 (10th Cir. 2019) a person is seized when police apply physical	Incorporate the ruling of <i>Torres v. Madrid</i> , 769 F. App'x 654, 655 (10th Cir. 2019) into annual S&S/UOF in-service training.



	force to the body but do not subdue the person.	
Search and Seizure	Caniglia v. Strom - 141 S. Ct. 1596 (2021) the Community Caretaking provision in Cady does not create an open-ended license to perform "safeguarding" seizures anywhere.	Incorporate the ruling in <i>Caniglia v. Strom</i> into annual S&S in-service training.
Search and Seizure	Lange v. California - 579 U.S. 486, 141 S. Ct. 2011 (2021) pursuit of a fleeing misdemeanor suspect does not always justify a warrantless entry into a home.	Incorporate the ruling in <i>Lange v. California</i> into annual S&S in-service training.
MVC Investigations	<i>State v. Bryant</i> , -160 Ohio St.3d 113, 2020-Ohio-1041 individuals, may leave the scene of an accident after waiting a reasonable amount of time.	Provide LMS or Roll Call training relating to the ruling established in <i>State v. Bryant</i>
Traffic Enforcement	<i>State v. Turner</i> , 163 Ohio St.3d 421, 2020-Ohio-6773-driving on a white edge line is not a violation of RC 4511.33	Provide LMS or Roll Call training relating to the ruling established in <i>State v. Turner</i> , 2019-1674
Policy Training	Stop Forms GPO 2.02.05	Incorporate procedure of Stop Form requirement into annual in-service and supervisory in-service training

### ***Identified In-service Training Needs for 2023***

Topic / Skill Area	Hours	Notes
Pistol and Shotgun Requalification	16 hours	Certification Req. and SA para 60
Use of Force	Q/Q/T/S	SA para 42
Search and Seizure	Q/Q/T/S	SA para 174
CPOP	Q/Q/T/S	SA para 30
Bias-Free Policing	Q/Q/T/S	SA para 42
Limited English Proficiency	4 hours	Identified Need in 2022
ABLE Refresher	1-2 hours	Early Intervention
Crisis Intervention Training	Q/Q/T/S	SA Para 143
TASER Requalification	2-4 hours	Certification requirement
CPR/First Aid/Narcan/TQ	4-8 hours	Certification requirement
State of Ohio Training Mandates	40	*Estimated based on OPOTA

### ***Identified Supervisory Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Notes
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Reviewing Officer Documentation	Provide training to improve the supervisory review of direct reports documentation to include probable cause statements and written documentation	Ongoing area and theme recommended, especially from prosecutor feedback.
Supervisor Updates	Incorporate training which may include updates and lessons learned related to initial supervisor training and other areas related to the SA	SA para 324
Incident Command and Critical Incident Scene Management	Provide incident command and management strategies for critical incidents to all supervisor levels within CDP	Training Review Committee and ongoing law enforcement trends
Officer Intervention Program	Provide training to interpret OIP data; understand and utilize a range of non-disciplinary corrective action to modify officers' behavior and improve performance, manage risk and liability; promote constitutional policing; and address underlying stressors to promote officer wellness	SA para 327
Use of force Review and Supervision	Incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force.	SA para 84(l)
Performance Evaluations	Conducting timely, fair, and consistent performance evaluations to accurately evaluate officer performance	SA para 313 through 316
Initial Promotional Training	Undertaking revision process of current Promotional Training and incorporating adult-learning theory, scenario training, and rank specific courses.	Training Review Committee recommendation

***Identified Field Training Program Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Implementation Strategies
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Probationary Police Officer Training	Incorporate community and problem-oriented policing principles, and problem-based learning methods into the Field Training Program	Undertake revision project to improve and enhance the training and learning of PPOs during the Field Training Program
Initial FTO/STO Training	Incorporate management and supervision; community-oriented policing; effective problem-solving techniques; and field communication (SA para 295)	Similar to Supervisor Training, initial training should incorporate adult-learning strategies and realistic scenarios into training. Further, students should be assessed using defined measurables.
Annual FTO/STO Recertification Training	CDP is required (SA para 295) to conduct refresher training for certified FTO/STOs every three years.	Provide updated information relating to substantive changes to FTO policies and practices relating to the revision project.

***Identified Special Skills Training Needs for 2023***

Topic / Skill Area	Recommendations / Findings	Notes
Active Shooter Training	The need to incorporate a multijurisdictional response to active shooter threats exists.	Incorporate a multijurisdictional integrated active shooter training program
Mobile Field Force Training	Limited training and MFF training for Patrol Section; Updated policies are imminent	Incorporate annual MFF training for all members assigned to Patrol Section.
Patrol Rifle Operator (PRO) Certification and Recertification	Provide initial and biannual requalification for current PROs	Annual requalification is completed at the Ordnance Unit
Force Review Board (FRB)	Provide annual training for current FRB members	Annual training is completed at the force review board
Specialized CIT Training	Specialized CIT Officers must receive eight hours of annual in-service crisis-intervention training	SA para 147

*Identified Issued Policy Training Needs for 2023*

Training Evaluation for 2021 General Police Orders			
Section	Title / Effective Date	Training	Priority
3.01.01	Arrestee Restraint, Transport, and Supervision EFF 11/30/20	-	High
<b>3.02 MEDICAL/HOSPITAL PROCEDURES</b>			
3.02.01	Arrestee Medical and Mental Health Needs EFF 02/02/21	-	High
3.02.02	Guarding Arrestees at Hospitals (A) EFF 02/02/21	-	Medium