



Community Policing Self- Assessment Tool: An Overview

LEOPRD

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Community Policing Self-Assessment Tool: An Overview

Purpose of the Tool

- Operationalize community policing philosophy
- Fill a void by creating an assessment model
- Inform national program, training and funding objectives toward the implementation of community policing
- Closer to establishing behavioral norms for police and community policing



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Goals of Tool Development

- Meet scientific standards for rigor
- Receive wide acceptance by the policing field
- The tool needs to be user-friendly
- Allow departments to implement the tool cost-effectively with little to no outside assistance



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Tool Development Process

- Existing literature on frameworks, protocols, and assessment
- Inclusive and transparent process
 - Received input and guidance from practitioners and researchers
 - Conducted multiple focus groups and presentations (IACP conference, RCPIs, National Sheriff's Association, PERF)
 - Technical Advisory Group input (practitioners, academics, and a research methodologist)



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Tool Development Process (cont'd.)

- Iterative Revision Process
 - Initial assessment tool piloted in Appleton, WI
 - Tool was significantly revised based on feedback, then administered next in Lowell, MA, Charlotte, NC, and Ocala, FL.
 - Second major revision followed by final piloting in Hillsborough County, FL and Leesburg, VA
- Reliability and validity testing
 - Internal consistency
 - Clarity and accuracy of items
 - Content validation ratings
- Development of User's Guide
 - Based on organizational assessment best practices and feedback from sites



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Tool Components

- 3 Primary Modules
 - Community Partnerships
 - Extent to which agency staff develop collaborative partnerships
 - Problem Solving
 - Measures agency wide commitment to going beyond traditional response
 - Follows SARA model
 - Organizational Transformation
 - Agency management
 - Organizational structure
 - Personnel practices
 - Technology



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Tool Components

- 6 Forms
 - Officer
 - Supervisor
 - Command Staff
 - Civilian Staff
 - Community Partners
 - Cross-Agency Team



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Benefits

- Reliably captures wide range of staff and community partner perceptions
 - Breakdown by level for comparison
- Strategic Planning
- Training needs identification
- Performance Reporting



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Benefits cont'd

- **Education and Communication Tool**
 - Comprehensive
 - Non-punitive
 - Inclusive



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CPSAT status

- From paper-based to online
- New forms
- Timeline
 - Usability testing
 - “Soft roll-out” Spring ‘09
 - Full release late Summer ‘09



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Demonstration

<http://www.cpassessment.com/se.ashx?s=705E3EC86101ADEC>

Passwords

- officer
- supervisor
- command
- civilian
- partner
- agency