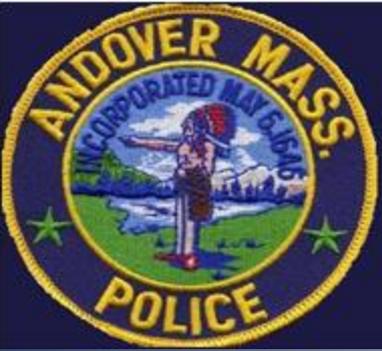


ANDOVER POLICE



Select Board Training Brief

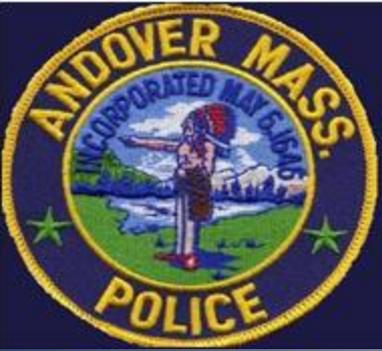
August 17, 2020



Agenda



- Questions from our Community
- A Case Study: Order 2020 -
- Departmental Training

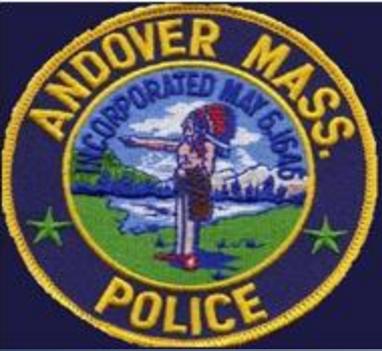


Questions from our Community



Q:Do our police wear body cameras?

A:The Andover Police Department does not wear body cameras. The Department is not opposed to wearing them, the largest factor is the cost.

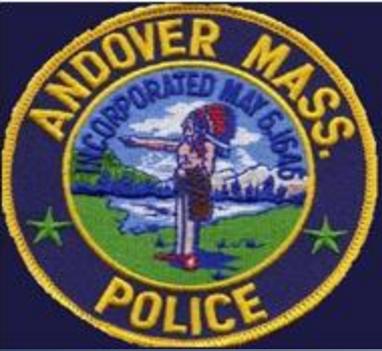


Questions from our Community



Q: Where are complaints issued against the Andover PD for racial profiling and excessive use of force documented?

A: The Andover Police Department investigates all complaints against officers through the Support Services Division and is supervised by the Chief of Police. All use of force incidents, are required by policy, to be reviewed by the Support Services Lieutenant for any inconsistencies, issues or training needs. If there is a need for discipline because of a violation of policy, the Chief of Police will be notified immediately and an Internal Investigation will be completed to look into the circumstances and appropriate action will be taken whether it be administrative, criminal or both. There have not been any recent formal complaints brought forth by the public for racial profiling and/or excessive force on behalf of any member of the Andover Police Department.

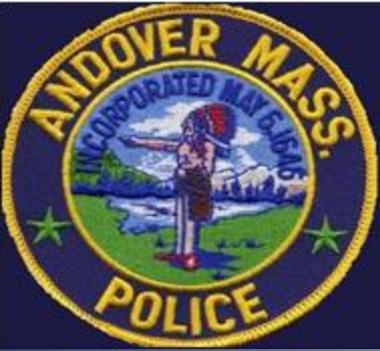


Questions from our Community



Q: How much time is spent on ongoing training in de-escalation and defusing situations? CPR and weapons qualifications have to be kept up to date. There should be ongoing training in negotiating and de-escalation skills.

A: The Andover Police Department, like all Massachusetts Police Departments has annual training Officers must complete. Besides First Aid, CPR, Weapon Qualification it also includes, de-escalation training, non-biased training, mental-health, first aid and procedural tactics and law updates. The Andover Police Department also trains beyond the annual training requirement. We train Officers in Crisis Intervention Training which is a 40 hour class based on de-escalation and awareness of mental health while a person is in crisis. We also send Officers to ICAT training (Integrating Communications, Assessment, and Tactics) this is a new way of thinking about use-of-force training for police officers. ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training. ICAT is anchored by a Critical Decision-Making Model that helps officers assess situations, make safe and effective decisions, and document and learn from their actions.



Questions from our Community



Q: I would like to know what the town of Andover is thinking about in the way the police department functions here. What is our position regarding reducing police presence and instead strengthening social services for the youth, for those dealing with mental health issues, domestic violence, and elder care?

A: the Andover Police Department has significantly strengthened their commitment to social services in the past five years. The APD hired a Community Support Coordinator (a social worker) who works in the community to assist those struggling with substance use disorders, mental illnesses, domestic violence or someone who just needs support. This includes group and individual work, all free of charge, and confidential. We have seen tremendous results from this effort. We also have a dedicated police officer assigned to senior issues, who spends a lot of time at the Senior Center.



Case Study

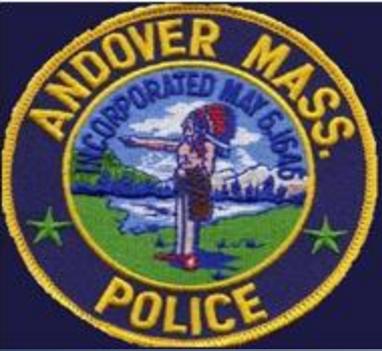


- A Case Study: General Order 2020 – 01
Suspicious Activity Calls

All, one function of the police is to investigate activity that may be predictive of a crime which is about to occur. With most calls from citizens, they report behavior that is indicative of criminal behavior or about people who may be in need of police service. However, people occasionally report that someone is suspicious merely because they are unfamiliar to a particular area or neighborhood. Reports of this nature can be driven by implicit bias and have sometimes focused on people of various ethnic groups, particularly people who are Latino or African American.

On one hand, the Department must investigate suspicious behavior, and encourage citizens to report it, but we also must be careful not to contribute to the cumulative effect on people who have been repeatedly questioned by police.

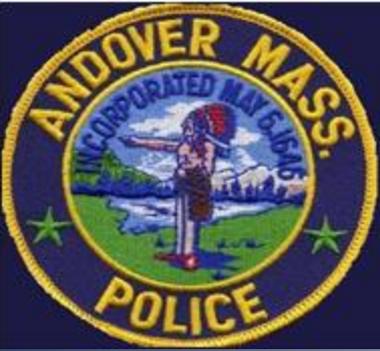
When a dispatcher receives a call from a citizen concerning activity that is behavior-based, an Officer should be assigned to investigate. Should a caller merely report someone in their neighborhood who is unknown to them, the dispatcher should ask additional questions to discern whether the person's behavior is suspicious. Where there is no suspicious behavior described, the dispatcher shall contact the Shift Commander and advise them of the nature of the call. Superior Officers have the authority to direct that no Officer be assigned in those cases where activity is not behavior-based.



Andover Police Training



- Academy
- Field Training with FTO
- Annual Training
- Additional Training
- Specialty Training (Specific Roles)



Police Academy

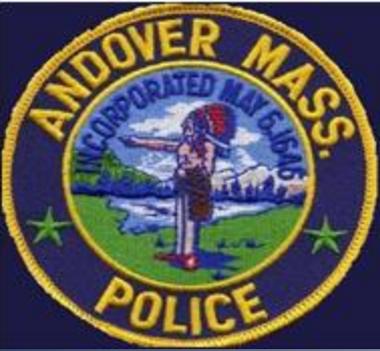


Academy Training (20-22 Weeks Long)

Covers 21st Century Policing best practices with emphasis on the core principles:

- Problem Solving
- Procedural Justice
- Ethical Decision Making
- Fair and Impartial Policing

The Academy also covers criminal procedure, criminal law, constitutional law, juvenile law/procedure, motor vehicle law, medical training, firearms training, investigation skills and techniques, defensive tactics/use of force training, physical and mental fitness, emergency vehicle operations, etc.



Field Training

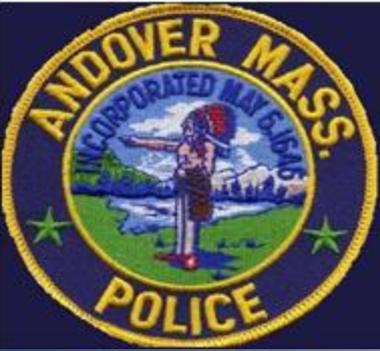


Field Training (12-13 Weeks Long)

New Officers are “Trained and Coached” by a veteran officer who has completed the 40 hour Field Training Officer course.

Field Training Concentrates on:

- Covering all policies, procedures, rules, and regulations of the Department
- CFS (Calls for Service) public interaction using the “crawl, walk, run” model.
- Officers are critiqued and provided with appropriate feedback from their coach.
- The coach submits a daily observation sheet (7 point scale with free response comments) to the training supervisor.
- The training supervisor also conducts periodic status checks with the coach and new officer throughout the FTO training program.
- This training model is based on the San Jose Police Department Field Training Officer program, widely accepted across the USA.



Annual Training

In-Service



Massachusetts Police Training Committee (MPTC) is responsible for the development, delivery, and enforcement of training standards of municipal Police Officers of the Commonwealth. The MPTC mandates what topics and disciplines would be trained annually. The courses are a combination of in-person, online and hands-on. For this coming training year, the MPTC has mandated the following classes via “in-service” training.

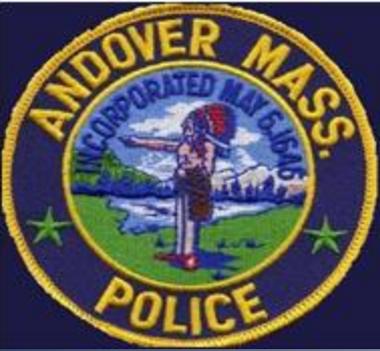
Meggit Training System (Training Simulator) is used annually- Purchased in FY 2018, role playing simulator for de-escalation scenario based.

2020/2021

- Legal Updates
- Defensive Tactics
- Officer Health and Wellness
- Implicit Bias
- Domestic Terrorism
- Responding to COVID-19 and states of emergencies
- Annual Firearms Training
- Annual CPR/First Responder Training

2019/2020

- Legal Updates
- Defensive Tactics
- Suicide by Cop: A dangerous reality
- Police Survival
- Animal Cruelty Investigations
- A Multi-disciplinary Response to Active Shooter Hostile Events
- Annual Firearms Training
- Annual CPR/First Responder Training



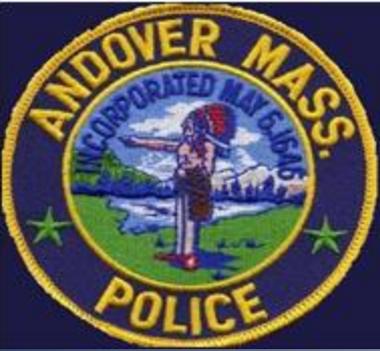
Additional Training

Crisis Intervention Team (CIT) is a police mental health collaborative program and a training in law enforcement to help guide interactions between law enforcement and those living with a mental illness. The National Alliance on Mental Illness (NAMI) CIT programs are local initiatives designed to improve the way law enforcement and the community respond to people experiencing mental health crisis. CIT programs are built on strong partnerships between law enforcement, mental health provider agencies, and individuals and families affected by mental illness.

Currently, 71% of officers and sergeants have completed this program and we have 2 seats for the next class this September. (40 hr Class)

Communication, Assessment and Tactics (ICAT) training. ICAT is a training program that provides first responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents.

- ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training.
- ICAT is designed especially for situations involving persons who are unarmed or are armed with weapons other than firearms, and who may be experiencing a mental health or other crisis.
- The training program is anchored by the Critical Decision-Making Model that helps officers assess situations, make safe and effective decisions, and document and learn from their actions.
- ICAT incorporates different skill sets into a unified training approach that emphasizes scenario-based exercises, as well as lecture and case study opportunities.



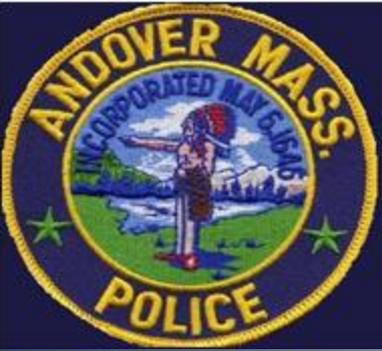
Specialty Training

Trainings that is specific to certain roles or positions:

Supervisors

- Attend 40 hr new supervisors course (Promotion to SGT)
- Recertify every 3 years on breath test machine
- Attend all three FBI-LEEDA leadership courses (Supervisor, Command, and Executive)
- Various other supervisory courses

Officers in specific roles have their own training requirements (Detective, DRE, Sexual Assault, Domestic Violence, Elder Affairs, Crash Reconstruction, Basic Forensics, Digital Forensics, etc).



Questions?