



EDUCATION-BASED DEVELOPMENT

Health & Safety Committee Presentation

Wednesday, June 10th, 2026

AGENDA

- What Is Education-Based Development
- Why Education-Based Development Is Needed
- Current Discipline Challenges
- Discipline Matrix / Eligibility
- How Education-Based Development Works
- Example Scenarios
- Community Engagement
- Survey Results
- Program Changes Based on Feedback
- Guardrails
- Monitoring & Transparency

WHAT IS EDUCATION-BASED DEVELOPMENT

What Education-Based Development Is:

- Alternative to traditional discipline for lower-level violations
- Focused on behavior change through training and coaching
- Addresses root causes of mistakes
- Uses targeted training and counseling
- Designed to improve long-term performance

What Education-Based Development Is Not:

- Not a replacement for discipline
- Not a change to the discipline matrix
- Not a bypass of Internal Affairs or OIM review

CORE IDEA OF EDUCATION-BASED DEVELOPMENT

To create efficient and meaningful accountability
for officers that result in sustained improvements

WHY EDUCATION-BASED DEVELOPMENT IS NEEDED

Current challenges:

- Large number of lower-level cases
- Minor cases often require months to resolve
- Longer timelines impact ability to correct mistakes efficiently. EBD would create more current development/training timelines

CURRENT DISCIPLINE PROCESS CHALLENGES

Average Days to Complete Cases

Informal → 135.5 days

Oral Reprimand → 192.7 days

Written Reprimand → 220.3 days

Fined Time → 304.8 days *Not Eligible for EBD

Suspension → 405.8 days *Not Eligible for EBD

Termination → 342.4 days *Not Eligible for EBD

Overall average: **216.9 days**

Long timelines can reduce accountability impact and consume investigative resources.

THE DISCIPLINE MATRIX (A–B)

Eligible for Education-Based Development

A–B Violations Only

Examples:

- Discourtesy
- General Duties & Responsibilities
- Records and Reports
- Equipment Handling

THE DISCIPLINE MATRIX (C–F)

Not Eligible For Education-Based Development

C–F Violations

Examples:

- Use of force violations
- Deceptive acts
- Bias-related incidents
- Repeat misconduct
- EEO violations

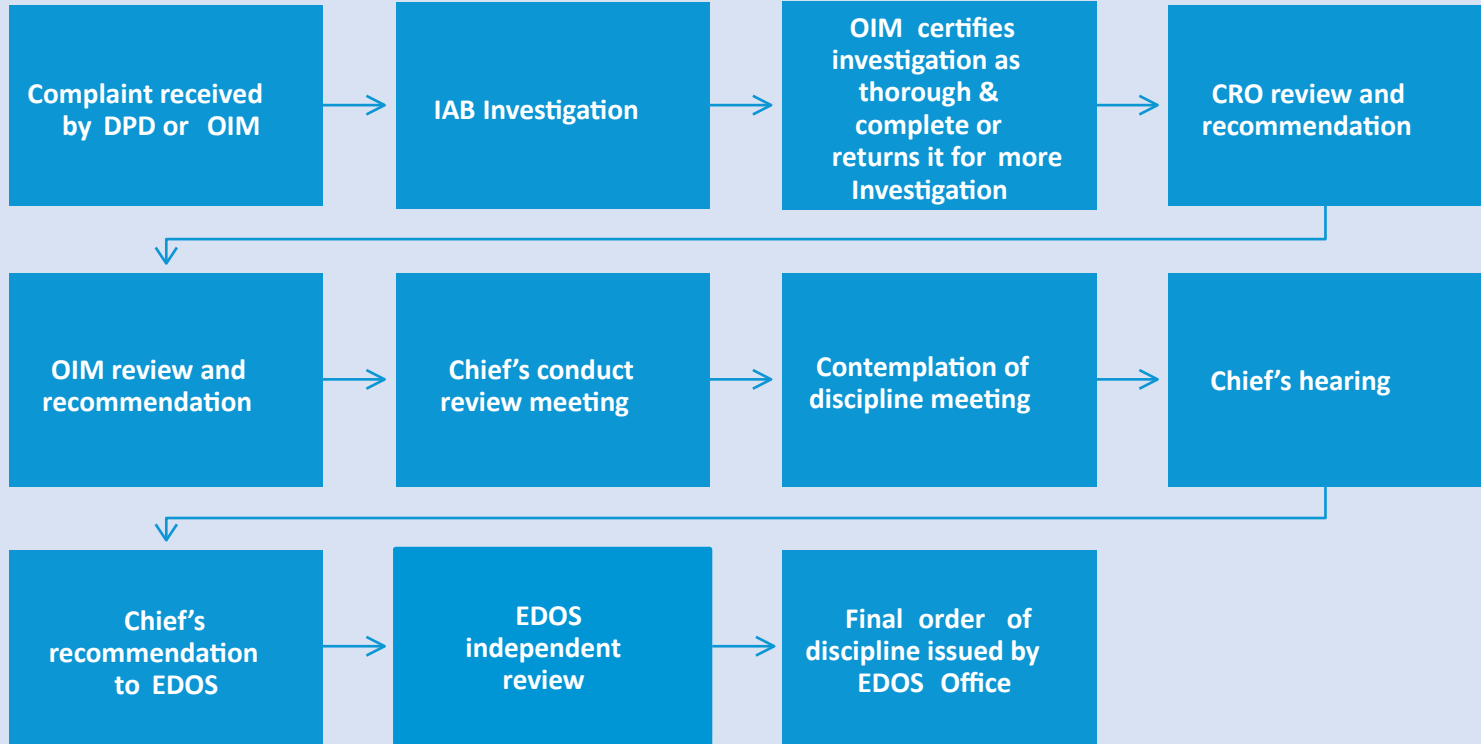
BENEFITS OF EDUCATION-BASED DEVELOPMENT

Education-Based Development promotes timely and meaningful accountability.

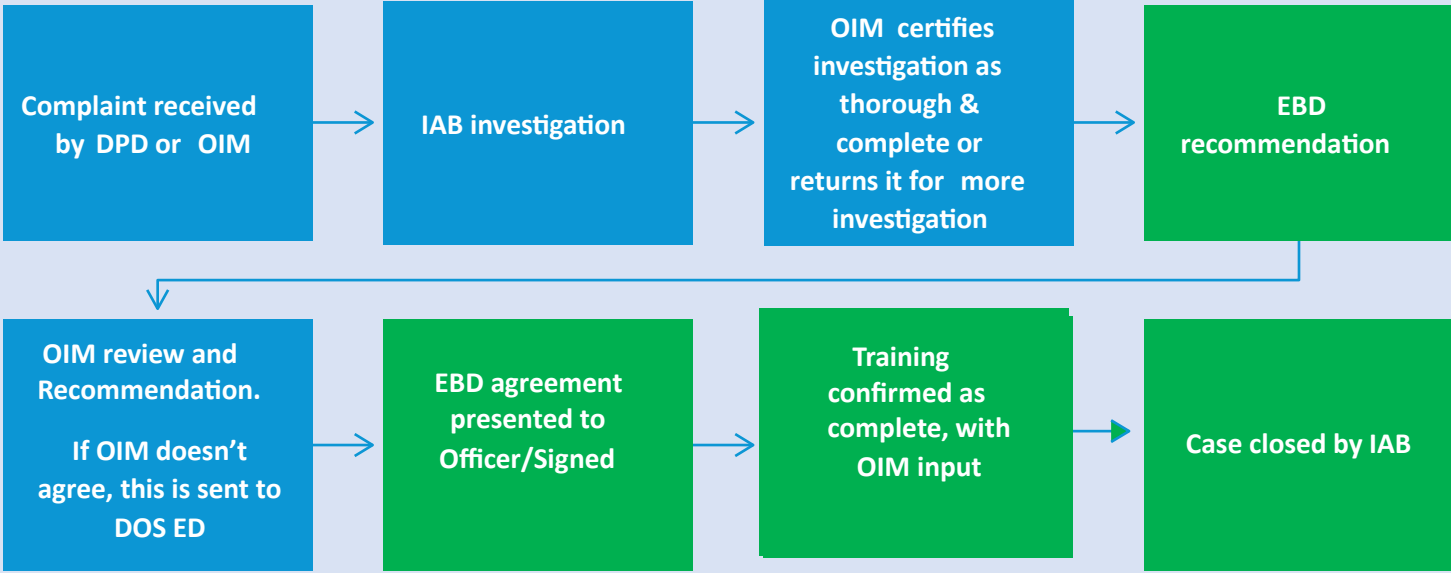
It reduces repeat offenses by reinforcing expectations through skill-building, while improving officer morale, trust, and professionalism.

We believe Education-Based Development will strengthen community trust through positive interactions with police officers.

Current Disciplinary Process

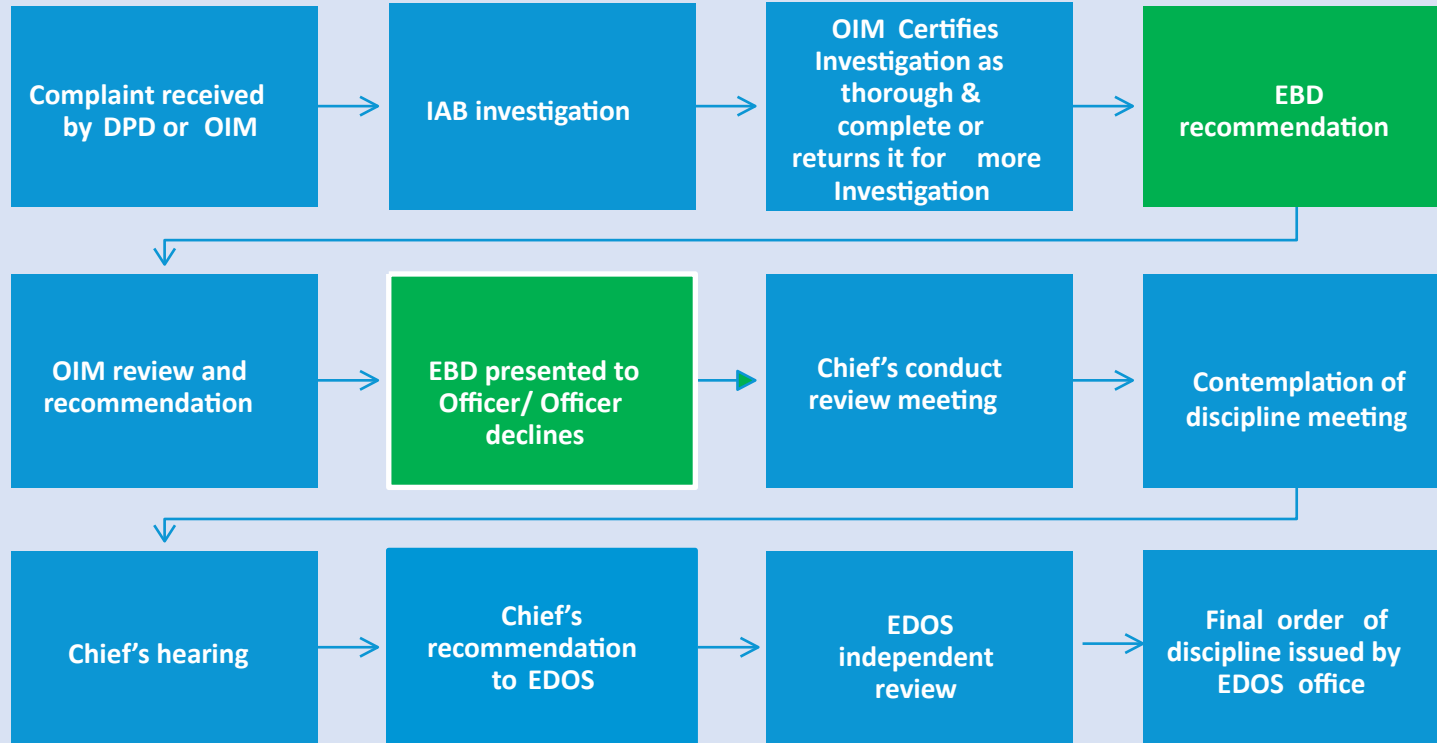


Disciplinary Process With Education-Based Development (Officer Accepts Agreement)



Disciplinary Process With Education-Based Development

(Officer Does Not Accept Agreement)



EXAMPLE SCENARIOS

Scenario 1

Officer submits report-writing errors

Response:

- Training
- Mentorship
- Follow-up review

Scenario 2

Officer demonstrates discourteous conduct

Response:

- Communication coaching
- Emotional intelligence training
- Supervisor mentoring

Scenario 3

Improper equipment handling

Response:

- Tactical retraining
- Targeted instruction

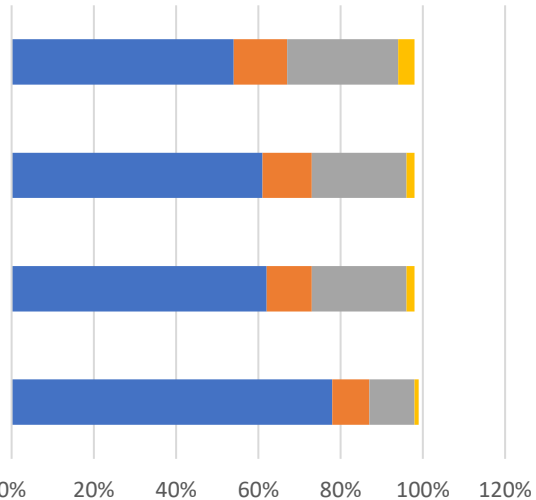
COMMUNITY ENGAGEMENT & SURVEY

Stakeholder Outreach

DPD engaged:

- District meetings
- Community email lists
- Office of Independent Monitor
- Citizen Oversight Board
- Civil Service Commission
- Academic partners
- Community partners

Do you believe this program will enhance the safety of community members?



■ YES ■ NO ■ Unsure ■ No Opinion

Do you believe this program will have a positive impact on police-community relationships?

Do you believe this program will have a positive impact on an officer's behavior?

Do you agree with this program concept?

Total Responses: 768

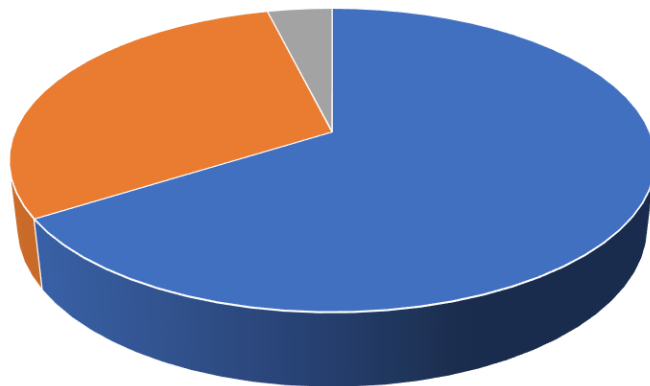
Yes: 78% No: 9% Unsure: 11% No Opinion: 1%

Yes: 62% No: 11% Unsure: 23% No Opinion: 2%

Yes: 61% No: 12% Unsure: 23% No Opinion: 2%

Yes: 54% No: 13% Unsure: 27% No Opinion: 4%

Results of the comments on the draft-policy



■ Support ■ Oppose ■ No Opinion

Draft-Policy Comments: 465

Support: 307

Oppose: 140

No Opinion Stated: 18

FEEDBACK & HOW WE ADDRESSED IT

FEEDBACK	RESPONSE
Program name	Renamed to Education-Based Development
Eligibility	Limited to A-B categories Only
Officer admission	Clarified that accepting EBD requires admitting responsibility
Training	90-day completion window, in person training
Oversight	Clarified OIM review and kept the normal IA Investigation structure intact
Transparency	IAPro documentation, public reporting, quarterly/annual review, and pilot-style evaluation

GUARDRAILS

- IA still investigates
- OIM review remains unchanged
- Officer may decline participation and stay in the discipline process
- Failure to complete training returns case to discipline process
- Serious, pattern and repeat misconduct excluded from EBD

MONITORING & TRANSPARENCY

- Quarterly reviews with OIM & DOS
- Annual evaluations with OIM & DOS
- Program adjustments as needed
- Public reporting dashboard

THANK YOU