

Tulsa Police Department

Community Policing Evaluation Action Steps

The CNA report was utilized to inform the Tulsa Police Department on the general performance of the organization in relation to the 6 pillars identified in 2015 as part of The President’s Task Force on 21st Century policing. CNA reviewed the 77 recommendations given by the Tulsa Commission on Community Policing 2017. CNA narrowed their recommendations to 54 with suggestions of time frames and possible metrics.

The Tulsa Police Department prioritized several recommendations to immediately pursue in 2022 and 2023. The overarching themes within the six pillars were communication, training, and accountability. There are 3 pivotal steps needed to build the foundation for sustainable change:

- A comprehensive multi-year strategic plan
- Implementing the use of the SARA model
- Utilizing technology

A comprehensive plan provides a method to document progress, ensure divisions within the organization are working toward a common goal, and provides stability during times of crisis. Implementing the SARA model on an operational level creates a standardize method for problem-oriented policing. The SARA model is data driven, collaborative, and measurable. A SARA plan cannot be completed without identifying and outreaching stakeholders. Lastly, utilizing technology is essential in engaging stakeholders, educating the public about the police department and safety concerns, and improving the effectiveness and efficiency of enforcement action.

Building a foundation allows for implementing many of the recommendations suggested by CNA.

Foundational Steps			
Recommendation	Action Steps	Assigned	Anticipated Completion
Comprehensive multi-year strategic plan	Work through the PlaniTulsa process to combine multiple research reports and action plans into one comprehensive COT TPD plan that can be used for annual planning.	Chief of Police Tulsa Planning Office/INCOG	2022
Implement the use of the SARA model in divisional and operational plans. Scanning Analysis Response Assessment	1.Contract with an outside vendor to update academy training & train staff in a train the trainer model. 2. Assign a working group to design micro area policing plans (MAPPs) based on the SARA model. 3.Department wide refresher through the COPS office training portal 4. Implement the use of SARA plans	Training Division Working Group	1 & 2 2022 3 & 4 2023
Utilize technology for Engagement, Education, and Enforcement	1.Website 2.Automated feedback surveys 3.RTIC 4.RMS 5.Video production/social media	HQ COT IT	1.Barriers 2.Barriers 3. 2022 4. Delayed 5. Limited

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The Tulsa Police Department will act on the short-term recommendations listed in the CNA report. The recommendations under the short-term categories are items TPD can accomplish in 2022 with the current staffing level and budget. The medium and long-term recommendations will be prioritized after the foundational steps have been completed. Pillar 3, Technology and Social Media, is a foundational step that only has medium and long-term time frames. To move forward with medium and long-term recommendations under other Pillars, many of the technology recommendations must be completed.

Short-term action steps: 2022

Pillar 1: Trust and Legitimacy			
Recommendation	Action Steps	Assigned	Anticipated Completion
Increase accessibility and visibility in marginalized neighborhoods	Patrol divisions will designate specific locations for foot/bike patrols	Patrol Division Commanders	Q2 2022 and ongoing
Increase police driven community meetings	Chief will host an annual Town Hall meeting. Staff will conduct quarterly meetings, line supervisors and beat officers will attend neighbor meetings	Chief Division Commanders CABs	Q2 2022 and ongoing
Pillar 2: Policy and Oversight			
Recommendation	Action Steps	Assigned	Anticipated Completion
Modified policies: Partnerships in Policing, Prohibition to Biased base Policing, Community Advisory Boards (CABs), Performance Evaluations	CABs will review the policies. Division Commanders will provide the CABs with any additional information. CABs will make recommendations. Policy updates will be drafted for the Chief's approval.	Community Advisory Boards, Division Commanders, HQ	Q2 2022 to CABS Q3 2022 to Division Commanders Q3 2022 Revisions Q4 2022 Approved and updated in policy
Use of Force policy	TPD will defer to the previous University of Cincinnati report, CALEA, and Force Science experts	Defer to previous report	Defer to previous report

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Pillar 3: Technology and Social Media			
Foundational Step- All with medium to long-term time frame			
Recommendation	Action Steps	Assigned	Anticipated Completion
Website	Budget for outside vendor to build website, Select vendor, Determine content	Chief, Mayor HQ/IT Comms unit	2022
RTIC	Project management for planning and implementing	ISD/HQ Working group	2022
Pillar 4: Community Policing and Crime Reduction			
Foundational Step			
Recommendation	Action Steps	Assigned	Anticipated Completion
Implement the use of the SARA model in divisional and operational plans.	<ol style="list-style-type: none"> 1.Contract with an outside vendor to update academy training & train staff in a train the trainer model. 2. Assign a working group to design micro area policing plans (MAPPs) based on the SARA model. 3.Department wide refresher through the COPS office training portal 4. Implement the use of SARA plans 	Training Division Working Group	1 & 2 Q4 2022 3 & 4 Q3 2023
TPD should require demonstrated competency in community policing for promotion	Complete SARA training Assign working group to develop metrics	Working group	2022-2023

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Pillar 5: Training and Education			
Recommendation	Action Steps	Assigned	Anticipated Completion
Conduct a review of TPD's academy, field training and in-service training to develop a comprehensive community policing training plan	Form a working group to review the current curriculum	Working group: Training Division, CORE Team supervisor CAB members FTO supervisors Subject matter experts	Q4 2022
Create a public awareness campaign about recent TPD trainings especially where there is a connection to the community.	Develop a comms plan for the public in reference to training such as CIT, SARA, Cultural Competency, etc. Post on social media or future website photos, video, or blog	Communication unit	Q2 2022
Pillar 6: Officer Safety and Wellness All with medium to long-term time frame			
Recommendation	Action Steps	Assigned	Anticipated Completion
TPD should promote officer wellness	Lighthouse -First Responders Wellness Apps & Resources sponsored by ATT FirstNet	Peer Support Program leader	Q2 2022
TPD should promote officer wellness	Preventing Violence Against Law Enforcement Officers and Ensuring Officer Resilience and Survivability (VALOR) Initiative Train the Trainer 2022 TPD training 2023	Peer Support members, IACP, University of Pennsylvania's Positive Psychology Center	2022- Train the Trainer 2023- Officer training