



Community Partnership Training Program

A partnership between Portland Police Bureau &
Department of Community Justice

Inter-Agency Working Agreement

1401 NE 68th Avenue
Portland, OR 97213

A new inter-agency working agreement between Department of Community Justice and the Portland Police Bureau

The Multnomah County Department of Community Justice and the Portland Police Bureau have agreed to form a police officer training partnership called the Community Partnership Training Program which will allow newly hired and newly sworn officers to spend several days learning about both juvenile and adult corrections, as well as, provide these officers with the opportunity to learn about each of the job functions performed by both department staff and contractors by working a partial shift, in real time, on location with their community partners.

The following outline describes the training planning and implementation process:

- The Juvenile Department will calendar these quarterly trainings a year in advance and reserve the large conference room at the juvenile department for these trainings, the same way we plan a year in advance for the National System Reform Model Site Trainings.
- The agenda and the faculty will be consistent and the police training unit will include this agenda in their new officer orientation course.
- The agenda for the juvenile side of the department will follow the juvenile system map, which outlines the case processing decision points and will focus primarily on front end decision making, detention alternative programs, preliminary hearings and probation case management.
- The training will be three days long. Day one will be orientation; this is an all day classroom lecture style format and will begin with an overview of the department's philosophy presented by the Department Directors or their representatives which reflects our role as a national JDAI site. This is followed by a morning session on juvenile case processing and an afternoon session on adult case processing. At the end of the day there will be a debriefing with the officers and a description of the next day's experiential activities.
- Days two and three are the experiential part of the training, half of the officers will spend all of day two with the juvenile department working at different work stations and with different contractors in small groups, switching places every two hours. By the end of the day all the officers will have experienced the same work stations, this will provide consistency as well as variety for the officers. The other half of the officers will be with the adult side following the same format.
- Day three the officers who were with Juvenile Services will switch and will engage in activities on the Adult side of the department Adult Services Division (ASD). The cadets will visit several functional units including, Recog & Pretrial Supervision, High Risk Drug Unit, Day Reporting Center, Southwest Sex Offender unit, and one of ASD's downtown subsidy housing units. Officers will gain an in-depth overview of felony supervision, violation hearings, probation & parole officer (PPO) arrest authority, and they will gain insight into the full range of internal sanctions and services that ASD provides to offenders. This plan can accommodate up to 20 officers at a time with 10 officers being trained at juvenile one day and ten officers being trained at adult, then switching the next day.
- Additionally, the agenda can accommodate return visits for officers at a later date, who are interested in more training at any one of the work stations they visited previously, as well as, allow for older officers and command staff to participate in a menu of elective options for on-going work experience training which is encouraged by the police bureau.
- Most importantly is the feedback loop from the officers after the training is completed. This is when the officers fill out a training survey form and participate in a live debriefing session regarding the training and its effectiveness. We are using this feedback to constantly adjust and improve the trainings effectiveness. The one thing we have learned so far is how important it is to have a representative form both the adult and juvenile side to accompany the officers for the entire three days and perform introductions and handoffs between the officers and the regular staff at the beginning of each work station shift. This also allows time for questions and answers which inevitably come up regarding inconsistencies between the system overview provided at the orientation and policy over-rides made during the actual work experience.

Lastly, we will video taping as much as we can and these tapes will be posted on the JDAI Help Desk. The goal is to provide other sites with as much information as possible about our experiences and hopefully provide encourage jurisdictions to experiment with a similar training partnership program.

For more information, please contact Tina Edge, Multnomah County System Reform Project Assistant @ (503) 988-3083.