

2024 Goals and Expectations for the President of the Chicago Police Board

Goal #1: Additional Training

In 2024, all Board members will complete training on the relevant law and procedures governing the Board's consideration of police disciplinary cases. The training will be provided by the Board's legal counsel. Training material and attendance records will be provided to the CCPSA.

Objectives for Goal #1

1. The Police Board will assess current training for members and determine whether to make any changes or additions.
2. The Police Board will complete training on how to assess different types of evidence, how to assess credibility of testimony, how to weigh evidence presented by witnesses, and how to apply the preponderance of the evidence standard.

Goal #2: Greater Consistency

Each written finding and decision shall include: (a) an introduction that provides information on the incident(s) that led to the filing of the charges against the accused officer(s); (b) findings on each of the charges and an explanation of the reasons for those findings; (c) the disciplinary action, if any, to be imposed on the accused officer(s) and an explanation of the reasons for such action; and (d) a listing of how each Board member voted in the case. Each dissenting opinion shall include an explanation of the reason(s) for the dissent.

Objectives for Goal #2

The Police Board will create a uniform context for each decision without interfering with the critical component of individual Board member autonomy in decision-making. The training described above will emphasize the expectations for written findings and decisions. The President and staff will work to ensure that these expectations are met.

Goal #3: Improved Transparency

Each recommendation made by the Police Board to the Chicago Police Department, Civilian Office of Police Accountability, Public Safety Inspector General, and the CCPSA shall be promptly posted on the Board's website and announced at the Board's first public meeting following the recommendation. The Board President will be available to meet with CCPSA members to discuss the recommendation.

Objective for Goal Number #3

The Police Board's policy recommendations are currently embedded within its written disciplinary decisions. They are not, however, consolidated anywhere on the Police Board's website. Additionally, these recommendations are not usually discussed during the Board's public meetings. The Police Board will create a separate section of the Police Board's website for policy recommendations. The Police Board will announce them at the Board's televised meetings to raise awareness regarding the Board's recommendations and increase transparency as to whether they are implemented.

Goal #4: Standardized Procedures

The Police Board President will discuss with representatives of the Office of Public Safety Administration, the Chicago Police Department, and CCPSA ways to increase and standardize the information provided to the Board regarding appeals by applicants for the position of police officer who have been removed from the eligibility list due to the results of a background investigation.

Objectives for Goal #4

Police Board leadership will identify opportunities to improve how the information pertaining to each case is organized and how that information is relayed to Police Board members so that cases can be adjudicated more quickly and accurately.

Goal #5 Public Engagement:

The Board's staff will work with the CCPSA's staff (and other stakeholders) to publicize the Board's meetings and the work the Board does to address issues and concerns raised by the public.

Objectives for Goal #5

The Police Board will provide a list of the types of stakeholder groups it plans to engage to increase participation in its meetings.

The Police Board President will meet with the Commission on a quarterly basis to discuss Police Board issues.

**2024 GOALS AND EXPECTATIONS FOR
THE PRESIDENT OF THE CHICAGO POLICE BOARD**

SIGNATURE PAGE

I, President Kyle Cooper, hereby accept the 2024 Goals and Expectations presented by the Community Commission for Public Safety and Accountability on January 31, 2024, in accordance with the Municipal Code of Chicago 2-80-100.

A handwritten signature in black ink, appearing to read "Kyle Cooper", is written over a horizontal line.

Signature

February 14, 2024

Date