# The Benchmark Guide to Research-Based Police Force Management

## New Fundamentals of Early Warning Systems

### Key Takeaways:

1. CALEA and IACP continue to recommend that law enforcement agencies implement early warning systems.

2. If your early warning system relies on triggers, your agency isn't actually benefitting from an "early warning."

3. Early warnings without research-backed interventions to help your officers meet community expectations are ineffective.

#### Additional Resources:

Our research partnerships with University of Chicago and the Joyce Foundation:
https://benchmarkanalytics.com/partners.html

The 6 Must-Haves of an Early Intervention System:
https://blog.benchmarkanalytics.com/the-6-must-haves-of-an-early-intervention-system-blog

## The Risks of Simple Trigger Systems

### Key Takeaways:

1. When a trigger-based early-warning system incorrectly flags an officer as demonstrating problematic behavior, it's called a "false positive."

2. Research has demonstrated that false positives are an overwhelming and unavoidable consequence of using simple triggers.

3. False positives decrease officer morale and are usually accompanied by false negatives – officers who need your help but don't trigger your system's threshold for intervention.

#### Additional Resources:

3 Things to Consider with an Early Intervention System:
https://blog.benchmarkanalytics.com/3-things-to-consider-with-an-early-intervention-system

## 3 Features Our Agency Clients Love About Benchmark

### Key Takeaways:

1. A single-dashboard view into all their critical people data.

2. The 'collective relief' of proactively knowing when an officer is struggling.

3. Having access to evidence-based, non-disciplinary interventions to support their officers.
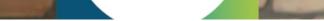
#### Additional Resources:

A free assessment to help agencies understand gaps in their police force management systems: https://benchmarkanalytics.com/assessment.html

Learn how we configure Benchmark's platform to support your agency's specific needs: https://benchmarkanalytics.com/Benchmark_Configuration.pdf

## How You Can Use Research to Help your Officers

### Key Takeaways:

1. Added police scrutiny is a reflection of how much we collectively expect of our officers – it's a lot.

2. Research has been unable to demonstrate that discipline alone improves officer conduct or performance.

3. We need better systems for supporting our officers, ones backed by research and continually tested for efficacy.

#### Additional Resources:

The American Society of Evidence-Based Policing: https://www.americansebp.org/

5 Ways Law Enforcement Can Use People Data:
https://blog.benchmarkanalytics.com/5-ways-law-enforcement-can-use-people-data

## Applying Research: What Police Executives Should Know

### Key Takeaways:

1. While generating data and research has never been a problem for police executives, putting those findings into action has been difficult.

2. Research, combined with bleeding-edge technology like machine learning, gives police leadership a new resource to inform their decision-making for managing their officers.

3. It's time to remove the silos surrounding policing data and give police executives the technology they need to evaluate best practices, celebrate exceptional officers, support struggling ones, and best serve their communities.

#### Additional Resources:

Why You Should Align Evidence-Based Policing with Your Training:
https://blog.benchmarkanalytics.com/why-align-evidence-based-policing-with-your-training

Tips for Assessing Your Professional Standards and Early Intervention Systems:
https://blog.benchmarkanalytics.com/tips-for-assessing-your-professional-standards-and-early-intervention-systems

3 Tips for Navigating Today's Officer Shortage:
https://blog.benchmarkanalytics.com/3-tips-for-navigating-todays-officer-shortage