

# POLICE CHIEF

## POLICING AND POLICY

**INSIDE**

IACP-AG Discuss Global Policing **9**

Jettisoning the Lethal Force Gold Standard **38**

Police Reform Requires Raising  
Educational Standards **46**

Getting in Front of Facial Recognition **52**

Proven Pandemic Response Tactics **60**

**AT THE OFFICE**

At the forefront of the movement to bring change to the field is an officer's behavior in the field and the review process at the office following the event. Approaching the topic of personnel management and early intervention in the law enforcement field is the Chicago, Illinois-based Benchmark Analytics.

In collaboration with research partners led by the University of Chicago, as well as analytic specialists and technology developers, Benchmark Analytics has created an evidence-based police force management and early intervention system—the Benchmark Blueprint. The all-in-one solution enables agencies

to capture and aggregate all officer performance data in an easy-to-use software-enabled system. Administrators can analyze the data for early, preventative intervention and provide customized officer support with specific case action plans.

The Benchmark Blueprint includes three analytics-driven platforms: Benchmark Management System, First Sign Early Intervention, and Case Action Response Engine.

The Benchmark Management System features seven integrated modules that have been identified as essential for capturing critical data for departmental reporting. By centralizing all of an agency's operational data points in one location, supervisors have the ability to review data, analyses, and progress over a duration of time.

Designed to flag the need for intervention early on so leadership can take preventative action before off-track behavior becomes problematic, First Sign Early Intervention features four comprehensive, easy-to-navigate EIS dashboards that capture important performance and behavior data supported

by evidence-based research, take into account total productivity relative to signs indicative of problematic behavior, and provide risk-level breakdowns from all viewpoints. This allows supervisors to pinpoint where to reduce exposure to rising liability issues.

"We have entered a new era of police reform with First Sign," said Benchmark Analytics Chief Executive Officer Ron Huberman. "Agencies can now take advantage of methodical, data-driven systems to intervene with officers who are engaged in problematic conduct, while simultaneously identifying and supporting officers who are successfully on track."

Once a pattern of off-track behavior is identified through First Sign Early Intervention, the Case Action Response Engine is implemented. This proactive and targeted intervention support platform enables agencies to facilitate, track, and document a plan of action to support officers who have been cited for poor

behavior, while also fully automating critical track points and follow-up measures necessary to demonstrate everything that has been done to support and discipline off-track officers. The platform features research-based, analytics-driven case management modules for officer specific intervention.

As companies work to create cost-effective and functional updates to the daily tools officers use in the field and at the office, they are providing solid products and technologies that allow law enforcement leaders to create new policies that uphold the concluding lines within the IACP's Law Enforcement Code of Ethics:

"I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement." ♡

Benchmark Blueprint departmental data system. (Image courtesy of Benchmark Analytics.)

