

2023 Annual Community Policing Plan

San Francisco Police Academy



CITY & COUNTY OF SAN FRANCISCO

Police Department



10.12.2022

Police Academy Overview

The San Francisco Police Academy is located at 350 Amber Drive in the Diamond Heights Neighborhood. As a Training Facility, sworn and civilian staff assigned here do not respond to calls for service, but provide valuable training and support to all members of the Police Department.

Home to:

- The Recruit Training Office
- The Professional Development Unit
- The Field Tactics Force Options Unit
- Field Training Office



Goals and Objectives

The Academy Annual Community Policing Plan is centered around the over **40 hours of Cultural Competency*** and **Community Policing*** Training our recruit officers receive. (*LD-42 and LD-3)

The five Goals of this Community Policing training are:

- **1: Communication** - Through guided tours and interaction.
- **2: Education** – Cross educational idea exchanges.
- **3: Problem-Solving** – Learning first-hand about issues that affect the neighborhoods we visit.
- **4: Relationship Building** – Sow the seeds for lasting relationships.
- **5: SFPD Organization** – Recruit Officers are the future Guardians of the City. Early positive reactions will mold how they will serve throughout their careers.

Goal 1: Communication

Honest, transparent, and empathetic dialogue between the SFPD and the San Francisco Community.



To meet the objectives of Goal 1, the Academy will:

- **Objective 1.1:** Maintain the diverse communication channels between the SFPD Academy and the community
- **Objective 1.2:** Continue our ongoing work in gathering input and collaborating with historically underrepresented groups
- **Objective 1.3:** Transparently communicate, publicize, and educate the community about SFPD training goals

Goal 2: Education

SFPD both trains and is trained by the communities it serves.

What Strategies are you employing to meet the objectives of Goal 2?

- **Objective 2.1:** Train the community to empower them to help improve community safety
- **Objective 2.2:** Continue to invite community leaders/advocates to instruct our recruit officers



Goal 3: Problem-Solving

The Police Academy will meet the objectives of Goal 3 by:

- Exposing recruit officers to the guardian mindset in the early stages of their training. Through this practice, we feel they will begin to understand the importance of *servicing the public, as they wish to be served.*



Goal 4: Relationship-Building

Using a cadre of Department Points of Contact, we will address the objectives of Goal 4:

- **Objective 4.1:** Neighborhood visits will be proactive by engaging with individuals outside of calls for service
- **Objective 4.2:** Our Department Points of Contact will guide our recruits and they will model unbiased, dignified, and equal treatment to our City's community members



274th BRC visit to the Castro

Goal 5: SFPD Organization

SFPD organization and operation leads community policing efforts and demonstrates a guardian mindset.

What Strategies are you employing to meet the objectives of Goal 5?

- **Objective 5.1:** Review policies, priorities, and procedures with our recruits related to community policing so they may support neighborhood-specific plans
- **Objective 5.2:** The SFPD Academy is adaptable and committed to continuous review and improvement
- **Objective 5.3:** Include civilian and front-line officer perspectives and input in decision-making and policy development processes
- **Objective 5.4:** Train recruits to better understand the communities they will serve
- **Objective 5.5:** Integrate community policing values in recruitment, training, and professional development of SFPD members

Community Partners

Our Department Points of Contact interact and coordinate with several community partners throughout the City. They organize speakers and activities for Academy personnel to participate in. Some examples are:

1st Annual SF PAL Chess Tournament with Deacon Christopher Major
(cmajoredu@gmail.com)

SFPD Youth Fishing Program with Joe Nazar
(captjoehd@sbcglobal.net)

SFPD Youth Basketball Program with Brad Jones
(bjones@academyart.edu)

Faith Organization St. Nicholas Orthodox Church
Neighbor and community partner
(info@stnicolas-sf.com)



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Chinatown visit to the Golden Gate Fortune Cookie Company and Underground tour
(kevin_chan_1999@yahoo.com)

Bayview Neighborhood visit to Rafiki Wellness Center to learn about health issues in underserved neighborhoods in the Bayview District
(aaikins@rafikicoalition.org)

LGBTQ+ A walking tour with SF Legacy Business owner Kathy Amendola of Cruisin' the Castro to learn the history of the Castro community
(kathy@crusinthecastro.com)

Merchant Groups with Commissioner William Barnickel to meet business owners on Irving Street
(william.barnickel.vac@sfgov.org)

Metrics

We monitor and review:

- Recruit surveys submitted after each visit
- Department POCs interface with community partners to tailor future engagement



276th Academy Class Mission District Visit

www.sanfranciscopolice.org/your-sfpd/careers/academy

Metrics



We measure success by:

- The high demand for access to recruit officers
- Individual success stories (Capt. Joe)
- Full capacity PAL and Youth programs point the impact they have on future generations

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Feedback



Prior year feedback included:

- “More footbeat officers” (Irving Merchants)
- “More officers dedicated to homeless outreach” (Taraval)
- “More officers out of the car and talking with members of the community” (Vis Valley Comm. Center)

Reach us for comments at: sfpdacademystaff@sfgov.org



Thank you.

Any questions?

You can reach the Academy at: sfpdacademystaff@sfgov.org or by phone at 415.401.4600