

## ICPOC Training Plan

### Assumptions:

- Commission work – approximately 10 - 20 hours per month
  - 2 hours meetings
  - 1 hour email
  - 3 hours training
  - 4 hours additional work (sub committees, community meetings, etc.)
- Not all Commissioners need to be NACOLE certified, although we would like to maintain at least 25% of Commissioners who are (beginning 2022)
- Training is based on NACOLE recommended topics and priorities
- Some training is specific but after initial topics, it's open for Commissioners to follow the areas they are most interested in
- Training can include: classes, webinars, learning meetings, reading
- Could create a google doc for each Commissioner to track their training
- Note that some activities (such as a ride along may need to wait until COVID restrictions are lifted – for example “meetings” below can be virtual)

### First 30 days:

- Meet with Commission Chair for ICPOC overview and goals
- Meet with Denise Jeanes for Admin Overview / Board Procedures
- Read NACOLE's [13 Principles for Civilian Oversight](#)
- Read Michigan Open Meetings Act guidelines and records retention requirements
- Meet the Police Chief for an introduction

### 6 months:

- Read [Citizens Review of Police](#) for a broad orientation to Police Oversight, models, functions etc.
- Complete a ride along with AAPD
- Learn about Weingarten and Garrity Rights
- Training with AAPD

### 12 months:

- Attend at least 6 NACOLE conference / webinar sessions (virtual or live)
- Read NACOLE's [Guidebook for New or Revitalized Police Oversight](#)

### Post 12 months / ongoing annual training:

- Re-read [13 Principles for Civilian Oversight](#)
- Attend at least 6 NACOLE conference / webinar sessions (virtual or live)