



LIGHTING THE PATH

The Seattle Police Department Takes a Fresh Look at its Approach to Use of Force



CLIENT

U.S. Attorney's Office,
Seattle, Washington



SERVICE

Police Department Training
Curriculum Design



INDUSTRY

Public

UNPLUGGED

A FRANK OPINION
The Project Manager's
Post-Engagement Perspective

"We have found it easy to work with the Seattle Police Department Training Unit staff. In fact, we have established an extremely positive and collaborative working relationship.

SPD has some very capable and professional people who are highly supportive of the reform efforts, and they recognize the importance and value of the organizational role they play in advancing positive reform."

Client's Challenge

Hillard Heintze Senior Vice President and nationally acknowledged use of force expert Robert Davis was asked by the local U.S. Attorney's Office in Seattle, Washington to serve as a consultant to their office as they interacted with the Training Unit of the Seattle Police Department (SPD) and the court-appointed Federal Monitor. The Office's principal objective was to ensure the SPD Training Unit was designing and presenting training courses aligned with the Federal Consent Decree mandating specific police reforms in Seattle.

The Hillard Heintze Solution

Hillard Heintze met with the SPD Training Unit, the U.S. Attorney's Office liaison and the Federal Monitor. Davis introduced and recommended the use of a formal Instructional Systems Design (ISD) Model the SPD Training Unit could use that would:

1. Assist the SPD Training Unit to design and implement a robust use of force training curriculum that met the requirements of the Consent Decree.
2. Design training content and support materials that would be both instructional and interesting to members of the Seattle Police Department attending the training.
3. Produce written training documents that would be critical to the Federal Court Judge overseeing the reforms so he could ensure the training was designed properly, approved in advance and then implemented effectively.

Impact on the Client

All key stakeholders – the SPD Training Unit, the U.S. Attorney's Office liaison and the Federal Monitor – agreed the ISD Model would be helpful, and the SPD Training Unit moved forward with its use. Seattle's training programs are now recognized as some of the best used by a police department for use of force, procedural justice and de-escalation training.

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