



ICPRB Recommended Training Schedule

June
2025

2025 NACOLE TRAINING PART I

Overview of Civilian
Oversight Of Law
Enforcement
1 Hr. (provided virtually)

July
2025

August
2025

2025 NACOLE TRAINING PART II

Principles for Effective Oversight
AND
Conducting Civilian Oversight of
Law Enforcement: Review of the
Ordinance and Applicable
Authorities
2 Hrs (provided virtually)

September
2025

APD Training

Saturday, September 13th.
8:30 AM – 5:00 PM
*This is NOT a PUBLIC
meeting and will not be
recorded.

October
2025

2025 NACOLE TRAINING PART III

Community/Stakeholder
Outreach and Engagement
1 Hr. (provided virtually)

November
2025

December
2025

Legal/Ethical Training

Provided by the City
Attorney's Office

January
2026

February
2026

2026 NACOLE TRAINING I

Transparency and
Recommended Reporting
Practices
1 Hr. (provided in-person)

March
2026

2026 NACOLE TRAINING PART II

Racial Equity and
Cognitive/Implicit Biases in
Oversight
2 Hrs. (provided in-person)

April
2026

2026 NACOLE TRAINING PART III

Effective Practices for
Reviewing Use-of-Force
Investigations
1.5 Hrs. (provided virtually)

Total NACOLE training hours:
FY2025: 4.0
FY2026: 4.5

NACOLE TRAINING

Descriptions

**JUNE
2025**

This session traces the history/evolution of oversight in the U.S, describes the models of oversight, and briefly notes the 13 principles for effective oversight.

**FEBRUARY
2026**

This session discusses what an oversight entity should do to sustain a level of transparency regarding police misconduct and the work being done by the oversight entity. It also addresses the importance of issuing public reports and what types of data and information reports should contain.

**AUGUST
2025**

This session elaborates on 13 principles that are the preconditions for effective civilian oversight of law enforcement and highlights how these principles should be incorporated into policies and procedures to enable the oversight entity to meet its goals and carry out its mandate. This session also examines the local legislation (ordinance) that grants civilian oversight authorities, and how the authorities compare/relates to oversight being performed throughout the U.S.

**MARCH
2026**

This session addresses the intersection of race, policing, and oversight; describes various types of cognitive and implicit biases, using a vignette to illustrate biases; and provides strategies to mitigate bias when carrying out civilian oversight duties.

**OCTOBER
2025**

This session explores strategies for engaging stakeholders in oversight, including proactively seeking community input, communicating the work of the oversight office, entity, and being present in the community.

**APRIL
2026**

This session details what goes into a use-of-force investigation and effective practices for reviewing such investigations.