



## COPA's 2025 Goals

<b>Goal 1</b>	<b>Draft policy in coordination with CCPSA that addresses COPA's communication with the media and other key-stakeholders about open cases.</b>
<b>Timeline</b>	<p>The goal will be completed over the following timeline:</p> <p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Review current communication policies.</li> <li>• Engage experts on this topic, including other oversight agencies.</li> <li>• Update Commission on progress.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Continue to engage subject matter experts on policy creation.</li> <li>• Engage relevant internal COPA staff.</li> <li>• Review how briefings with outside stakeholders are handled. This includes briefings with CPD, Cook County State's Attorney's Office, Mayor's Office, City Council, and community groups.</li> <li>• Update Commission on progress.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Draft updated policy.</li> <li>• Review draft with the Commission and other key stakeholders.</li> <li>• Create policy training and implementation plan.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Finalize updated policy with approval from Commission.</li> <li>• Schedule training with relevant staff and leadership.</li> </ul>
<b>Goal Tracking and Evaluation</b>	<p>The Commission will utilize the following evaluation and tracking methods:</p> <ol style="list-style-type: none"> <li>1. COPA's engagement with Commission staff and Commissioners. COPA will update the Commission regularly on this policy and seek their feedback during the development.</li> </ol>

	<ol style="list-style-type: none"><li>2. COPA's level of engagement with agency partners and subject matter experts. COPA will share a list of subject matter experts and agencies that COPA met with.</li><li>3. Finalized policy informed by these efforts and approved by the Commission. Policy should include:<ul style="list-style-type: none"><li>• Clear guidelines for when information about an open investigation can be released publicly.</li><li>• Guidelines for how briefings with key stakeholders are handled, including the Mayor's Office, Chicago Police Department, Cook County State's Attorney's Office, City Council, Community Commission for Public Safety and Accountability, and the community.</li><li>• Clear guidelines for selecting media engagements.</li><li>• Training for relevant staff and leadership.</li></ul></li><li>4. Provide a training and implementation plan. Share a list of training courses with the Commission.</li></ol>
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<b>Goal 2</b>	<b>COPA will implement a robust pattern-and-practice investigation policy and mechanism that improves public safety outcomes in the City of Chicago.</b>
<b>Timeline</b>	<p>This goal will be completed over the following timeline:</p> <p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• COPA will review current Policy, Research, and Analysis Division (PRAD) policy.</li> <li>• Develop an engagement plan and identify stakeholders and experts COPA will meet with to revise and update policy.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Implement the engagement plan and meet with subject matter experts, CCPSA, and law enforcement groups. Meet with CPD and other key stakeholders on the updated PRAD unit.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Draft policy incorporating the feedback collected.</li> <li>• Review policy with CCPSA Commissioners and staff.</li> <li>• Share draft policy with the community for review and input.</li> <li>• Meeting with the Commission on the draft policy.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Create a training and implementation plan for policy.</li> <li>• Finalize policy with approval from the Commission.</li> <li>• Schedule training sessions with COPA employees on policy.</li> </ul>

<p><b>Goal Tracking and Evaluation:</b></p>	<p>The Commission will utilize the following criteria to track and evaluate this goal</p> <ol style="list-style-type: none"> <li>1. Evaluate engagement created plan for this policy.</li> <li>2. Scheduled monthly meetings with the Commission’s COPA Work Group.</li> <li>3. Finalized suite of policies approved by the Commission describing: <ol style="list-style-type: none"> <li>a. How investigators can surface an issue for pattern and practice investigations,</li> <li>b. How PRAD will undertake this investigation,</li> <li>c. How investigators will be engaged, and what the investigatory process will look like,</li> <li>d. How findings will be published and disseminated, and</li> <li>e. How the agency will use its powers to enforce, with support from stakeholders including the commission, recommendations stemming from findings.</li> </ol> </li> <li>4. A training and implementation plan for the policy: <ol style="list-style-type: none"> <li>a. Evidence of scheduled training and attendance for relevant COPA employees.</li> </ol> </li> <li>5. Attendance at two monthly Commission meetings to present on the progress of the policy: <ol style="list-style-type: none"> <li>a. In Quarter 2, to present on the feedback collected from the engagement efforts;</li> <li>b. In Quarter 4, to present on the finalized policy and the implementation process.</li> </ol> </li> </ol>
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<b>Goal 3</b>	<b>Create a mediation policy built on community feedback and implement the Mediation Program. Report on its progress to the Commission by the end of 2025.</b>
<b>Timeline</b>	<p>The goal will be completed over the following timeline:</p> <p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Develop a community engagement plan that identifies the community stakeholders COPA will conduct outreach with on the Mediation Program.</li> <li>• Implement the engagement plan and solicit input and feedback on the Mediation Program.</li> <li>• Present the feedback at a monthly Commission meeting.</li> <li>• Finalize the language for the mediation draft policy in collaboration with Commissioners in preparation for its submission to the Independent Monitoring Team, in compliance with the “Stipulation Regarding the Police and Training Review Process for the COPA”, which requires that the final draft of any new policy be subject to review and comment by the Monitor and the OAG before the policy or procedure is scheduled to take effect.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Develop a training and implementation plan for the mediation program.</li> <li>• Collaborate with the District Councils’ Mediation Work Group to establish a recruiting and selection committee which will work to identify and interview candidates to assemble a cadre of neutrals from the community to deliver mediation services.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Implement the mediation program and continue conducting outreach – with necessary collaboration with stakeholders – so that community members and CPD members are aware of this avenue for resolution.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Deliver a report on the number of mediations and program outcomes to the Commission. Present these findings at a monthly Commission meeting. <ul style="list-style-type: none"> <li>○ Include a reflection on areas of growth and strength in the program for 2026.</li> </ul> </li> </ul>

<p><b>Goal Tracking and Evaluation</b></p>	<p>The Commission will utilize the following criteria to track and evaluate this goal:</p> <ol style="list-style-type: none"> <li>1. Engagement plan specifically for the community-police mediation program: <ol style="list-style-type: none"> <li>a. Evidence of outreach and feedback from various stakeholders, including subject matter experts, community groups, and police unions for inclusion in the mediation policy. A presentation on this information at a monthly Commission meeting.</li> <li>b. Evidence of sustained outreach with community groups and police unions to inform people about the new avenue for resolution.</li> <li>c. Utilization of feedback from the District Councils' Mediation Work Group and the Commission's Non-Citizen Advisory Council.</li> </ol> </li> <li>2. Finalized mediation policy informed by the community engagement efforts with approval from the Commission.</li> <li>3. A training and implementation plan for the Mediation Program. Evidence of scheduled training and attendance for COPA employees.</li> <li>4. A report delivered to the Commission on the results of the Mediation Program in 2025 and reflections on the program with identified areas for growth and sustainment for 2026. A presentation on this information at a monthly Commission meeting.</li> </ol>
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<b>Goal 4</b>	<b>Implement a finalized policy that defines and supports a collaborative relationship between COPA and CCPSA.</b>
<b>Timeline</b>	<p>This goal will be completed over the following timeline.</p> <p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Engage subject matter experts on developing policies between oversight agencies.</li> <li>• Hold monthly meetings with CCPSA to define what should be included in the policy.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Draft a policy based on feedback from subject matter experts and the monthly meetings between CCPSA and COPA.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Finalize the policy with approval from the Commission.</li> <li>• Create a training and implementation plan for the policy.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Training for relevant staff and implementation of the policy.</li> </ul>
<b>Goal Tracking and Evaluation</b>	<p>The Commission will utilize the following criteria to track and evaluate this goal:</p> <ol style="list-style-type: none"> <li>1. Engagement plan specifically for this policy:       <ol style="list-style-type: none"> <li>a. Evidence of outreach to and feedback from various stakeholders, including subject matter experts, District Councilors, and the full Commission for inclusion in the policy.</li> </ol> </li> <li>2. Scheduled monthly meetings with the Commission’s COPA Work Group:       <ol style="list-style-type: none"> <li>a. Evidence of drafts of the policy exchanged between COPA and CCPSA, reflecting edits based on feedback and discussion.</li> </ol> </li> <li>3. Finalized policy describing the expectations and responsibilities of COPA and CCPSA approved by the Commission.</li> <li>4. A training and implementation plan for the policy:       <ol style="list-style-type: none"> <li>a. Evidence of scheduled training and attendance for relevant COPA employees.</li> </ol> </li> </ol>