

# EXHIBIT A

**Cleveland Division of Police and Mental Health Response Advisory Committee**

**2016 Final Proposed Draft Crisis Intervention Work: May 6, 2016**

**NEEDS ASSESSMENT**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

- 1. Needs Assessment will collect concerns, experiences, values and issues related to CDP’s crisis intervention from across Cleveland’s diverse communities.**
- 2. Needs Assessment, in partnership with leadership of Cleveland Police Patrolman’s Association (CPPA), Fraternal Order of Police (FOP) and other police officer organizations, will collect concerns, experiences, values and issues related to CDP’s crisis intervention from officers.**
- 3. Results of Needs Assessment will be used to develop policies to address gaps in resources, knowledge, training and infrastructure.**

<b>Goal</b>	<b>Action Step(s)</b>	<b>Responsible Party</b>	<b>Deliverable/Outcome</b>	<b>Timeline/Deadline</b>
<b>Needs Assessment</b>	Mental Health Response Advisory Committee, through the work of the Community Engagement and Policy Sub-committees, will <b>develop an online and paper survey</b> (in English & Spanish) to seek input from the public on “crisis situations” that involve the Cleveland Police to gather information that will be used to help develop police policies.	Mental Health Response Advisory Committee (MHRAC) Community Engagement Sub-committee; Policy Sub-committee; CDP; DOJ	Online survey; Results of survey	February 29, 2016  Survey live on March 2 and will remain active to collect additional information that can be incorporated throughout the process of developing and revising recommended policies.
	Mental Health Response Advisory Committee will <b>host three community input sessions</b> to seek input from the public on “crisis situations” that involve the	MHRAC Community Engagement Sub-	Three community meetings; Results of community	Three Community Input Sessions: 1. <i>Southeast Side:</i>

<p>Cleveland Police to gather information that will be used to help develop police policies.</p>	<p>committee; Policy Sub-committee; CDP; DOJ</p>	<p>meeting</p>	<p>Wednesday, March 16, from 6:30 to 8:30 PM at Community Assessment &amp; Treatment Services (CATS), 8411 Broadway Avenue, Cleveland OH 44105.</p> <p>2. <i>Northeast / Central:</i> Saturday, March 19<sup>th</sup>, from 10:00 AM to 12:00 PM at the Tri-C Jerry Sue Thornton Center (formerly the Visiting Nurses Association), 2500 East 22<sup>nd</sup> Street, Cleveland OH 44115.</p> <p>3. <i>West Side:</i> Wednesday, March 23, from 6:30 to 8:30 PM at Stella Maris, 1320 Washington Avenue, Cleveland OH 44113</p>
<p>Mental Health Response Advisory Committee will <b>develop a flyer/notification</b> to the community regarding availability of the online survey and three community meetings seeking input from the public on “crisis situations” that involve the Cleveland Police to gather information that will be used to help develop police policies.</p>	<p>MHRAC Community Engagement Sub-committee; Policy Sub-committee; CDP; DOJ</p>	<p>Flyer/Notification</p>	<p>February 29, 2015</p>
<p>Mental Health Response Advisory Committee will <b>issue a press release</b> notifying the public of the online survey and three community meetings seeking input from the public on “crisis situations” that involve the Cleveland Police to gather information that will be used to help develop police policies.</p>	<p>MHRAC Community Engagement Sub-committee; Policy Sub-committee; CDP; DOJ; ADAMHS Board</p>	<p>Press Release</p>	<p>March 2, 2016</p>

<p>Mental Health Response Advisory Committee, through its member organizations, will <b>publicize the survey and community meetings</b> via social media, web pages, e-mail and any other means possible.</p>	<p>MHRAC and all partners</p>	<p>Mass awareness of survey and community meetings.</p>	<p>March 4 – March 9, 2016</p>
<p>Develop <b>plan for responses from hard-copy surveys</b> entered into database.</p>	<p>Data Subcommittee/ ADAMHS Board</p>	<p>Hard-copy data base plan.</p>	<p>March 11, 2016</p>
<p><b>CDP will develop and disseminate an on-line survey to members of the Division of Police. This survey will collect the concerns, experiences, values and issues related to CDP's crisis intervention and officers.</b></p>	<p>CDP</p>	<p>Online survey</p>	<p>Survey live on March 2 and will remain active to collect additional information that can be incorporated throughout the process of developing and revising recommended policies.</p>
<p><b>CDP, in partnership with the leadership of Cleveland Police Patrolman's Association (CPPA), Fraternal Order of Police (FOP) and other police officer organizations, will encourage officers to participate in the online survey to collect concerns, experiences, values and issues related to CDP's crisis intervention from officers.</b></p> <p>CDP will host small focus groups of patrol officers to follow-up on issues raised in the officer on-line survey and in the discussions with the leadership of police organizations.</p>	<p>CDP</p>	<p>Online survey</p>	<p>Survey live on March 2 and will remain active to collect additional information that can be incorporated throughout the process of developing and revising recommended policies.</p> <p>Focus groups of patrol officers following-up on issues raised from the survey will be held throughout the process of developing and revising recommended policies.</p>

<p><b>CDP, in partnership with the leadership of Cleveland Police Patrolman’s Association (CPPA), Fraternal Order of Police (FOP) and other police officer organizations</b> (i.e, Black Shields and Hispanic Police Officers Association) meets bi-weekly to discuss-matters in the Settlement Agreement including concerns, experiences, values and issues related to crisis intervention calls.</p>	<p>CDP, DOJ, Monitoring Team</p>	<p>In-person Meetings</p>	<p>March 29, 2016 (continuing)</p>
<p><b>ADAMHS Board of Cuyahoga County</b>, in collaboration with <b>NAMI Greater Cleveland</b>, will host two <b>Client Focus Groups with clients and one Family Member Focus Group</b> to seek input on “crisis situations” that involve the Cleveland Police to gather information that will be used to help develop police policies.</p>	<p>ADAMHS Board of Cuyahoga County; NAMI Greater Cleveland</p>	<p>2 Client Focus Groups  1 Family Focus Group</p>	<p>Client Focus Group: March 24, 2016 during ADAMHS Board Brown Bag Lunch  Client Focus Group with NAMI Clients on March 10, 2016.  Family Focus Group: TBD</p>
<p><b>Data</b> gathered from online survey, print survey and community meetings <b>provided to Data Sub-committee for database input.</b></p>	<p>Community Engagement Sub-committee/ Data Subcommittee</p>	<p>Raw data from Survey Results and Community Meetings</p>	<p>March 24, 2016 Data from community survey results and community input received after March 24, 2016, will be incorporated on a rolling basis and considered when developing crisis intervention policy and training recommendations.</p>

<p><b>CDP will develop and provide a report</b> of data gathered from officers through the bi-monthly Union Meetings and the survey to <b>the Data Sub-committee and the Monitoring Team</b> for analysis and inclusion in the <b>Community/Officer Crisis Intervention Input Data Report</b>.</p>	<p>CDP</p>	<p>Written Summary of Officer Input</p>	<p>March 31, 2016</p> <p>Data from officer survey results and officer input received after March 31, 2016, will be incorporated on a rolling basis and considered when developing crisis intervention policy and training recommendations.</p>
<p><b>Data Sub-committee review and analysis</b> of collected data and compose <b>Community/Officer Crisis Intervention Data Report</b>.</p>	<p>Data Sub-committee</p>	<p>Preliminary analysis and Report of Community/Officer Crisis Intervention Data</p>	<p>April 7 , 2016</p>
<p><b>Share Community/Officer Crisis Intervention Data Report</b> with Policy Sub-committee.</p>	<p>Data Sub-Committee</p>	<p>Community/Officer Crisis Intervention Data to Policy Sub-committee</p>	<p>April 8, 2016</p>
<p><b>MHRAC will share the Community/Officer Crisis Intervention Data Report</b> with the community via a <b>press release announcing online postings and client and family member focus groups, to solicit feedback on the results of the report via e-mail</b>.</p>	<p>MHRAC Community Engagement Sub-committee; ADAMHS Board; Community Partners</p>	<p>Online posting and solicitation of community feedback of Community/Officer Crisis Intervention Data Report, and Community Input</p>	<p>April 20 – May 6, 2016</p>
<p><b>MHRAC will develop and share a summary document of community feedback</b> concerning the Community/Officer Crisis Intervention Data Report and incorporate any additional survey results into the Data Report.</p>	<p>MHRAC Community Engagement Sub-committee; ADAMHS Board; Community Partners</p>	<p>Summary document of community feedback on the Community/Officer Crisis Intervention Data Report</p>	<p>May 13, 2016</p>

**Cleveland Division of Police and Mental Health Response Advisory Committee  
2016 Final Proposed Draft Crisis Intervention Work Plan: May 6, 2016**

**CRISIS INTERVENTION POLICIES**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

- 1. CDP will revise its policies and procedures related to individuals experiencing a behavioral crisis.**
- 2. Develop policies to address gaps in resources, knowledge, training and infrastructure.**
- 3. Results of Needs Assessment will be utilized in the revision process.**

<b>Goal</b>	<b>Action Step(s)</b>	<b>Responsible Party</b>	<b>Deliverable/Outcome</b>	<b>Timeline/Deadline</b>
<b>Crisis Intervention Policies</b>	<b>Policy Sub-committee receives Survey Data Report.</b>	Data Sub-Committee	Community/Officer Crisis Intervention Report.	April 8, 2016
	<b>Policy Sub-committee meets to review Survey Data Report</b> to use in development of recommended Crisis Intervention Policies.	Policy Sub-committee, CDP, DOJ	Review of Policies	April 11, 2016
	<b>Policy Sub-committee develops Draft</b> of recommended Crisis Intervention Policies, incorporating input from the Community/Officer Crisis Intervention Report, as appropriate.	Policy Sub-committee, CDP, DOJ	Drafts of Policy Recommendations	April 11-22, 2016
	<b>First Draft of Policy Recommendations to CDP and MHRAC</b> for collaborative review and revisions.	Policy Sub-committee; CDP and MHRAC	First Draft of Policy Recommendations	April 29, 2016
	<b>CDP and MHRAC approve First Draft</b> Policy Recommendations and <b>submit to Monitoring Team and the parties.</b>	CDP & MHRAC	First Draft Policy Recommendations Submitted	May 9, 2016
	<b>Monitoring Team and the parties will provide feedback on First Draft</b> Policy Recommendations to MHRAC.	Monitoring Team, City, DOJ	Suggested Revisions	May 27, 2016

<p><b>MHRAC, Policy Sub-committee and CDP revise First Draft of Policies to incorporate the feedback and expectations of</b> with Monitoring Team, the Parties and the Mental Health Response Advisory Committee. Draft to the Monitoring Team and the Parties.</p>	<p>CDP, MHRAC &amp; Policy Sub-committee</p>	<p>Proposed Final Draft Policies.</p>	<p>June 14, 2016</p>
<p><b>MHRAC, CDP, Policy-Sub-committee and Community Engagement Sub-committee will obtain community, officer and other stakeholder input on Proposed final policies through focus groups, emails and online postings.</b></p>	<p>CDP, MHRAC, Monitoring Team, Policy Sub-committee &amp; Community Engagement Sub-committee</p>	<p>Report on input from Community.</p>	<p>June 14, 2016 -June 29, 2016  Focus Group: Date &amp; Location TBD</p>
<p><b>CDP, Policy Sub-committee revises policies</b> to reflect community, officer and other stakeholder input and <b>submits a Final Draft</b> to Monitoring Team and the Parties that <b>adequately incorporates the feedback</b> of the Monitoring Team and the Parties.</p>	<p>CDP, Policy Sub-committee</p>	<p>Final Draft Policies submitted. Revised Crisis Intervention Policies that reflects community input.</p>	<p>August 8, 2016</p>
<p><b>The Parties review the Final Draft and indicate their formal approval or disapproval in writing to Monitoring Team.</b></p>	<p>City, DOJ</p>	<p>Approval or Disapproval of Crisis Intervention Policies.</p>	<p>August 15, 2016</p>
<p><b>Monitoring Team recommends approval or disapproval of the Final Crisis Intervention Policies to Federal Court, either in whole or part.</b></p>	<p>Monitoring Team</p>	<p>Filing of Memorandum to the Court re: Approval or Disapproval of Crisis Intervention Policies.</p>	<p>August 22, 2016</p>



**Cleveland Division of Police and Mental Health Response Advisory Committee  
2016 Final Proposed Draft Crisis Intervention Work Plan: May 6, 2016**

**8-Hour CRISIS INTERVENTION TRAINING<sup>1</sup>**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

- 1. CDP will provide annual 8-Hour Responding to Individuals in Crisis Training for all officers.**
- 2. ADAMHS Board of Cuyahoga County in partnership with the CDP will provide a 40-Hour CIT Training to Specialized CIT Officers.**
- 3. CDP, Dispatch, ADAMHS Board MHRAC Training Sub-committee will develop an 8-Hour Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors.**

<b>Goal</b>	<b>Action Step(s)</b>	<b>Responsible Party</b>	<b>Deliverable/Outcome</b>	<b>Timeline/Deadline</b>
<b>8-Hour Training on Responding to Individuals in Crisis for all CDP Officers</b>	<b>CDP and the MHRAC Training Sub-Committee will develop a First Draft of an 8-Hour Responding to Individuals in Crisis training curriculum, including lessons plans</b> , which will be delivered annually to all CDP officers. The Draft will be based on the Instructional System Design Model and will be responsive to the requirements of the Settlement Agreement.	CDP, MHRAC Training Sub-committee	First Draft of 8-Hour Responding to Individuals in Crisis training curriculum.	May, 2, 2016
	<b>CDP and the MHRAC Training Sub-committee will submit 8-Hour First Draft training curriculum for Responding to Individuals in Crisis to the Monitoring Team and the Parties for review and feedback.</b>	CDP, MHRAC Training Sub-committee	Submission of Final Draft of 8-Hour Responding to Individuals in Crisis training curriculum.	May 16, 2016
	<b>The Monitoring Team and the Parties will provide feedback on the curriculum to the MHRAC Training Sub-Committee and CDP.</b>	Monitoring Team, City, DOJ	Feedback on First Draft of 8-Hour Responding to Individuals in Crisis training curriculum	June 6, 2016

<sup>1</sup> Should CDP determine at any point that it plans to provide basic patrol officers with crisis intervention training that extends beyond this eight-hour requirement, to include the 40-hour training block previously provided to CDP officers, CDP will update this work plan with information related to the training, to include a date by which CDP will provide the training curricula and lesson plans to the Monitoring Team and the Parties; dates for feedback and final drafts; and dates by when the training is expected to take place.

<b>CDP and the Training Sub-Committee will review and revise the curriculum to reflect the feedback and expectations of the Monitoring Team and the Parties where appropriate.</b>	CDP, MHRAC Training Sub-committee	Submit Proposed Final Draft of 8-Hour Responding to Individuals in Crisis training curriculum.	July 11, 2016
<b>MHRAC, CDP, Policy-Sub-committee and Community Engagement Sub-committee will obtain community, officer and other stakeholder input on the Proposed Final Draft of the 8-Hour Responding to Individuals in Crisis training curriculum through an on-line survey and focus groups.</b>	CDP, MHRAC, Monitoring Team	Report on Community/Officer/Other Stakeholder Input	July 11 – August 5, 2016.  Focus Groups: Date & location TBD
<b>CDP, MHRAC Training Sub-committee revise Proposed Final Draft of 8-Hour training to reflect community, officer and other stakeholder input and submits a Final Draft to Monitoring Team and the Parties that adequately incorporates the feedback on the Monitoring Team and the Parties.</b>	CDP, MHRAC Training Sub-committee	Submit Final Draft of the 8-Hour Responding to Individuals in Crisis training curriculum.	August 15, 2016
<b>The Parties review the Final Draft and indicate their formal approval or disapproval in writing to the Monitoring Team.</b>	City; DOJ	Approval or Disapproval of the 8-Hour Responding to Individuals in Crisis training curriculum.	August 29, 2016
<b>Monitoring Team recommends approval or disapproval of the 8-Hour Responding to Individuals in Crisis training curriculum, either in whole or in part, and submits to Federal Court.</b>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of the 8-Hour Responding to Individuals in Crisis training curriculum.	September 22, 2016.

**Cleveland Division of Police and Mental Health Response Advisory Committee  
2016 Final Proposed Draft Crisis Intervention Work Plan: May 6, 2016**

**40-Hour CRISIS INTERVENTION TRAINING for Specialized CIT Officers**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

1. CDP will provide annual 8-Hour responding to Individuals in Crisis Training for all officers.
2. ADAMHS Board of Cuyahoga County in partnership with the CDP will provide a *40-Hour Specialized Crisis Intervention Training* to Specialized CIT Officers.
3. CDP, Dispatch, ADAMHS Board MHRAC Training Sub-committee will develop an 8-Hour Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors.

Goal	Action Step(s)	Responsible Party	Deliverable/Outcome	Timeline/Deadline
<b>40-Hour Specialized Crisis Intervention Training</b>	<b>MHRAC</b> in collaboration with <b>the Cleveland Division of Police</b> will develop a First Draft of a <b>40- hour Crisis Intervention Team training curriculum, to include lesson plans, for Specialized CIT Officers.</b> The Draft will be based on the Instructional System Design Model and will be responsive to the requirements of the Settlement Agreement.	CDP; MHRAC Subcommittee: ADAMHS Board	First Draft of 40-Hour Specialized Crisis Intervention Team Training Curriculum	September 2, 2016
	<b>CDP and the MHRAC Training Sub-committee will submit First Draft of 40-Hour Specialized Crisis Intervention Team training curriculum for Specialized CIT Officers to the Monitoring Team and the Parties for review and feedback.</b>	CDP; MHRAC Training Sub-committee	Submit First Draft of the 40-Hour Specialized Crisis Intervention Team training curriculum	September 16, 2016
	<b>The Monitoring Team and the Parties will provide feedback on the curriculum to the MHRAC Training Sub-committee and the CDP.</b>	Monitoring Team; City: DOJ	Feedback on First Draft of Crisis Intervention Training Specialized Curriculum	September 30, 2016
	<b>MHRAC Training Subcommittee</b> will work with the <b>CDP and ADAMHS Board</b> to revise the <b>40-Hour Crisis Intervention Team training curriculum for Specialized CIT officers</b> , and to reflect feedback and expectations of the Monitoring Team and the Parties, where appropriate.	MHRAC Subcommittee; CDP; ADAMHS Board	Submit Proposed Final Draft of the 40-Hour Crisis Intervention Training Specialized Curriculum	October 14, 2016
	Obtain community, officer and other stakeholder input on the <b>Final Draft of the 40-Hour Crisis Intervention</b>	Monitoring Team, CDP; MHRAC	Report on Community/Officer/Other	October 14 – October 31,

<b>Team training curriculum for Specialized CIT officers through an online survey and stakeholder focus groups.</b>		Stakeholder Input	2016  Focus Group: Date & Location TBD
<b>CPD will recruit and select Basic Patrol Volunteers for the Specialized CIT Team</b> , consistent with the terms of the Settlement Agreement.	CDP	Identification of a core set of Basic Patrol Officers for the Specialized CIT Team.	Nov. 1, 2016
<b>CDP will make available the names, experience, performance histories and assessment of CDP officers designated for the Specialized CIT Team</b> to the Monitor and DOJ.	CDP	Submit List of Basic Patrol Officers designated for the Specialized CIT Team	Nov. 3, 2016
<b>CDP, MHRAC Training Sub-committee revises Proposed Final Draft of the 40-Hour Crisis Intervention Team Training</b> to reflect community, officer and other stakeholder input and submits a Final Draft to Monitoring Team and the Parties that adequately incorporates the feedback of the Monitoring Team and the Parties.	CDP; MHRAC Training Sub Committee; ADAMHS Board	Final Draft 40-Hour Crisis Intervention Training Specialized Curriculum	November 20, 2016
<b>The Parties review the Final Draft and indicate their formal approval or disapproval in writing.</b>	City; DOJ	Approval or Disapproval of Final 40 Hour Crisis Intervention Training Specialized Curriculum.	November 27, 2016
As necessary, the <b>Monitoring Team and DOJ will consult with CDP about any questions, issues, or concerns with respect to the proposed list of Basic Patrol Officers designated for the Specialized CIT Team and CDP will work with the Parties and the Monitor to resolve such questions, issues, or concerns.</b>	Monitoring Team DOJ	Identification of objections to List of officers designated for Specialized CIT Team	Dec. 2, 2016
<b>Monitoring Team recommends approval or disapproval of the 40-Hour Crisis Intervention Team training for Specialized CIT officers training curriculum</b> , either in whole or in part, and submits to the Federal Court.	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of 40-Hour Crisis Intervention Training Specialized Curriculum Approved or Disapproved by	December 4, 2016

**Cleveland Division of Police and Mental Health Response Advisory Committee  
2016 Final Proposed Draft Crisis Intervention Work Plan: May 6, 2016**

**8-Hour DISPATCH CRISIS INTERVENTION TRAINING**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

1. CDP will provide annual 8-Hour responding to Individuals in Crisis Training for all officers.
2. ADAMHS Board of Cuyahoga County in partnership with the CDP will provide a *40-Hour Crisis Intervention Team training for Specialized CIT officers.*
3. CDP, Dispatch, ADAMHS Board MHRAC Training Sub-committee will develop an 8-Hour Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors.

Goal	Action Step(s)	Responsible Party	Deliverable/Outcome	Timeline/Deadline
8-Hour Crisis Intervention Telecommunicators training to all CDP call-takers, dispatcher, and their supervisors	CDP, Dispatch ADAMHS Board and MHRAC Training Sub-committee will review 8-Hour Crisis Intervention Training for Call-takers, Dispatchers and Supervisors.	CDP; Dispatch ADAMHS Board; MHRAC Training Sub-committee	Recommendations for changes.	May 31, 2016
	CDP, Dispatch, ADAMHS Board MHRAC Training Sub-committee will develop a Draft Crisis Intervention Training curriculum, including lessons plans, for Call-takers, Dispatchers and Supervisors and submit to Monitoring Team and the Parties for review and feedback. The Draft will incorporate input from the Community/Officer Crisis Intervention Report, as appropriate.	CDP; Dispatch ADAMHS Board; MHRAC; Training Sub-committee	Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors.	September 2, 2016

Monitoring Team and the Parties will submit feedback on the <b>Draft Crisis Intervention Training curriculum for Call-takers, Dispatchers and Supervisors</b> to the <b>MHRAC</b> .	Monitoring Team; City; DOJ	Feedback on Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors	September 16, 2016
<b>MHRAC Training Sub-committee</b> will work with the <b>CDP, ADAMHS Board of Cuyahoga County</b> to <b>revise the Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors to reflect</b> feedback and <b>resubmit</b> to the Monitoring Team and the Parties.	MHRAC Sub-committee; CDP, ADAMHS Board;	Submission of Proposed Final Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors	September 30, 2016
<b>MHRAC, CDP and the Monitoring Team will obtain community, officer, call-taker, dispatcher and other stakeholder input</b> on the Proposed <b>Final Draft Crisis Intervention Training curriculum for Call-takers, Dispatchers and Supervisors through an online survey and stakeholder focus groups</b> .	Monitoring Team; CDP; MHRAC	Report on Community/Officer/Call-taker/Dispatcher/Other Stakeholder/ Input	October 1 – October 31, 2016.  Focus Groups: Date & location TBD
CDP and the MHRAC Training Sub-committee revises Proposed Crisis Intervention Training curriculum for Call-takers, Dispatchers and Supervisors to reflect community, officer, call-taker, dispatcher and other stakeholder input and submits a Final Draft to the Monitoring Team and the Parties that adequately incorporates the feedback of the Monitoring Team and the Parties.	MHRAC Training Subcommittee; CDP; ADAMHS Board	Final Draft Crisis Intervention Training for Call-takers, Dispatchers and Supervisors	November 20, 2016
The Parties review the Final Draft and indicate their formal approval or disapproval in writing.	City; DOJ	Approval or disapproval of Crisis Intervention Training for Call-takers, Dispatchers and Supervisors	November 27, 2016
Monitoring Team <b>recommends approval or disapproval of the Crisis Intervention Training for Call-takers, Dispatchers and Supervisors, either in whole or in part, and submits to Federal Court</b>	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Final Crisis Intervention Training for Call-takers, Dispatchers and Supervisors	December 4, 2016

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**CIT STAT SHEET & ANNUAL CRISIS INTERVENTION ANALYSIS**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

1. MHRAC will conduct an annual analysis of crisis intervention incidents to determine whether:
  - a. CDP has sufficient number of Specialized CIT Officers
  - b. CIT Specialized Officers are deployed effectively
  - c. CIT Specialized Officers and Dispatchers are appropriately responding to people in crisis.
2. Recommend changes to policies, procedures and training regarding the above.

Goal	Action Step(s)	Responsible Party	Deliverable/Outcome	Timeline/Deadline
CIT Stat Sheet	Revise CIT Stat Sheet to incorporate CDP CIT Intervention Report and CIT Stat Sheet into one form, incorporating feedback obtained from the officer survey report and focus groups.	MHRAC Data Sub-committee; CDP and ADAMHS Board	Draft of Officer CIT Report Form	April 15, 2016
	Share Draft of new CIT Report Form with MHRAC for review and include feedback in revised Draft.	MHRAC Data Sub-committee; CDP and MHRAC	Revised Officer CIT Report Form	April 15, 2016
	CDP and MHRAC submits Officer CIT Report Form to Monitoring Team and the Parties for review and feedback .	CDP; MHRAC; Monitoring Team	Submit Officer CIT Report Form Reporting	May 16, 2016
	Monitoring Team and Parties provide feedback on CIT Report Form	CDP, City, DOJ	Feedback on CIT report form	May 30, 2016
	CDP and Data Sub-committee make revisions to reflect feedback and resubmit to the Monitoring Team and the Parties for approval.	CDP; MHRAC; Monitoring Team	Submit Final Draft of Officer CIT Report Form.	June 13, 2016
	The Parties review the Final Draft and indicate their	City:	Approval of Officer CIT	June 27, 2016

	formal <b>approval or disapproval</b> in writing.	DOJ	Report Form	
	<b>Monitoring Team recommends approval or disapproval of the Officer CIT Report Form</b> , either in whole or in part, and <b>submits to Federal Court</b> .	Monitoring Team	Filing of Memorandum to the Court re: Approval or Disapproval of Officer CIT Report Form	TBD based on coordination with other CDP policies related to Settlement Agreement
	<b>Train officers and implement usage</b> of new CIT Report Form.	CDP	Training presentation and implementation plan	TBD based on coordination with other CDP policies related to Settlement Agreement
<b>Annual Crisis Intervention Analysis</b>	<b>CDP and MHRAC review CIT Officer Report Forms and other methods of staffing and calls</b> to determine how many CIT Specialized Officers are needed in 2017 for city-wide 24-Hour CIT coverage. (Car Plan, etc.)	CDP; MHRAC Data Sub-committee	Data from CDP Review	April 1, 2016 – October 31, 2016
	<b>MHRAC will review and develop report with findings and recommendations</b> based on the review.	CDP; MHRAC Data Sub-committee	Draft Crisis Intervention Analysis Report	November 1, 2016 – November 30, 2016
	<b>MHRAC will submit Draft Crisis Intervention Analysis to CDP, City; DOJ and the Monitoring Team.</b>	MHRAC	Draft Crisis Intervention Analysis Report	December 16, 2016
	<b>CDP, DOJ and Monitoring Team will provide feedback</b> on the Draft Crisis Intervention Analysis.	CDP, DOJ; City; Monitoring Team	Feedback on Draft Crisis Intervention Report	January 6, 2017
	<b>MHRAC will revise Crisis Intervention Analysis to reflect stakeholder input and submit final report</b> to the CDP, Monitoring Team and the community.	MHRAC	Final Report	January 27, 2017



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**COMMUNITY MENTAL HEALTH RESPONSE TEAM**

**Overarching Goal of Work Plan: Address gaps in resources, knowledge and infrastructure regarding crisis intervention.**

- 1. The City of Cleveland received a \$200,000 Federal Grant for a two-year pilot program to develop a Cleveland Police Community Mental Health Response Team in the Cleveland Police 2<sup>nd</sup> District.**
- 2. The ADAMHS Board of Cuyahoga County is providing \$260,000 in matching funds.**
- 3. The Response Team will consist of two CDP officers and two staff from Frontline Service.**

<b>Goal</b>	<b>Action Step(s)</b>	<b>Responsible Party</b>	<b>Deliverable/Outcome</b>	<b>Timeline/Deadline</b>
<b>Cleveland Police Community Mental Health Response Team</b>	Frontline Service, CDP and ADAMHS Board of Cuyahoga County to <b>review grant application and its established timelines and stated goals of the Community Mental Health Response Team.</b>	Frontline, CDP, ADAMHS Board	Understanding of requirements	March 15, 2016
	<b>Hiring staff</b> and selection of <b>officers from the 2<sup>nd</sup> District</b> for the Community Mental Health Response Team; <b>2 Mental Health Workers at Frontline; 2 CDP Officers.</b>	Frontline; CDP	Staff hired	March 31, 2016
	<b>Provide</b> Monitor, DOJ and MHRAC <b>with all pilot program documents</b> , including any Federal Grant information, reporting documents, policies, procedures and training related to the Community Mental Health Response Team.	CDP	Pilot Program Documents	June 9, 2016 Ongoing
	<b>Inform providers</b> about the purpose and use of the <b>Community Mental Health Response Team.</b>	CDP, with assistance of ADAMHS Board, if it desires	All Provider Meeting and/or E-mail to Providers	When providers are identified

<p>Provide updates at the monthly MHRAC meeting to the Monitor, DOJ, and MHRAC on status, activities and outcomes related to the Community Mental Health Response Team, including how they impact the Crisis Intervention Program overall.</p>	<p>CDP</p>	<p>Report on Status, Activities and Impact of program</p>	<p>Second Monday of every month (at monthly MHRAC Meetings)</p>
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