Introduction to CALEA
Since its founding in 1979, CALEA’s overall mission has been to improve the delivery of public safety services, primarily through voluntary public safety agency accreditation programs, organized and maintained in the public interest....
Items to Be Discussed

- Accreditation History
- CALEA History
- CALEA Organization
- CALEA Purpose & Outcomes
- CALEA Website
- Enrollment
- Steps in the Process
Education – Colleges /Universities
Originated New York State Regents in 1787

Ensure colleges in New York met minimum education-based standards

Regents to annually visit and review every college

Report their findings to the legislature
Presidential Commission 1971

National Advisory Commission on Criminal Justice Standards and Goals
CALEA® emerged as a solution to assist in the professional development of law enforcement in 1979 due to:

- Periods of civil unrest
- Lack of confidence in law enforcement
- Desire to professionalize the vocation
- Understanding the need of an independent authority
Founding Organizations

- International Association of Chiefs of Police (IACP);
- National Organization of Black Law Enforcement Executives (NOBLE);
- National Sheriffs' Association (NSA);
- Police Executive Research Forum (PERF)
CALEA Programs

- Law Enforcement
- Communications
- Training Academy
- Campus Security
CALEA Accreditation

- Voluntary, internal process
- Use established industry standards
- Achieve, objectively verify and maintain high quality in agency operations
- Periodic evaluations
- Conducted by an independent, non-governmental body
Organizational Structure

Twenty-one (21) Commissioners are appointed by the founding associations for three year terms.

Commissioners come from a broad range of public safety professionals (Public, Judicial and Academic areas).

Nonprofit (501[c] 3) corporation.

Professional staff managed by an Executive Director.

Staff conducts all administrative and operational duties as directed by the Commission.

Headquarters in Gainesville, VA.
Commissioner Backgrounds

- Municipal Chiefs of Police
- College Professors
- Communications Directors
- University Police Chiefs
- State Senators
- City Managers
- State Police Superintendents
- Sheriffs
- Investigative Agency Directors
- Judges
- Related Business Fields
What is a standard?

“Something considered by an authority or by general consent as a basis of comparison; an approved model”

1.1.2 (LE1)

(M M M M) (LE1) Code of Ethics

A written directive requires all personnel to abide by a code or canon of ethics adopted by the agency and mandates that ethics training be conducted for all personnel, at a minimum, biennially.
Standards Review and Interpretation Committee

Comprised of members of the Commission

- New Standards
- Revise Standards
- Interpret Standards
- Amend Standards

Client Input
Why CALEA?

Agencies engage in the CALEA® process in order to ensure that they **do the right thing, for the right reason.**

“It makes you do what you should be doing anyway as professional public safety agency”
CALEA’s Purpose

Establish a body of professional standards and an accreditation process that:

✓ Requires an agency to develop a comprehensive set of written directives
✓ Provides the necessary reports and analyses a CEO needs to make fact-based, informed management decisions
✓ Strengthens an agency’s accountability, within the agency and the community
✓ Facilitates an agency's pursuit of professional excellence
Established comprehensive process for managing public safety agencies

Provides feedback and structured analyses for agencies to make decisions

Provides institutionalized best practices for inspection, audits and reviews

Ensures involvement with partners and community

Alerts to issues that need attention

Focus on high liability areas
Outcomes

- Formalize essential management procedures;
- Establish fair and nondiscriminatory personnel practices;
- Improve service delivery;
- Solidify interagency cooperation and coordination; and
- Increase community and staff confidence in the agency
Terminology

- Regional Program Manager (RPM)
- Web-Based Assessment “Web-based”
  - Performed by Compliance Service Member (CSM)
- CALEA Information & Management Reporting System (CIMRS)
- Site-Based Assessment “Site-based” “On-site”
  - Performed by Site-Based Assessment Team Member (Assessor)
- All Manual subscriptions
- Electronic Assessment Tool
Guide to Successful Accreditation Management

Provides Guidance for process

CALEA Guide to Successful Accreditation Management
Version 1.4

- Chapter 1 - Overview of the Process
- Chapter 2 - Understanding the Standards
- Chapter 3 - Self-Assessment
- Chapter 4 - The Initial Assessment
- Chapter 5 - Reaccreditation
- Chapter 6 - Agency Request and Commission Decisions
- Chapter 7 - Site-Based Assessment Team Members
Checks & Balances

"CALEA Accreditation gave our personnel a focus and direction with specific and measurable goals." - Chief Mark Palmer, Coventry Police Department (CT)
Regional Program Manager

Resources:
- Find a Regional Program Manager
- Accreditation Support Networks
- Accreditation Manager Certification
- Client Database
- Peer-to-Peer Recruitment
- Job Postings
- Forum
- CALEA Standards Development Recognition
- W9 Request
Enrollment

Enrollment Package

To enroll your agency in one or more of the CALEA Accreditation Programs, complete and download the following forms:

1. Enrollment Form.
2. Program specific Accreditation Agreement.
3. Publications Subscription and Access Agreement.

To begin the enrollment process you need to first create an account on calea.org.

After you've registered you will be automatically taken to the Enrollment Package Request Form.
Five Step Process

There are five phases in the accreditation process:

1. Enrollment
2. Self-assessment
3. Assessment, Web-based, and Site-based
4. Commission Review and Decision
5. Maintaining Compliance and Reaccreditation
Self-Assessment Purpose

Self Assessment has 4 basic purposes

- Develop Directives that achieve compliance with applicable standards
- Establish proofs of compliance for those standards
- To prepare for the assessment review
- Institutionalize the process and best practices for the current operations and future growth of the agency
Web-Based Assessment

- Conducted annually
  - CALEA Compliance Service Member or CSM
  - Initial Assessment
  - Annually thereafter

- CALEA does not have access to your assessment in PowerDMS until you provide the access
Site-Based Assessment

- Complete CIMRS Information
- Site-based Assessment
  - Two assessors from out of state
  - Agency Display (Initial Only)(Law Enforcement)
  - Agency Tour
  - Public Hearing / Telephone Call-in Sessions
  - Agency Debriefing

RESOURCE: Site Based Checklist  CALEA’s Guide To Successful Accreditation Management
ACCREDITATION PROCESS

1. ENROLLMENT
- Contact RPM
- Submit application
- Sign contract
- **Initial fees

2. SELF-ASSESSMENT
- Create, modify, and evaluate written directives
- Verify compliance
- Consult w/RPMs
- Attend CALEA conference
- Identify network and internal/external contacts to support the process
- Utilize w/local PAC
- Monitor standards for updates
- PowerDMS™ access/training
- *Initial informal accreditation review
- **Onsite Fees

3. ASSESSMENT
- Coordinate key assessment events
- Submit assessment agenda
- CSM web base standard review
- CALEA Assessors will determine compliance, view operations, conduct a public info session, and report findings to CALEA
- **Onsite Fees

4. AWARD
- Attend CALEA conference to include the Saturday Hearing and Awards Banquet
- Transition to reaccreditation model
- Promote achievement to community

5. Transition REACREDITATION
- Maintain files
- Maintain compliance
- Submit annual reports to CALEA
- Coordinate with RPM for annual assessment review
- **Annual Fees

Continuous maintenance of files and proofs of compliance

- 36 months for LE & CS agencies to start self assessment
- 24 months for Communications and Training agencies to start self assessment

When in doubt contact your Regional Program Manager (RPM) or contact us through the CALEA website at: www.calea.org

*Suggested, not required

**Fees can be paid in installments
The CALEA Process

- Perpetual Process
- Continuous Compliance
  - Maintain 4 Years of Proofs
  - Agency Status Reports
  - Agency Self-Reporting
- Reaccreditation
  - Annual Web-based Assessments
    - Audit of standards for compliance
Accreditation is Journey not a Destination

Enjoy the Journey !