

Officer readiness

Using data analytics to improve policing outcomes, community relationships and public safety



Monitor for data-driven insights



Measure performance indicators and behavior patterns



Act to reduce preventable conflicts and inappropriate actions

The Issue

Law enforcement leaders are exploring ways to implement police reforms that address public demands for heightened accountability and transparency. The goals of reform are to strengthen public safety, improve policing outcomes and enhance community relationships. Building trust is key to making these goals a reality. Trust starts with law enforcement openly sharing key metrics and information with the public. At the same time, law enforcement leaders must ensure officer well-being to increase positive engagement with the public, while creating a desirable work environment - one that includes recognition of officers with exemplary performance.

Achieving these goals will require leaders to:

- Evaluate and enhance policies and practices for recruitment, hiring, training and retention.
- Develop transparent, data-driven methods of documenting and addressing adverse incidents, such as complaints, use-of-force data, and errors by police.
- Quickly and accurately identify high-risk situations.
- Implement effective early intervention measures.
- Build strong support systems for the workforce and a sustainable, optimal work environment.

The Challenge



Understanding which policies and programs are and are not working. Data used to design policies and programs is spread across multiple systems and agencies. With data management software from SAS, you can rapidly access, integrate, cleanse and prepare diverse data for use with advanced analytics to inform consistent, accurate and timely decisions.



Knowing how and when to apply early intervention efforts. Instead of relying on limited data, SAS® captures and analyzes the aggregate of both adverse and positive behaviors and performance, then uses models to identify high-risk situations and pinpoint areas for early intervention.



Optimizing outcomes for officer performance and community safety. Many systems gather insufficient indicators and rely on inflexible business rules. SAS uses a holistic approach that incorporates results from counseling, training and incident disposition, then feeds this data into models to show a complete view of officer readiness, wellness and risk. Police interaction trends - along with relevant data, decisions and action - are easy to share publicly.

Our Approach

SAS helps decision makers identify individual or group concerns at the earliest possible stage so they can offer intervention, and redirect performance and behaviors toward organizational goals. This helps keep the public safe, build strong community relationships, improve retention and recruitment, and support reform efforts. We provide software and services to help you:

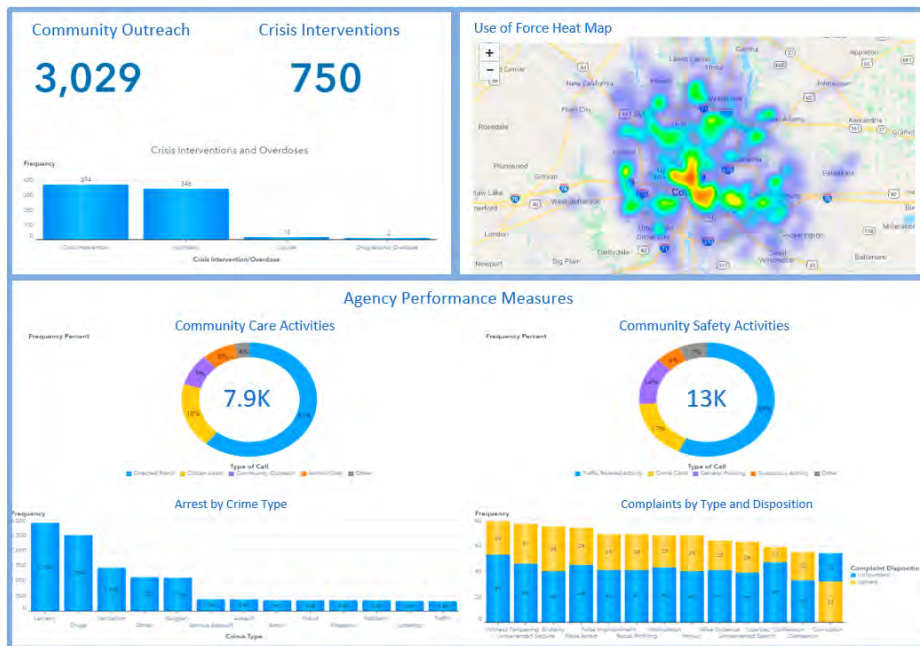
- **Build a better workforce.** SAS integrates data from early intervention systems with a variety of behavior and performance information – such as training, evaluation, commendation, absence and assignment history data. Results help agencies reinforce strong performance and support ongoing training needs while providing appropriate behavioral health and mentoring, career development, job assignments and promotions.
- **Stage early interventions.** Through workforce analytics, SAS models quickly identify high-risk scenarios and behavior patterns. Resulting insights guide timing and actions for early intervention to prevent adverse incidents and promote officer safety, satisfaction and wellness.
- **Improve relationships.** A standardized, comprehensive workflow in SAS reveals how policy violations are identified and addressed from start to finish. Publicly sharing this information assures transparency, fairness, accountability and trust.
- **Optimize outcomes.** Built on a flexible, open platform, SAS makes it easy to add new data sets and adjust parameters as needed. Agencies can quickly adapt to evolving policies and boost the program's benefits over time.
- **Inform policies.** SAS analytics provides a consistent view of operational risks and mitigation activities to inform policy decisions.

SAS® Difference

SAS supports the supervisory function and enables departments to establish agency, divisional, unit and peer group baselines. From a position of knowledge, you can set organizational priorities related to performance and behavioral standards to reinforce the values of your organization. These baselines are used to:

- Support transparency efforts through publication of agency performance metrics.
- Influence the weighting of monitoring strategies that measure individual performance.
- Score levels of officer risk from data that is derived from multiple systems.
- Detect deviations from normal parameters that highlight concerning or exemplary levels of performance.
- Trigger alerts to front-line supervisors.
- Develop comparative analytical insights to support fair and equitable officer evaluations.
- Fill gaps in knowledge about officers' experiences, skills and abilities.
- Assess readiness for specific assignments or promotions.

SAS solutions are informed by extensive domain expertise and built on proven data management and advanced analytics technologies. This combination enables departments to effectively detect and mitigate risk while establishing a sustainable approach to workforce development and support.



SAS applies a range of analytical capabilities that surface individual and agency performance insights.

Learn more about [law enforcement solutions from SAS](#)

