San Francisco Police Academy
2025 Annual Community Policing Plan

CITY & COUNTY OF SAN FRANCISCO

Police Department

San Francisco Police Academy

The San Francisco Police Academy, located at 350 Amber Drive in the Diamond Heights neighborhood, serves as the primary training facility for the San Francisco Police Department. Sworn and civilian staff assigned to the Academy provide essential training and administrative support services.

Units currently assigned to the Training Division:

- **The Recruit Training Office (RTO)**
- **The Field Tactics Force Options Unit (FTFO)**
- **Field Training Office (FTO)**
- **The Professional Development Unit (PDU)**
- **Emergency Vehicle Operations (EVOC)**

Core Objectives

The Academy's Annual Community Policing Plan is centered around the more than 40 hours of Cultural Competency and Community Policing instruction provided to all recruit officers. *(POST Learning Domains: LD-42 and LD-3)*

Five Goals of Community Policing Training:

1. **Communication** – Develop open and respectful dialogue through facilitated discussions and scenario training.

2. **Education** – Engage in shared learning and cross-educational exchange of ideas and perspectives.

3. **Problem-Solving** – Gain first-hand understanding of the issues and challenges impacting the neighborhoods and communities we serve.

4. **Relationship Building** – Establish and strengthen meaningful, lasting connections with community partners.

5. **SFPD Organizational Identity** – Instill a strong foundation of service. Recruit Officers are the future guardians of our city, and early positive experiences shape how they will engage and protect throughout their careers.

Goal 1: Communication

Develop open, respectful dialogue through direct interaction with community members throughout the field training program.



To achieve Goal 1, the Academy will do the following:

- Sustain and enhance diverse communication channels between the SFPD and the community through the developing of internship programs with local colleges.
- Transparently communicate, publicize, and educate the community regarding SFPD training goals.

Goal 2: Education

Engage in shared learning and cross-educational exchange of ideas and perspectives.

Strategies that will be employed to achieve Goal 2, the Academy will do the following:

- Provide training and have facilitated discussions with Recruits regarding community policing, implicit bias, discrimination, hate crimes, and gender diverse people in order for them to better understand the community they will be serving upon completion of the Basic Academy.

Goal 3: Problem-Solving

Gain first-hand understanding of the issues and challenges impacting the neighborhoods and communities we serve.

To achieve Goal 3, the Academy will do the following:

- Expose Recruit Officers to the guardian mindset early in their training. This approach helps them understand the importance of serving the public as they themselves would wish to be served.

- Prepare Recruit Officers for the Field Training Program where they will be interacting with community members daily.

Goal 4: Relationship-Building

Establish and strengthen meaningful, lasting connections with community partners.

To achieve Goal 4, the Academy will do the following:

- Department members will guide Recruits and model unbiased, dignified, and equitable treatment of all community members.
- Field Training Officers will reinforce these ideals daily with Recruits and encourage Recruits to perform their duties with the highest of moral values and professionalism.
- Our required bi-yearly Advanced Officer training includes facilitated discussions on strategic communication with the community.

Goal 5: SFPD Organization

Instill a strong foundation of service. Recruit Officers are the future guardians of our city, and early positive experiences shape how they will engage and protect throughout their careers.

Strategies that will be employed to achieve Goal 5, the Academy will do the following:

- Review policies, priorities, and procedures with recruits related to community policing, enabling them to support neighborhood-specific plans.
- Ensure the SFPD Academy remains adaptable and committed to continuous review and improvement.
- The Field Tactics Force Options unit (FTFO) requires their use of force training focus on de-escalation when feasible.
- Train Recruits to gain a deeper understanding of the communities they will serve.
- Integrate community policing values into, training, and professional development of all SFPD members.

Community Partners

- Our Academy personnel coordinate with a variety of community partners throughout the City for different training opportunities.

- The Professional Development Unit is working in conjunction with multiple local educational institutions to create internships for college students to learn about the profession and get a better understanding of different communities that SFPD serves.

Metrics

We monitor and review:

- Recruit officers are required to pass the Peace Officers Standards on Training (POST) mandated exams and complete scenarios, which include community policing techniques.

- While Recruit Officers are in the Field Training program, part of their daily required tasks are to proactively participate in the community, Recruit Officers are graded on their community policing participation through "communicating and interacting with citizens and communities."

- Our required bi-yearly Advanced Officer training includes a facilitated discussion on *strategic communication* with the community.

- We regularly evaluate courses and instructors through written participant feedback.



Questions?

You can reach the Academy at: sfpdacademystaff@sfgov.org or by phone at 415.401.4600