



## ACADEMY CURRICULUM RECOMMENDATION

TO: Chief Lisa Davis, Austin Police Department  
FROM: Director Gail McCant, Office of Police Oversight  
DATE: Thursday, July 10, 2025  
SUBJECT: BPOC Chapter 1: Professionalism and Ethics in Law Enforcement

Dear Chief Davis:

The Office of Police Oversight (OPO) is collaborating with the Educational Development Unit of the Austin Police Department (APD) to enhance the academy's curriculum. OPO's Policy Compliance Consultant is a member of the Professional Advisory Committee (PAC), which is responsible for reviewing, evaluating, and providing feedback for improvement.

In addition to the subject matter experts hired by APD, the OPO has reviewed APD's curriculum for Professionalism and Ethics in Law Enforcement and provided the following recommendations for improvement:

### **BPOC (Basic Peace Officer Course) Chapter 1: Professionalism and Ethics in Law Enforcement**

**Course Goal: Understand and respect professionalism as it pertains to law enforcement, as well as recognize the vital role of ethics in relation to professionalism. Additionally, understand the civil and criminal laws concerning the unethical behavior of peace officers.**

#### **Understanding Personal and Professional Values**

1. The Office of Police Oversight recognizes that cadets come from diverse backgrounds and have differing life experiences. As a valuable learning exercise, they should take the time to list their personal values and compare them with the values of the law enforcement profession at the beginning of this course. This will allow for the identification and discussion of similarities and differences in those values. Additionally, it offers an excellent opportunity to address cultural differences in values.

#### **Department and State Guidelines**

2. The I.C.A.R.E. Department Values listed in the APD General Orders should be used in addition to the TCOLE (Texas Commission on Law Enforcement) training materials to help further define the values of the law enforcement profession.

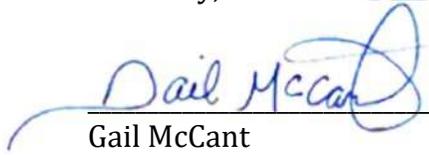


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3. OPO recommends that APD instructors leverage the TCOLE Lecture Scenario section of the lesson plan to incorporate current information and examples relevant to the course.
4. In addition to the current APD General Orders discussed in this course, OPO believes it is important to thoroughly cover Chapter 900 of the General Orders, which addresses General Conduct and Responsibilities. The policies outlined in Chapter 900 of the General Orders are closely related to the topics of professionalism and ethics explored throughout this course.

The Office of Police Oversight appreciates the chance to offer constructive feedback on the Austin Police Department's academy curriculum, recognizing that there is room for improvement. We look forward to ongoing collaboration on current and future curriculum development to ensure continuous improvement and effectiveness.

Sincerely,



Gail McCant

Director, Office of Police Oversight

