



PENNSYLVANIA CHIEFS OF POLICE ASSOCIATION



THE PENNSYLVANIA LAW ENFORCEMENT ACCREDITATION PROGRAM

Accreditation Manager Training (2026)

WHO AM I?



INSTRUCTOR

- David Madrak
 - Upper Dublin Township Police Department
 - Corporal
 - ✓ Accreditation Manager
 - Pennsylvania Police Accreditation Coalition
 - President
 - Pennsylvania Law Enforcement Accreditation Commission (2018-2025)
 - Assessor
 - Instructor
 - Member
 - ✓ Standards Committee (Former)
 - ❖ Chairperson

attendees



- **New Accreditation Managers**
- **Prospective Accreditation Managers**
- **Command Staff and Supervisors**

WHY ARE

YOU HERE



ACCREDITATION

LEARNING

History, Importance, Management, & Preparation



A yellow diamond-shaped sign with a black border and two mounting bolts. The sign is tilted slightly to the left. The text "ARE YOU READY?" is written in bold, black, sans-serif capital letters, arranged in three lines: "ARE" on the top line, "YOU" on the middle line, and "READY?" on the bottom line. The background is a dark, overcast sky with grey and blue tones.

**ARE
YOU
READY?**



PENNSYLVANIA LAW ENFORCEMENT ACCREDITATION PROGRAM



Pennsylvania
**Commission on Crime
and Delinquency**

Paternal funding for the Pennsylvania Law Enforcement Accreditation Program



HISTORY

- In 2000, the Pennsylvania Chiefs of Police Association was awarded funding for the development of a law enforcement accreditation program

Serves as the authoritative body that determines whether an agency is worthy of accreditation

Regularly scheduled meetings since 2001



Consist of members from throughout the Commonwealth

Ralph (Lee) Benson, Chairperson



Numerous sub-committees

Administrative	Assessment	Standards	Strategic Planning
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**PENNSYLVANIA
LAW
ENFORCEMENT
ACCREDITATION
COMMISSION
(PLEAC)**





SETTING THE STANDARDS FOR PENNSYLVANIA LAW ENFORCEMENT SINCE 2001

198 Accredited Agencies

SINCE 2024...

P  **wer** **DMS**™

Redefining Document Management



What is Accreditation



SUCCESS

**SUCCESS-ORIENTED
PROGRAM**

- Established standard of performance, acknowledged business practices, and professionally recognized organizational principles that are mandated as necessary for a particular profession or organization.

ACCREDITATION



WHAT ADVANTAGES DOES ACCREDITATION PROVIDE TO MY AGENCY?



Credible framework for evaluation of policy and procedure



Highlight agency capability and competency



Improved management procedures



Increased employee morale



Enhanced planning and innovation



Encourages problem-solving



Improves law enforcement and community relations



Reduces agency risk and lawsuit exposure



Potential liability insurance savings



Agency accountability



Solid foundation for an agency to build upon

A 3D rendering of a puzzle with one red piece standing out among many grey pieces. The red piece is in the center, and the grey pieces are arranged around it, creating a sense of depth and focus. The text is overlaid on the red piece.

**WHO DOES ACCREDITATION
BEGIN WITH?**



- Chief of Police
 - Including the command staff
- Municipal Administrators
 - Board of Commissioners or Supervisors
 - Borough Council and Mayor
 - Manager

EXECUTIVE LEADERSHIP

Letter of Intent

THE APPLICATION AND CHIEF EXECUTIVE OFFICER RESPONSIBILITIES

ns your and our financial inte
we spoke about last m
ed enforceable



Enrollment Fee

Annual Fee, once accredited

Discount Available

- Active PCPA Member vs. Non-Member


WHAT IS THE COST?



**IMPORTANT
ANNOUNCEMENT!**



WE'RE GOING FOR IT!

- 
- The Chief Executive Officer and Accreditation Manager are ultimately responsible for the administration of the agency's accreditation program
 - Every agency is required to have a designated Accreditation Manager
 - "New" Accreditation Manager Training Program

AGENCY ADMINISTRATION

CANDIDATE SELECTION



SELECTING AN ACCREDITATION MANAGER

NOMINATION VS. SELECTION

VOLUNTEER VS. VOLUNTOLD

SWORN VS. NON-SWORN

RANK VS. NO RANK

**CONSIDERATIONS WHEN SELECTING
AN ACCREDITATION MANAGER**





Interested



Organized



Dedicated



Innovative



Knowledge of
Agency
Operations



Understand the
role of “politics”
within their agency



Communication
skills

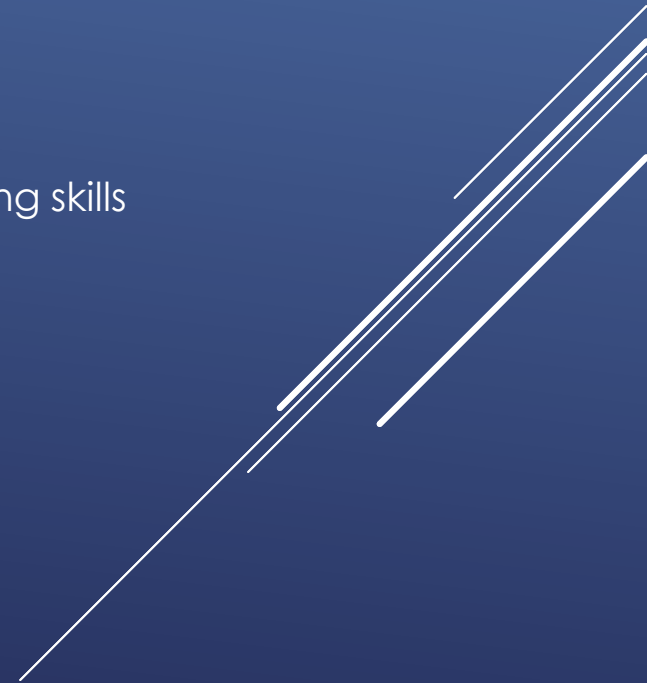


Computer skills



Writing skills

WHAT MAKES A GOOD ACCREDITATION MANAGER?







ACCREDITATION MANAGER



What just happened?

FUN

IS ACCREDITATION FUN?

AHEAD

**IT DEPENDS ON WHAT YOUR
DEFINITION OF FUN IS...**

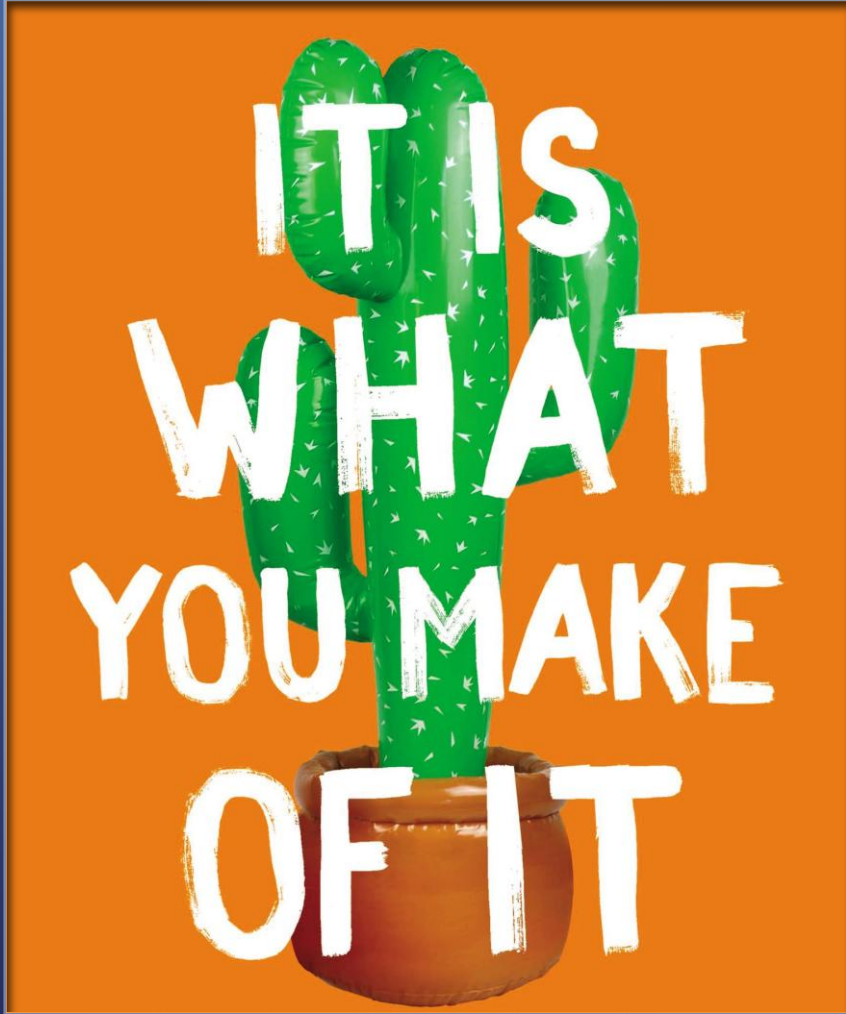


- Culture of the agency
- Support of your peers
- Your attitude and approach to achieving success

**WHAT INFLUENCES YOUR
EFFECTIVENESS AS AN
ACCREDITATION MANAGER**



**OPPORTUNITY
TO LEARN
ABOUT YOUR
AGENCY**



**MAKE THE MOST OF
THE OPPORTUNITY**

**YOUR
JOURNEY
STARTS
HERE**

1st Step - Training



RESPONSIBILITIES OF THE ACCREDITATION MANAGER

Facility

Units

Activities

Training



YOUR AGENCY

RESPONSIBILITIES OF THE ACCREDITATION MANAGER

- As each item relates to accreditation
 - Conducts a “self assessment” of agency
 - Facility
 - Policies and procedures
 - Training

RESPONSIBILITIES OF THE ACCREDITATION MANAGER

- Develops or assists with the development of policies and procedures as they relate to accreditation
- Ensures agency compliance with accreditation standards via Proofs of Compliance

RESPONSIBILITIES OF THE ACCREDITATION MANAGER

- Coordinates and facilitates accreditation assessments
 - Mock
 - On-site

AGENCY
assessment

- The Longest phase of the Pennsylvania Law Enforcement Accreditation Program

**SELF-ASSESSMENT OF THE
AGENCY**

SELF- ASSESSMENT OF AGENCY

- Compares agency policy to standards
 - Creation or revision of policies
 - Training of personnel

SELF- ASSESSMENT OF AGENCY

- Proofs of Compliance are gathered
 - Forms
 - Incident or Investigative Reports
 - Observation

SELF- ASSESSMENT OF AGENCY

- Mock Accreditation Assessment
 - Determines readiness for accreditation assessment



**“JUST ONE
MORE
THING”**

peacock **COLUMBO**

CONSULTING



WHAT IS THE ROLE OF CONSULTANTS?

- There is **NO** requirement for an agency to hire a consultant.
- A consultant's role is to provide support and guidance, not to serve as the individual responsible for completing the work.

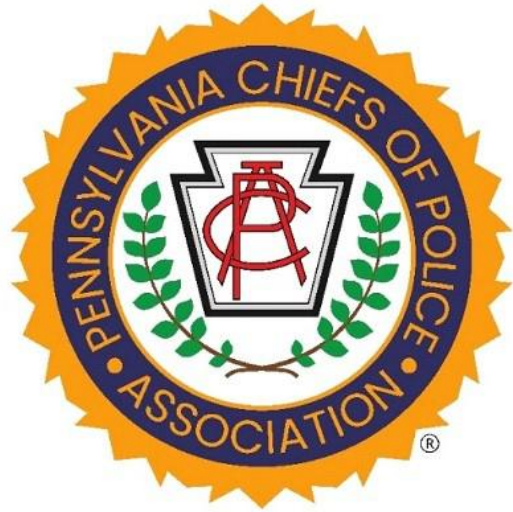
CONSULTANTS

- ▶ The agency should empower the Accreditation Manager to collaborate closely and effectively with the consulting service to gain a thorough understanding of the accreditation process and successfully achieve accreditation.
- ▶ The Accreditation Manager needs to work in partnership with the consulting service to learn the requirements, implement necessary standards, and guide the agency through each phase of the accreditation process.

COLLABORATIVE APPROACH

- Regardless of whether an agency hires a consultant, the Chief Executive Officer and Accreditation Manager remain responsible for the assessment.

WHO IS RESPONSIBLE?



Pennsylvania

Chiefs of Police Association

PENNSYLVANIA LAW ENFORCEMENT ACCREDITATION PROGRAM

PENNSYLVANIA LAW ENFORCEMENT COMMISSION

Acknowledgement

Administrative

Standards

Assessor

MANUALS



- Administration Manual
- Standards Manual

FOCUS AREAS

- Outlines the “rules and regulations” of the Pennsylvania Law Enforcement Accreditation Program

ADMINISTRATIVE MANUAL

CHAPTER 1 – INITIAL STEPS

- Designate an Accreditation Manager
- Expect Agency Change
- Accreditation Manager Training
- Letter of Intent
- Application Fee and Annual Program Maintenance Fee
- Notification of Personnel
- Join the Pennsylvania Police Accreditation Coalition (PPAC)

CHAPTER 2 – ORGANIZATION

- Organization of Files
 - Electronic

CHAPTER 3 – STANDARDS

- Standard Categories
- Numbering System
- Components of the Standard
- Standards Containing the Word “If”
- Observation Only Files
- Standards Not Applicable to Agency
- Waiver from Standard Compliance
- Sample Assessment

CHAPTER 4 – MANAGING, CONTROLLING, AND PROVING COMPLIANCE WITH STANDARDS

- Create and Implement a Tracking System
- Self-Assessment
- Cross Compliance and Reference
- Compile Supportive Documentation
- Train Agency Personnel in Policy Changes
- Additions/Updates to Standards
- PLEAC/CALEA Dual Accredited Agency

CHAPTER 5 – PREPARING FOR AND CONDUCTING A MOCK ON- SITE ASSESSMENT

- Utilization of a Mock Assessment
- Schedule and Host a Mock Assessment
- Review Mock Team Findings and Make Amendments
- Retrain Employees

CHAPTER 6 – PREPARING FOR AND CONDUCTING THE ON-SITE ASSESSMENT

- Assessor List
- Time Schedule
- On-Site Protocol
- Meal Schedules
- Initial Assessment Preview Files While On-Site
- Tour and Static Display
- The Assessment Room
- Team Leader
- Agency Access
- Post Assessment
- Commission Review

CHAPTER 7 – NOW WHAT?

- Accreditation Term
- Accredited Agency Logo
- Certificate Presentation
- Annual Reports
- De-certification
- Routine File Maintenance
- Re-accreditation
- Premier Agency Status
- Mergers Involving an Accredited Agency
- Withdraw From the Program

GLOSSARY & APPENDAGES

- Glossary
- Appendage A – PLEAC Annual Compliance Survey
- Appendage B – PLEAC Department Profile
- Appendage C – Audit / Inventory Table
- Appendage D – PLEAC/CALEA Crosswalk
- Appendage E – PLEAC Best Practices in PowerDMS



**LAWS & REGULATIONS → POLICIES →
TRAINING → OPERATION OF THE AGENCY**

HOW DOES THE PROCESS WORK?



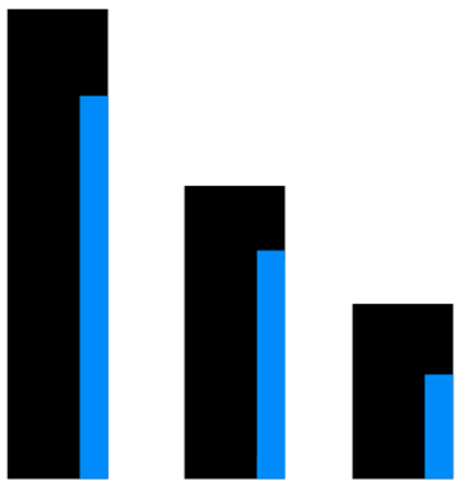
STANDARDS MANUAL



ACCREDITATION STANDARDS

Address high profile
and liability related
issues

**BY
THE
NUMBERS**



Bar	Height
1	100%
2	75%
3	50%

ACCREDITATION STANDARDS

- 141 total standards
 - 41 – Organization and Management Role
 - 39 – Law Enforcement Function
 - 39 – Staff Support Responsibility
 - 22 – Pennsylvania Legal Mandate

Standards with no bullets = 61

Standards with 2-13 bullets = 80 = 345 bullets

406 Best Practices

BY THE NUMBERS

A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, located in the lower right quadrant of the slide.



Organization and Management Role ~ Chapter 1



Law Enforcement Functions ~ Chapter 2



Staff Support Responsibilities ~ Chapter 3



Legal Mandates ~ Chapter 4


ACCREDITATION STANDARDS

 Agency role and responsibilities

 Authority

 Direction

 Planning

 Personnel issues

 Training

ORGANIZATION AND MANAGEMENT



Patrol



**Mobile
Recordings**



Traffic



**Legal
Process**



**Court
Security**
Sheriff's
Office



**Campus
Security**
College and
University
Police
Departments



**Eyewitness
Identification**

LAW ENFORCEMENT FUNCTION

 Cells

 Temporary Holding

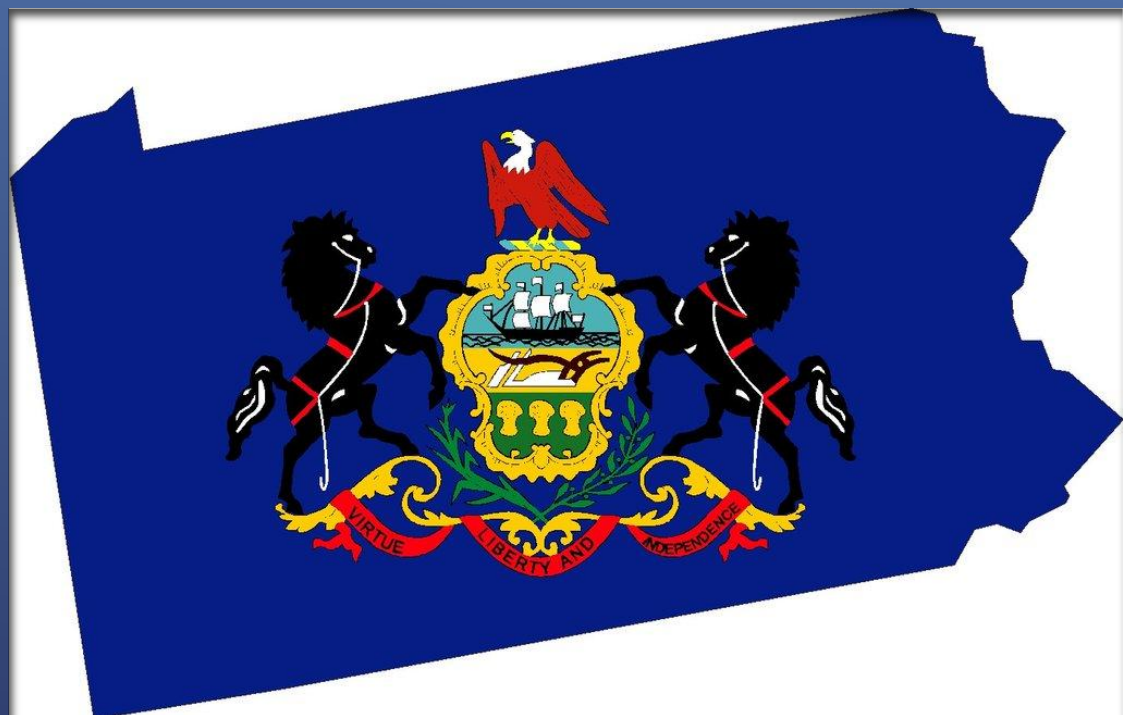
 Communications

 Records

 Property & Evidence Control

 Health & Wellness

STAFF SUPPORT



- Crashes
- Pursuits
- Crime Victims
- Missing Persons
- Juveniles
- Megan's Law
- Training
- Domestic Violence
- NIBRS, UCR, & ACT 22
- Sexual Assault Kits

LEGAL MANDATES



1st Number = Chapter



2nd Number = Section



3rd Number = Standard
within Chapter

NUMBERING SYSTEM



Standard Statement

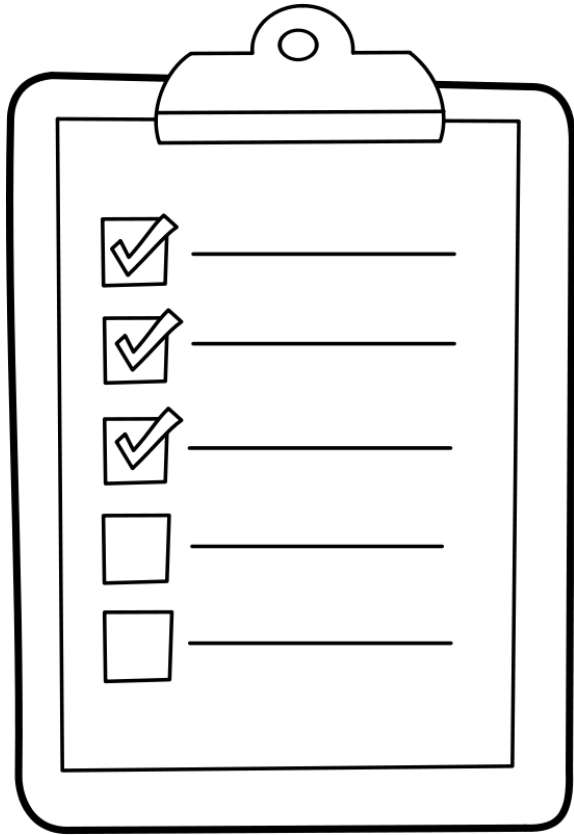
Binding



Narrative Statement

Advisory

STANDARD COMPONENTS



- Require proofs of compliance, unless circumstances dictate otherwise

BULLETS & SUB-BULLETS

APPLICABLE
TO AGENCY
ONLY *IF*...

CONDITIONAL

“IF” STANDARDS

A magnifying glass with a black handle and a clear lens is positioned diagonally across the frame. The lens is in the upper right, and the handle extends towards the lower left. The background is a solid dark gray. Several thin, white, parallel lines are drawn diagonally across the right side of the image, starting from the top right and extending towards the bottom left, creating a sense of motion or focus.

OBSERVABLE STANDARDS



- Select standards
 - Tour
 - Checklist
 - Recommend that photographs be placed into “observational” files

OBSERVATION (O)

➤ Facility Tour

- Cells (If Applicable)
- Communications Center (If Applicable)
- Evidence
 - Temporary
 - Storage
 - Impound
- Temporary Holding

➤ Static Display

- Lethal and Less Lethal Weapons
- Specialty Units
 - Equipment
 - K-9
 - Mounted
- Specialty Vehicles
 - ATV/UTV
 - Bicycles
 - Boats
 - Motorcycles

OBSERVATION (O)

➤ Memorandums

- Commonly utilized to demonstrate that none or only one (1) Proof of Compliance is present.
 - No police officers were hired during the accreditation year
 - Only one (1) police officer was hired during the accreditation year
- May also be used for clarification when Proofs of Compliance require some additional explanation

MEMO-TO-FILE (MTF)

- Chief of Police
- Evidence Custodians
- Internal Affairs
- Training Cadre

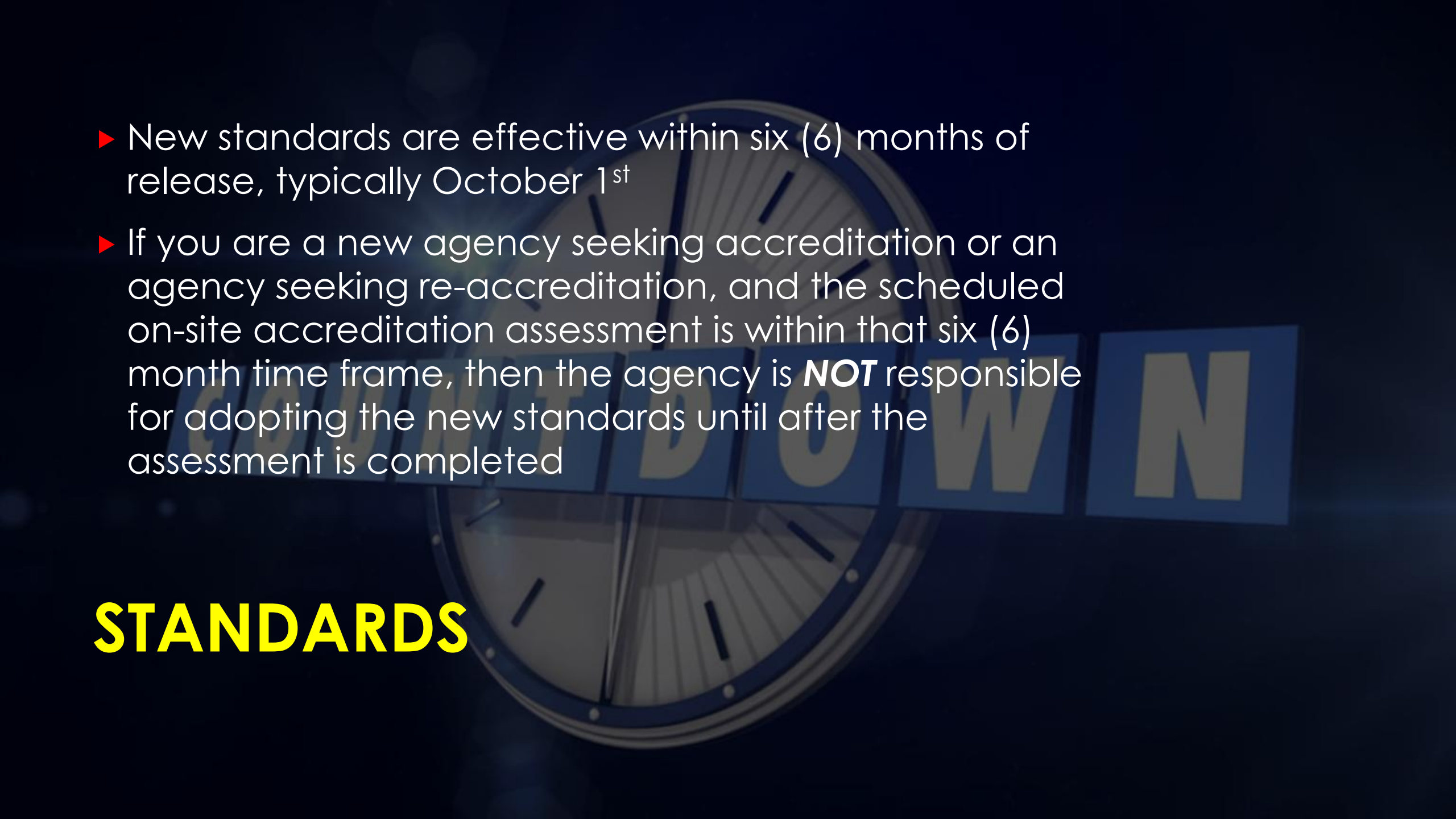


INTERVIEWS



- Not Applicable if service or function is not available; however not simply because they “don’t do something”
 - Cells Areas = N/A
 - Sexual Assault Investigation = Policy required with regards to response until turned-over-to another agency

NOT APPLICABLE (N/A)

- 
- ▶ New standards are effective within six (6) months of release, typically October 1st
 - ▶ If you are a new agency seeking accreditation or an agency seeking re-accreditation, and the scheduled on-site accreditation assessment is within that six (6) month time frame, then the agency is **NOT** responsible for adopting the new standards until after the assessment is completed

STANDARDS



**NOW THE
WORK BEGINS**

PowerDMS[®]



➤ Resource Library

- Bylaws
- Forms
- Manuals
- PLEAC Conference
- PowerDMS Materials
- Sample Assessments

CONTENT HUB



**WHAT SHOULD THE
FORMAT OF A
POLICY LOOK LIKE?**



Header



Statements

Policy
Purpose



Procedures

OUTLINE

Name of Agency

Name & Number of Policy

- 1.2.5 – Strip & Body Cavity Searches

Effective Date

Review or Revision Date

Chief Executive Officer's Name

- Standard 1.4.3e

HEADER – REQUIRED COMPONENTS

WRITTEN DIRECTIVES

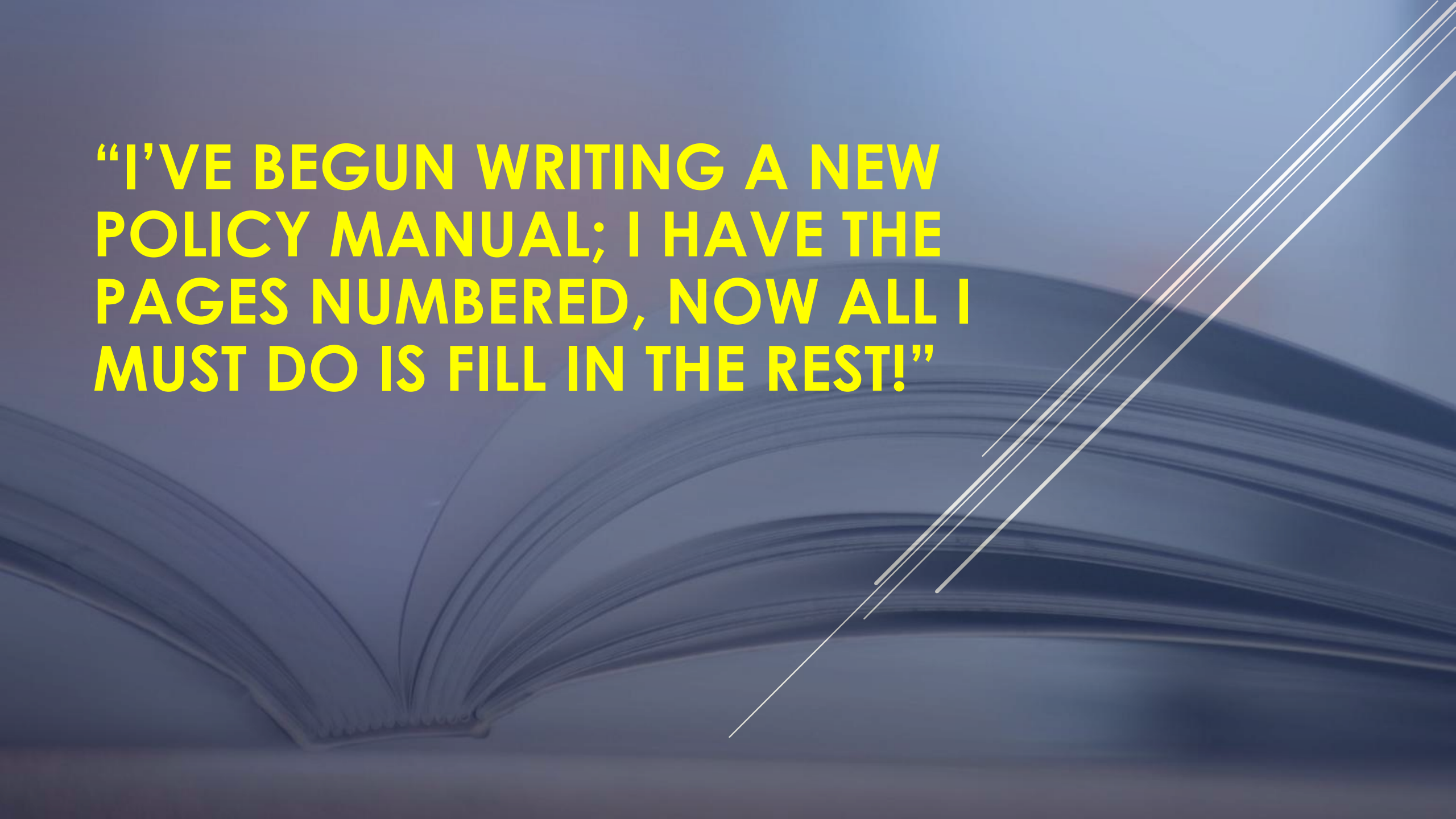
Need to “match” or “mirror” the standard

Name _____

Signature _____

Date _____





**“I’VE BEGUN WRITING A NEW
POLICY MANUAL; I HAVE THE
PAGES NUMBERED, NOW ALL I
MUST DO IS FILL IN THE REST!”**



**WHERE CAN I LOCATE A
"GOOD" POLICY OR
PROOF OF COMPLIANCE?**

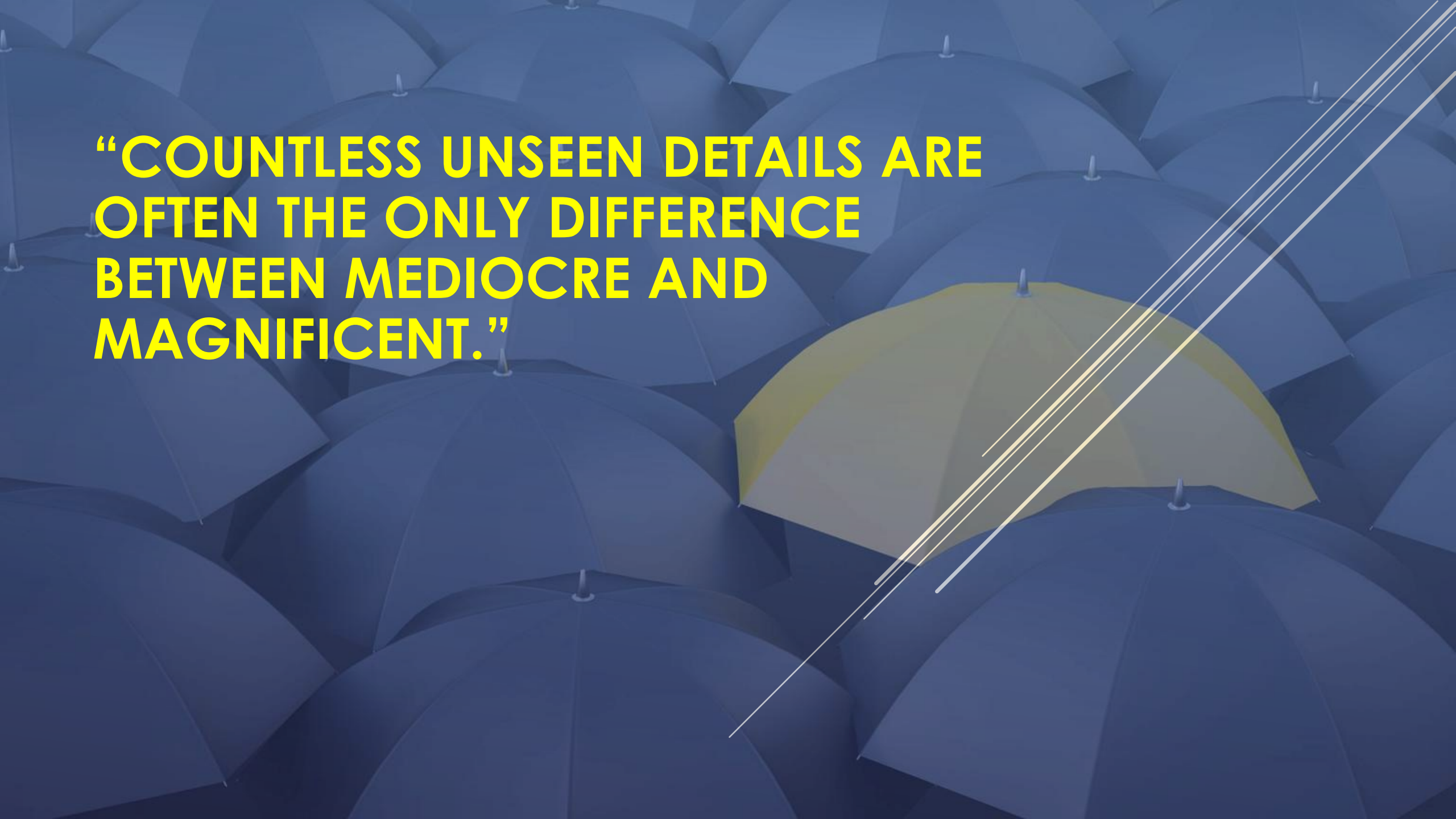
- Accredited Agencies
- The Interwebs
- Agency's Insurance Provider
- Content Hub - PCPA
- Professional Services – Consultants

RESOURCES





**DO YOUR AGENCY'S
POLICIES OR
PROOFS OF
COMPLIANCE "MEET
THE MARK"?**



**“COUNTLESS UNSEEN DETAILS ARE
OFTEN THE ONLY DIFFERENCE
BETWEEN MEDIOCRE AND
MAGNIFICENT.”**

➤ Standard

- Policy

- ✓ Proofs of Compliance

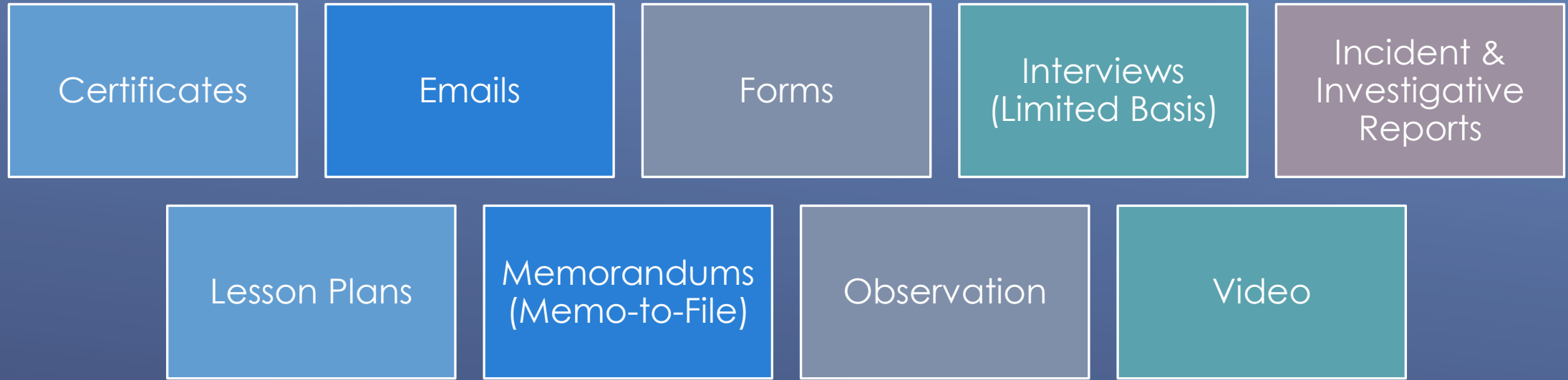
- ▶ Must demonstrate compliance with the standard, unless agency policy is more restrictive, in which case the policy requirement must be proved

WHAT DOES MY AGENCY HAVE TO PROVE?



- Compliance needs to be demonstrated through:
 - Written Directive
 - Policy = Standard (to include bullets)
 - Written Documentation
 - Form, Incident or Investigative Report, Observation

PROVING COMPLIANCE



WRITTEN DOCUMENTATION (AKA – PROOFS OF COMPLIANCE)



Proofs of compliance should be within 12 months of the assessment; however, they can be up to 18 months from that date if necessary

INITIAL ACCREDITATION



**POLICIES AND
PROOFS OF
COMPLIANCE
NEED TO BE
ADEQUATE TO
SATISFY THE
ASSESSOR**



SUCCESS

HELPFUL TIPS



You will always have at least one of these in each Accreditation year.



These are situational

	INSPECTION	AUDIT (ANNUAL)	INSPECTION	INVENTORY	AUDIT (IRREGULARITY)
Definition	Review of the physical condition and records of the property storage area/s.	Selected individual records adequate to ensure policy compliance.	Review of the physical condition and records of the property storage area/s.	Review of reasonable, representative groups of records.	Selected individual records adequate to ensure policy compliance.
When	Annually	Annually	Annually	Situational	Situational
Who	Evidence custodian or designee	Supervisor/commander not routinely or directly connected with the control of evidence/property	CEO or designee	Newly designated evidence custodian and CEO designee	CEO or designee
PLEAC standard	3.6.6.A	3.6.6.D	3.6.6.E	3.6.6.B	3.6.6.C
Standard Language	An inspection to determine adherence to procedures used for the control of evidence/recovered property that is conducted annually by the person responsible for that function, or designee	An annual audit of the property held by the agency is conducted in accordance with the routine column of the audit/inventory table by a supervisor/commander not routinely or directly connected with control of evidence/property.	One or more annual unannounced inspections of evidence and property storage areas are conducted as directed by the agency's Chief Executive Officer	An inventory of property, in accordance with the routine column of the audit/inventory table occurs whenever the primary person responsible for the evidence/recovered property control function is assigned to and/or transferred from that position and is conducted jointly by the newly designated property custodian and a designee of the CEO to ensure that records are correct and properly documented	An audit in compliance with the irregularity column of the audit/inventory table when there is reason to believe the evidence has been tampered with, or if the evidence custodian has been removed for any irregularities*
Audit/Inventory table column	N/A	Routine column	N/A	Routine column	Irregularity column

**Compliments of Jared Hahn
Chief of Police, Lititz Borough**

*Irregularity: Generally defined as an issue created by improper or dishonest conduct. (Not a clerical error that can be resolved or explained by other documentation.)

MYTHS

FACTS

~~“MY AGENCY ONLY
NEEDS TO SHOW
COMPLIANCE TWICE
DURING AN
ACCREDITATION
PERIOD.”~~

**Pennsylvania Law Enforcement
Accreditation Program**

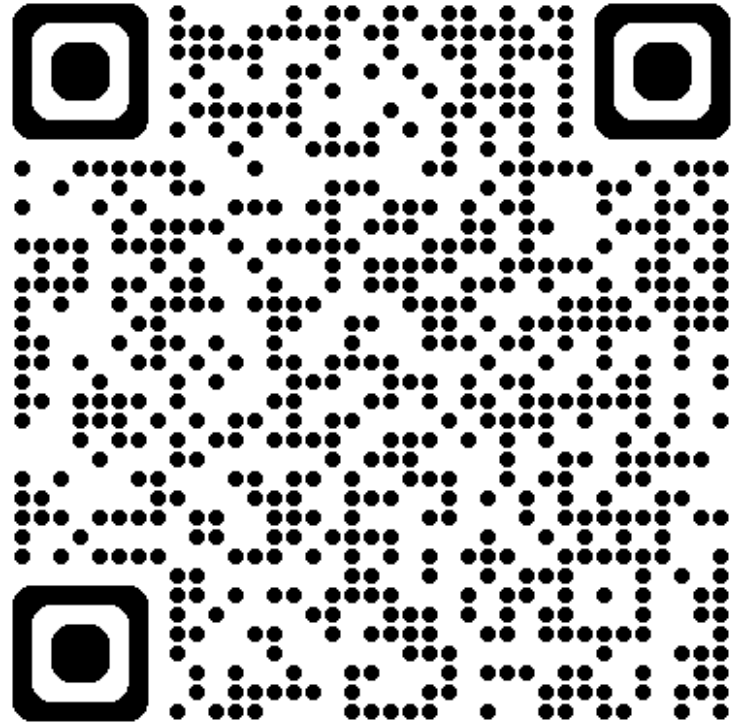
1st LOOK

MOCK ASSESSMENT PROCEDURES





**AN ESTEEMED
ORGANIZATION**



➤ Membership

- Executive Board
 - David Madrak, President
 - Ryan Cywinski, Vice President
 - Michael Piacentino, Treasurer
 - David Kostiak, Recording Secretary
- Dues
- Bylaws
- Quarterly Meetings – Regional
- Website

WHAT IS PPAC?



MOCK ACCREDITATION ASSESSMENT

“Informal Assessment”

- Arranged at agency discretion; however, preference is through the Pennsylvania Police Accreditation Coalition (PPAC)
- Cost
 - Paid for via membership dues to PPAC
 - Invoiced if not a PPAC member
- “Find what is wrong”

WHAT IS A “MOCK”?

Initial Accreditation
evaluation

Change in the
Accreditation
Manager

New Chief Executive
Officer for the agency

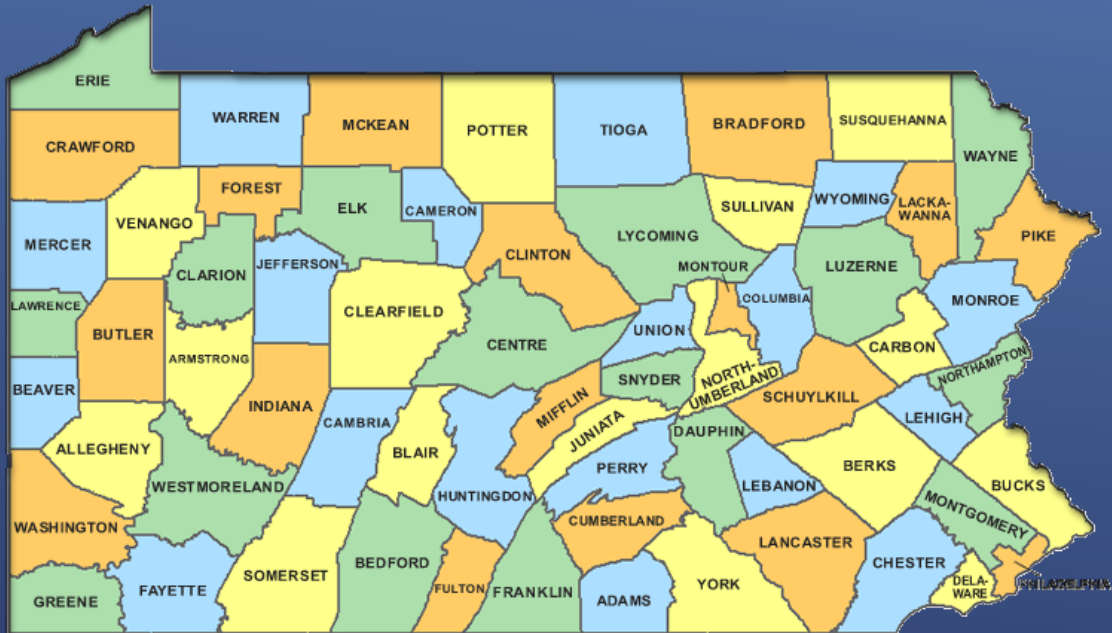
Any period in which
the agency request a
6-month extension

Any period in which
the agency moved to
a new facility or made
substantial changes
to the existing facility

**WHEN IS A MOCK ASSESSMENT
REQUIRED?**

PEOPLE
LIKE
YOU

ASSESSORS!



➤ Four (4) current or accreditation managers from local police departments

- Northeast
- Southeast
- Central
- West

WHERE ARE THE MOCK ASSESSORS FROM?



➤ Registration

- Complete the form on the website

- www.papac.org

**HOW DO I SCHEDULE
A MOCK?**



Agency's Point-of-Contact & Mock Accreditation Team Leader



Team Leader will complete a report (i.e. email, letter, and/or Power DMS report or paper file worksheets) and provide this to the agency's Point-of-Contact and the Pennsylvania Chiefs of Police Association (PCPA) staff

MOCK COORDINATION & REPORTING



WHAT IS YOUR PLAN?



ACCREDITATION ASSESSMENT PROCEDURES




- Accreditation Assessment
 - Average of one (1) or two (2) day(s)
 - Success oriented
- Accreditation Team
 - Two (2) or more Pennsylvania Chiefs of Police Association trained accreditation assessors
 - Selected from outside of local geographical area

ACCREDITATION ASSESSMENT



- Contact the Sara Feaser @ Pennsylvania Chiefs of Police Association
 - A minimum of six (6) weeks notice is required
 - May schedule before the mock accreditation assessment; however, if this is the case, you may have waited too long to schedule the mock!
 - Both the Chief of Police and the Accreditation Manager must be available

HOW DO I SCHEDULE AN ACCREDITATION ASSESSMENT (ON-SITE)?

- 
- ▶ 60 days prior to on-site in order to ensure time is available to correct any issues that arise from the mock accreditation assessment. In no case would anything less than 30 days be recommended.

SCHEDULING YOUR AGENCY'S ACCREDITATION ASSESSMENT



HELP
Needed!

HOW WILL
WE EVER DO
THIS?

CONTACT & PLANNING

- Accreditation Manager
 - Contact and discuss with the Team Leader:
 - ✓ Arrival date and time
 - ✓ Daily begin and end times of assessment
 - ✓ Food
 - ✓ Tour of Facility
 - ✓ Static Display
 - ✓ Ride-Along
 - ✓ Interview of the Chief Executive Officer
 - ✓ “Exit” interview
 - ✓ Departure

➤ Staff

- Spotlight agency “stars”
 - Keep them involved and updated accordingly
- Recommend that agency “nay-sayers” are not involved

PREPARE EMPLOYEES





- Sleep and be well rested
- Be prepared
- Consistency in appearance
- Professionalism

DEMEANOR & BEARING OF SELF AND AGENCY PERSONNEL

ASSESSOR WORKSPACE

- Room
 - Private
 - Telephone
 - Extension cords
 - Internet access
 - Supplies
 - Paper
 - Pens

ASSESSOR WORKSPACE

➤ Resources

- Annual Report
- Organizational Chart
- Crimes Code
- Collective Bargaining Agreement



ASSESSOR WORKSPACE

Reasonable access to the accreditation manager

POLICE

EXIT



HOSPITALITY



Gesture

Coffee Cup
Patch
Pen



Meals

Optional (not required), but strongly encouraged; presents an opportunity to network with other law enforcement professionals

PROFESSIONAL ETHICS



LETS

GO

TIME!



Initial Accreditation Assessment = 2 days



Re-Accreditation Assessments = 1 day

DURATION OF ON-SITE



Facility Tour



Static Display



Interviews



File Review

Paper
Power DMS

COMPLIANCE VERIFICATION

Escort to agency

Introductions to Stakeholders

Facility Tour

Static Display

Interviews

File Review

Ride-Along

**WHAT
TO
EXPECT**



DAY 1 AND/OR 2

➤ Initial & Re-accreditation Assessments

- Select files will be accessed before arrival at the agency (reference the Administrative Manual for more information)

FILE REVIEW



TOUR SHEET

- Customized specific to your agency
- Organized to the layout of your agency's facility

RIDE-ALONG

- Focus on compliance and corroborate what was found in the file review
- Attempt to determine if the officer assigned understands some of the high liability core critical tasks for which there are standards



Audience

Determined by the Chief Executive Officer

Each assessor discusses points of interest or concerns

Team Leader discusses adjustments or recommendations

Will not confirm “Pass/Fail”

“EXIT” INTERVIEW





ASSESSORS



- Team Leader will assign chapter(s) to assess
- Possession of a laptop
- Review
 - Agency Profile
 - Website
 - Annual Report (if provided)

PRIOR TO ARRIVAL @ AGENCY

FILES

A wooden stamp with a handle and a rectangular base. The base is inscribed with the word "REVIEW" in a bold, black, serif font. The stamp is positioned on a stack of papers, with the top sheet being a spreadsheet or ledger. The background is a dark, semi-transparent overlay.

REVIEW



PowerDMS
by NEOGOV

- If the file is not immediately compliant, reason(s) are documented with a Simple Note; upon corrections being made, the note is updated, NOT DELETED

SIMPLE NOTE

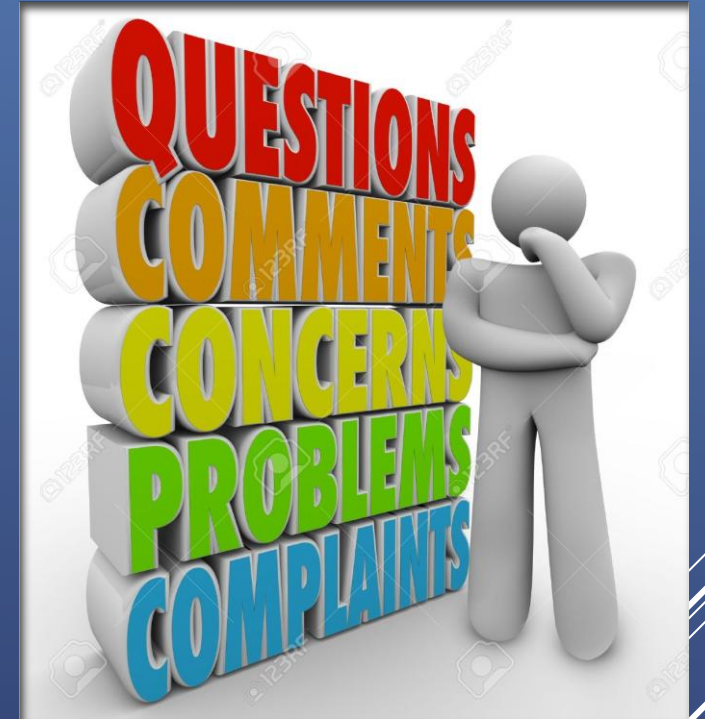
REMEMBER

- The focus is on meeting the Standard, NOT liking their written directive / policy
- Suggestions can be made for improvement but if directive meets the standard, can only suggest

- 
- A hand holding a magnifying glass over puzzle pieces. The puzzle piece on the left is labeled 'Conflict' and is being magnified. The puzzle piece on the right is labeled 'Resolution'.
- Team Leader -> Accreditation Manager
 - Team Leader -> Chief Executive Officer
 - Team Leader -> Accreditation Coordinator for PCPA

EARLY RESOLUTION IS IMPERATIVE

- The Team Leader must be notified of any issue that could lead to a Non-Compliant file
 - All assessors must reach a consensus on determining if a standard will be deemed non-compliant
- If an Accreditation Manager does not agree with an assessor, the issue should be turned-over-to the Team Leader, if not already involved



ISSUES



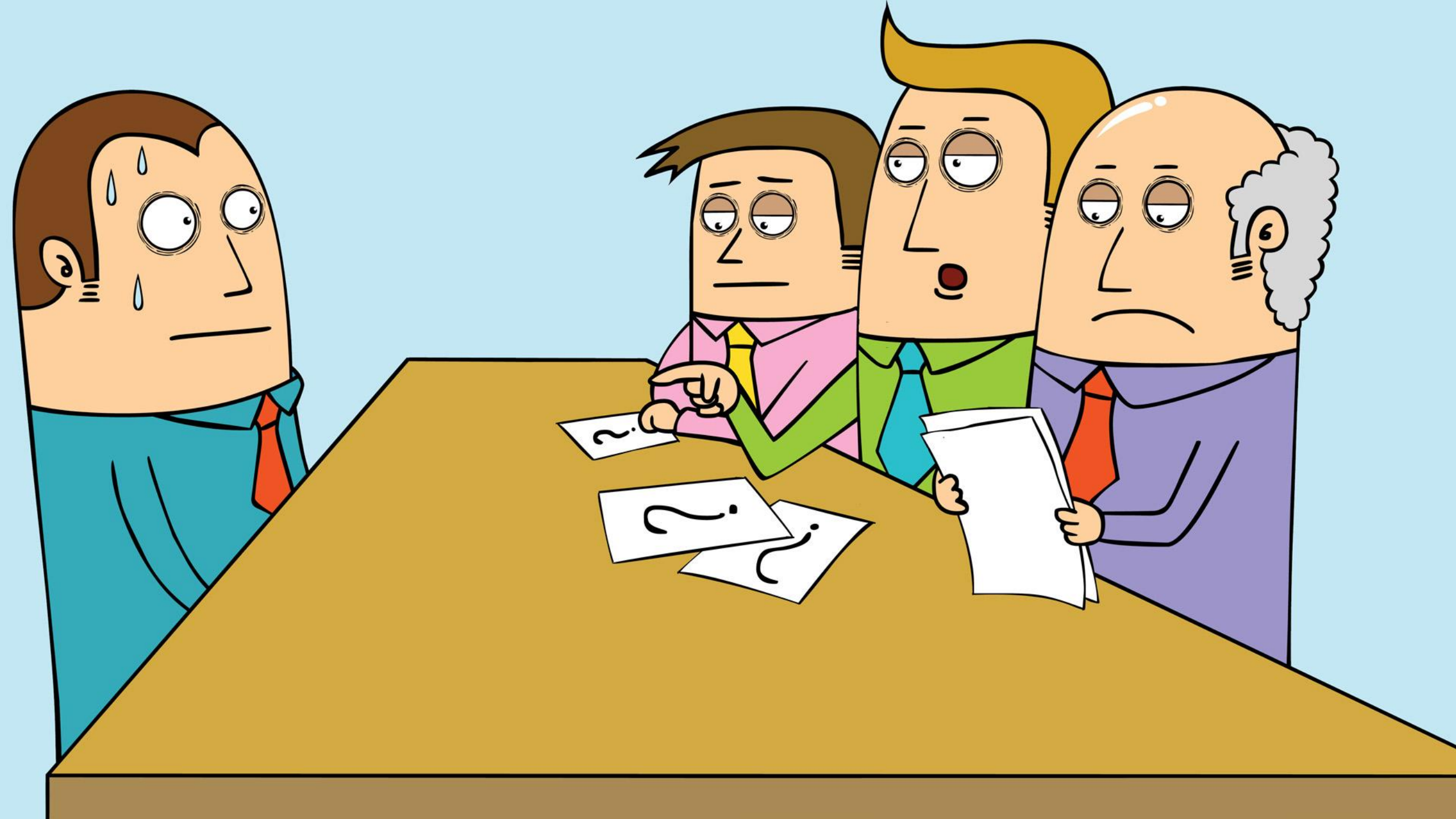


➤ Make it reasonable to:

- Follow
- Read
- Understand
- Find information

'Conclusive' Evidence





Conversations Matter

**INTERPRETATION OF A STANDARD &
THE USE OF A PARTICULAR PROOF OF
COMPLIANCE**

TOFSMSDCRIALINGBBIKICIA
LNWPHZH KWRFIBHUZTVTB
DGGZLFOUJELTRAQOOLGEHR
SSALTBYMYBYBASSTTWICF
WVHUNODZDRIPRVE
RECOMMENDATIONS
VWDNCCNRTBEPPENNFDTV
WAZMZBRTHEYEHWIGNE
SGM PWKEMV TASPMGEHT
VSKYFIRYDALPAGUVPPEBA



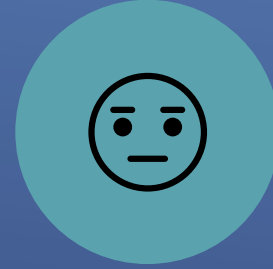
ACCREDITATION



PROVISIONAL
ACCREDITATION



NO



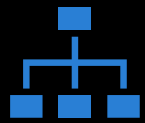
NEUTRAL

POSSIBILITIES





Success oriented but not a “rubber stamp.”



Assessors should attempt to work with an agency, but it is the responsibility of the agency to do the work, not the assessor.



Is a cooperative effort between the agency and assessors to work together toward the goal of achieving accredited status for the agency





ASSESSMENT & COMPLIANCE

- Responsibility of the Team Leader
- Focus of Assessment Team Report
 - Brief history of agency is permissible
- Submitted to Accreditation Program Coordinator within 15 days of the accreditation assessment



Current
Certificate

Date listed



Initial
Accreditation
Assessment

Date of last
day of on-
site

AWARD DATE



- Valid for 36-months
 - Re-assessment required to maintain status
- Annual Compliance Survey

ACCREDITATION REQUIREMENTS

ANNUAL COMPLIANCE SURVEY

- Required in order to maintain accredited status
- Calendar reminder; it is not the responsibility of PCPA to notify you of its due date
- Within 30 days of anniversary date, no earlier



F.Y.I.

Things worth knowing

- The Chief Executive Officer, or their designee, and the Accreditation Manager must attend the scheduled Pennsylvania Law Enforcement Accreditation Commission meeting in which their initial accreditation report will be read, reviewed, and considered by the Pennsylvania Law Enforcement Accreditation Commission.

INITIAL ACCREDITATION

- The Pennsylvania Law Enforcement Accreditation Commission uses a Consent Agenda method to vote on routine re-accreditations.
 - A member can object to one or more reports being considered on the Consent Agenda; the report will be removed and placed on the regular agenda.
 - When this occurs, the Chief Executive Officer, or their designee, and the Accreditation Manager must attend the scheduled Pennsylvania Law Enforcement Accreditation Commission meeting.

CONSENT AGENDA

- A single six (6) month extension is permitted and can be authorized by the Accreditation Program Coordinator
 - The request must be made promptly to allow for adequate review
- Only one (1) extension may be granted per accreditation cycle

EXTENSIONS

- Any subsequent extensions in future assessments must be sent to the Accreditation Program Coordinator, who will forward them to the Pennsylvania Law Enforcement Accreditation Commission for review.
 - The Chief Executive Officer, or their designee, and the Accreditation Manager must attend the next scheduled Pennsylvania Law Enforcement Accreditation Commission meeting when the extension request is on the agenda.

EXTENSIONS

- Your initial assessment date remains your agency's re-accreditation date, even with an extension and a successful re-accreditation

EXTENSIONS



- Waiver available for two (2) different reasons:
 - Compliance must be IMPOSSIBLE:
 1. Conflict with Collective Bargaining Agreement
 2. Local Ordinance
 - **NOT** because an agency does not want to have to address it

WAIVER FROM COMPLIANCE

WAIVER FROM COMPLIANCE

- Request for Waiver submitted to Accreditation Program Coordinator before assessment
- The Chief Executive Officer, or their designee, and the Accreditation Manager may be required to attend the next scheduled Pennsylvania Law Enforcement Accreditation Commission meeting when the waiver request is on the agenda
- It may take as many as 90 days for approval/denial



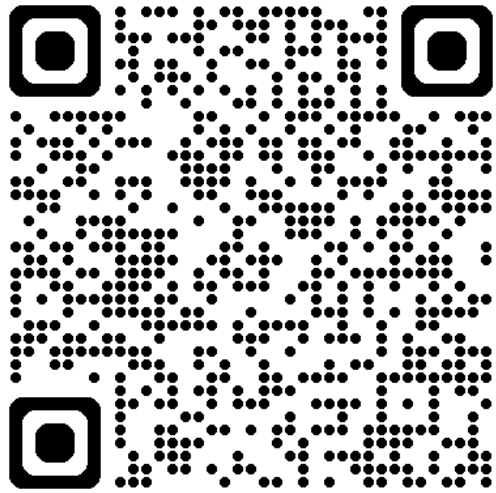
MERGER

- There are four options available for agencies that are merging; reference the Administrative Manual for more information.

REVIEW

- Standards and their subsequent requirements are reviewed, revised, and in some cases reinterpreted for clarification every year, though sometimes more often.
 - How do you find out?
 - Pennsylvania Police Accreditation Coalition
 - Content Hub





- James Adams
 - Accreditation Program Coordinator
 - jadams@pachiefs.org
- Sara Feaser
 - Accreditation Administrative Assistant
 - sfeaser@pachiefs.org

WHO TO CONTACT



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WANT TO LEARN MORE?



FINAL THOUGHTS



ANY

QUESTIONS

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