

## Comprehensive Model for Police Advanced Strategic Support (COMPASS)

Positive and supportive agency administrators - Positive organizational environment

Pre-hire psychological assessment independent of police staff psychologist

Agency commitment to *staff psychologist* and *peer support team* concepts

*Early involvement of staff psychologist*  
(1) Establishes psychologist/officer relationship  
(2) Breaks down “shrink” stereotype  
(3) Stigma reduction for seeking help

***In-service recruit academy:*** staff psychologist presentations -stress inoculation, critical incident protocol, preparation for FTO program, PATROL, function of peer support team, role and responsibilities staff psychologist, and other relevant topics

***Psychologist and Training/Recruit Officer Liaison (PATROL) program:***  
Trainee officer meets with psychologist at least once per Field Training Officer (FTO) training phase. PATROL is independent of FTO training but coordinated with FTO program. Spouse invited. Spouse program. Training, work, and non-work issues. Confidential setting. PATROL is a proactive and preemptive psychological support program for officers-in-training and their families

Enhances psychologist/officer relationship  
Continues stigma reduction for seeking help

***Police staff psychologist:*** provides (1) psychological services for employees and their families - couples counseling (2) training and clinical supervision of the Peer Support Team (3) support for peer support team members (4) critical incident protocol development, (5) coordination with other support resources, (6) liaison with other agencies, (7) Make it Safe Initiative, (8) other services as appropriate - *Employee Assistance Programs (EAP) and insurance plan community counseling services can be beneficial but appear insufficient to provide the range of support services optimal for police officers. The police psychologist is in a unique position to overcome the reluctance of many officers to seek professional support when needed*

***Preemptive programs*** - programs designed to assist officers prior to the development of difficulties - includes the PATROL program, the computer crimes child pornography investigators quarterly contact support program, Proactive Annual Check-In (PAC), and the TIP program.

***In-service presentations*** (presented periodically) - stress inoculation, health and wellness, critical incident protocol and trauma intervention program, police marriage and family issues, interacting with special populations, officer suicide prevention, interacting with suicidal persons, and other relevant topics

***Retirement preparation program*** - (1) Practical issues (financial, etc), (2) Psychological and emotional issues  
(3) Departing the police role, (4) Family and other social issues

**Peer Support Team (PST):** comprised of officers and others trained in peer support and functioning within written policy and operational guidelines:

- (1) Structured with Coordinator, Clinical Advisor, or Clinical Supervisor
- (2) Clinical supervision and “ladder of escalation” (referral, advisement, and immediate supervision when needed)
- (3) Monthly in-service training and group supervision
- (4) Integral part of staff psychologist pre-emptive and intervention programs
- (5) *Major concepts* - interest, commitment, credibility, clinical supervision, confidentiality and limits, limitations of peer support, remaining within the boundaries of PST training, referral, special programs, and reach out

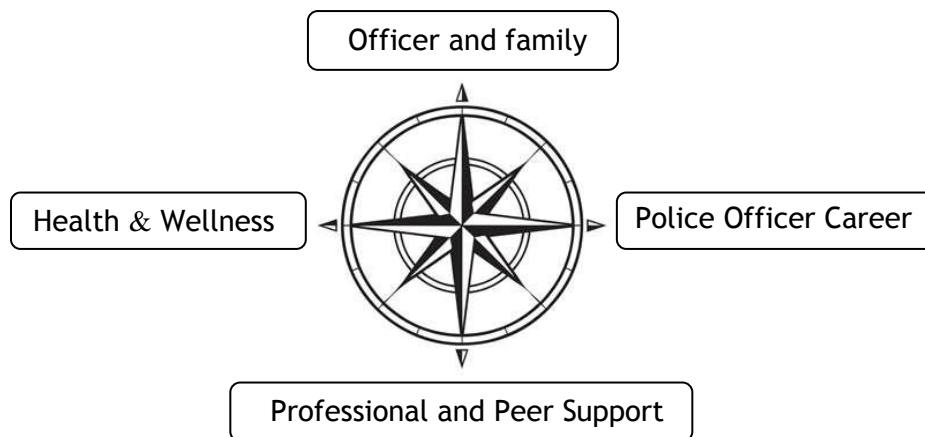
**Spouse and family programs:** specialized programs involving the PST and police psychologist designed to support the spouse and family members of police officers, couples and marriage enhancement programs and presentations

Peer Support Team Brochure  
Peer Support Team Newsletter  
PST shift briefing programs  
PST debriefings - interventions  
PST poster information

**Police staff psychologist and peer support team members:** the police psychologist and uninvolved members of the peer support team are made available to officers involved in *supervisory inquiries* and *internal investigations* - this information is specified within the officer-advisement investigative documents

**Transitional adjustment support:** when officers retire, resign, or are terminated they are eligible for three visits with the staff psychologist beyond their employment

**Retiree programs:** programs for officers that retire from the department in good standing that offer volunteer opportunities, occasional or periodic social activities, and other meaningful continued involvement with the agency - recognition for years of service to the department and community



**COMPASS: Helping police officers to find their way.**