CompStat360 Basics

What is CompStat360?

CompStat360 is a modernized police performance management approach that represents the next generation of CompStat. It seeks to leverage the strengths of the traditional approach to CompStat while developing a more advanced management tool that collects the data most important to law enforcement agencies and the communities they serve. Developed by the Vera Institute of Justice and the Police Foundation, the CompStat360 model is driven by a strategic and continual learning approach so that communities and policing agencies can problem-solve, adjust their practices, and make mid-course corrections to optimize results and minimize adverse impacts. It emphasizes active police-community collaboration; appropriate responses to community problems; strategic problem solving; and continual follow-up on police effectiveness and community satisfaction.

CompStat360 Dimensions and Goals

CompStat360's framework is comprised of three dimensions which are designed to be of equal importance to demonstrate the interconnectedness of public safety concerns and police efforts. This reinforces the idea that an agency's ability to perform successfully within one dimension should not come at the expense of the others; quality policing requires a balance of all three.

Each goal is measured by metrics that are adaptable to agency and community specific needs and priorities. The data from these measures are assessed and problem-solved via CompStat360 meetings, which emphasize policing strategy rather than tactical decisions. CompStat360 utilizes a process of data scanning, problem identification, problem solving, and lessons learned. In this way, CompStat360 promotes effective, efficient, and evidence-based policing, and fosters the co-production of public safety between police and community members.
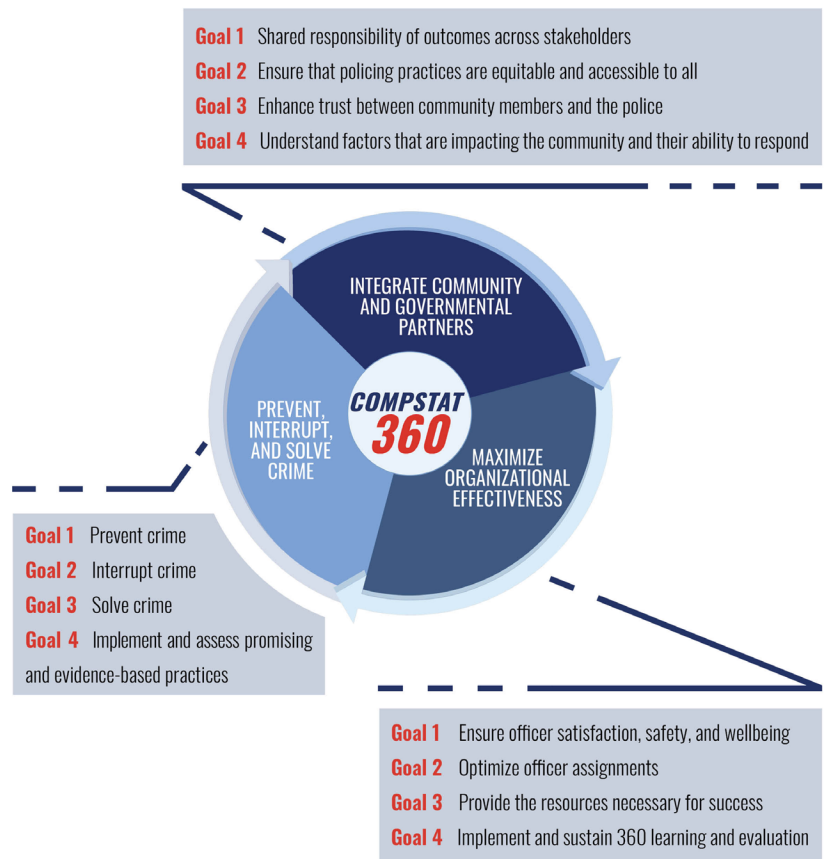
Why Implement CompStat360?

While the traditional CompStat model is a valuable tool for law enforcement, its sole focus on measuring and directing responses to serious crime can limit police agencies' ability to comprehensively address problems. Moreover, it neglects important indicators such as officer safety and wellness, community satisfaction, and clearance rates, all of which can have unintended negative effects on organizational effectiveness and community relations.

Through the implementation of CompStat360 police agencies are able to incorporate a wider range of metrics into their measurement and management approaches, with the goal of more effectively delivering and assessing quality policing. It also provides a role for law enforcement, the community, and other governmental partners and stakeholders to co-define public safety priorities, jointly problem-solve, and achieve safety-related goals.

Overall, CompStat360 is a strategic approach that supports, fosters and informs problem-solving in policing. Compstat360 enables law enforcement agencies, and other government partners, along with community members, advocates, and other community-based service providers to better understand their interrelations and collaboratively identify, prioritize, and solve problems. CompStat360 leverages the widespread CompStat model employed by law enforcement for decades to address significant crime and safety concerns with accountability, structure, and creativity. This multi-level approach provides the foundation for the next generation of CompStat.

Figure 1: CompStat360 Dimensions and Goals

Goal 1 Shared responsibility of outcomes across stakeholders
Goal 2 Ensure that policing practices are equitable and accessible to all
Goal 3 Enhance trust between community members and the police
Goal 4 Understand factors that are impacting the community and their ability to respond

INTEGRATE COMMUNITY AND GOVERNMENTAL PARTNERS

COMPSTAT 360

PREVENT, INTERRUPT, AND SOLVE CRIME

MAXIMIZE ORGANIZATIONAL EFFECTIVENESS

Goal 1 Prevent crime
Goal 2 Interrupt crime
Goal 3 Solve crime
Goal 4 Implement and assess promising and evidence-based practices

Goal 1 Ensure officer satisfaction, safety, and wellbeing
Goal 2 Optimize officer assignments
Goal 3 Provide the resources necessary for success
Goal 4 Implement and sustain 360 learning and evaluation

Strategic Problem Solving

CompStat360 provides an opportunity for the management of agency resources, priorities, and responses to evolve and incorporate a wider variety of concerns and input regarding public safety issues. Problem solving occurs at every level of the CompStat360 process and emphasizes analysis to ensure that the impact of any attempts to address crime issues are reviewed and adjusted accordingly. To do this, CompStat360 calls for a "Rule of Three" to be used, inclusive of each of the three dimensions and as reflected in the model. The Rule of Three requires that at least one measure from each goal be selected to serve as the basis for assessing performance in addressing the problem identified. This is done to ensure that an organization does not continue with a strategy that may be effective in reducing a crime problem, but have grave consequences for agency morale or budgets, or the same for community trust and relations.

As agencies scan data and apply this analysis to the dimensions, neighborhood and street-level problem solving between law enforcement, community organizations, and relevant public or private sector stakeholders will promote inclusive priority setting and contributes to a bottom-up approach and feedback loop. Problem solving also promotes organizational learning and collaboration at the organizational management level as strategies for addressing priority issues are inclusively developed, reviewed, and managed across relevant stakeholders. Finally, the implementation of the problem-solving strategy becomes a reality when line officers work in their communities. One of CompStat's acknowledged strengths is its adaptability. Its format and structure, as well as the data collected and shared, can be modified to fit local contexts and priorities. Although CompStat is often seen as a meeting, in reality it is much more dynamic: CompStat refers to the performance management framework of a police department, and includes tools such as physical in-person meetings, virtual data visualization systems, trainings and other resources. These tools take on various forms, and may or

may not be open and accessible to the public, depending on the department. By allowing officers and management to engage with police data in physical and virtual environments, CompStat promotes transparency and accountability throughout police departments.
Figure 2 displays the problem-solving approach of CompStat360.

CompStat360 Meeting

Traditional CompStat meetings, wherein commanders brief executive staff on current trends in the volume of serious crimes known to the police and enforcement strategies applied to address them, are typically formal, expensive, and difficult to quantify in terms of effectiveness. Many agencies have already introduced innovation into these meetings: some are open to the community; some feature specialized meetings addressing specific community problems; and some have experimented with modified formats. CompStat360 provides a research-informed approach to running these meetings in order to maximize their effectiveness.

Scan Data and Apply to Dimensions

Determine Priority Issues and Goals

Organizational Management

Organizational Learning and Collaboration of Problem Solving Strategies

Police Engagement in Community

Figure 2: Strategic Problem Solving