

Oklahoma City Police Department Strengthens In-Service Training Compliance and Accountability with Acadis



Organization: Oklahoma City Police Department (OCPD)



Sworn Personnel: 1109 officers (Budgeted for 1235)



Coverage: 700 square miles and over 2,500 reporting districts



Primary Use Cases: Post-academy in-service training tracking, compliance reporting, and command-level visibility + basic academy class scheduling

Background

The Oklahoma City Police Department (OKCPD), the largest law enforcement agency in Oklahoma with 1,109 sworn officers, is responsible for managing complex annual training and compliance requirements which are governed by state mandates. The state standards and training agency—Oklahoma Council on Law Enforcement Education and Training (CLEET)—mandates that each officer complete at least 25 hours of annual training, including firearms qualification and training on specific topics including mental health, sexual assault, and missing persons.

The Challenge

Before adopting Acadis, OKCPD tracked training records using a series of outdated systems, including Excel spreadsheets, which made training records difficult to organize, retrieve, and validate. The outdated systems created challenges in maintaining accuracy, ensuring compliance, and responding efficiently to audits and reporting needs.



“When I first got here, our training records were in the stone age.”
— **Master Sergeant, Oklahoma City Police Department Training Administrative Unit**

The “stone age” processes included compiling and reconciling training documentation from hand-written paper copies, spreadsheets, and legacy tracking tools that made it difficult to confidently validate records at scale. Additionally, the manual and fragmented processes created the following challenges:

- More opportunity for human error with manual process and hand-written deciphering
- Identifying officers at risk of missing annual requirements before deadlines
- Operational burden of pulling officers off the street to complete training mandates
- Lack of clear accountability across officers, supervisors, and command staff—especially when questions arise that require fast, defensible documentation

The Solution

In 2018, OKCPD transitioned to Acadis, transforming how training is managed across the department. By centralizing training records and standardizing reporting, Acadis enabled the training team to streamline workflows, improve data accuracy, and gain confidence that officers consistently meet state requirements.



“It gave us confidence that our officers were meeting state requirements and that we could quickly respond to audits or questions about compliance.”

— Master Sergeant, Oklahoma City Police Department Training Administrative Unit

With Acadis, OKCPD was able to accomplish the following:

1.

Deliver Mandated Training Online to Reduce Disruption

OCPD began delivering select CLEET-mandated topics via Acadis LMS as online training—which can be delivered asynchronously, allowing officers to complete the training at their convenience and without the department needing to tie up classroom space or pull large numbers of officers off duty.

2.

Stay Ahead Of Year-End Compliance Risk

With an annual training window that runs January 1 through December 31, the Training Administrative Unit uses Acadis reporting to proactively identify officers at risk of non-compliance. As the Master Sergeant put it, “When December approaches, Acadis makes it possible to quickly see who is close to ‘not making it’ and intervene before deadlines hit.”

3.

Streamline CLEET Reporting With Advanced Data Exports

OCPD leverages Acadis Advanced Data Exports to reduce the burden of completing state reporting steps. The Master Sergeant described that Acadis data fields can be aligned to CLEET’s spreadsheet format to make it easy to move data between systems and complete the reporting process efficiently.

4.

Build Accountability From Officers To Command Staff

For OCPD, “accountability” is not just a training-team function—it’s an entire organizational function. The Master Sergeant emphasized that Acadis helps build accountability across:



Officers

Who can see what training they’ve completed and what remains



Supervisors

Who can review subordinate records and help ensure training is assigned and completed



Majors and Captains

Who can quickly answer questions like “who has (or hasn’t) attended this training” and access this information in real time

The Results

OCPD’s training team supports a large, complex public safety organization, where readiness and compliance go hand-in-hand. By focusing Acadis on in-service tracking and reporting, they’ve strengthened the department’s ability to:

Achieve faster, more confident compliance management

By moving from spreadsheets and manual reconciliation to Acadis reporting, OCPD can more quickly validate progress toward annual CLEET requirements and identify gaps before they become compliance problems.

Reduced operational impact for select training topics

Online delivery for mandated topics helps OCPD meet requirements without over-relying on in-person sessions and disrupting officer scheduling and coverage for its 700 square miles and over 2,500 reporting districts.

Stronger documentation and accountability

When requests do come in—whether for internal review or external scrutiny—Acadis enables the leadership team to pull an officer’s training record quickly, including date ranges and training completion history. From probationary officers through command staff, everyone has better visibility into training compliance.

Today, Acadis gives OCPD a single, trusted source for in-service training records to help the department stay ahead of CLEET requirements, reduce the operational strain of mandated training, and strengthen accountability at every level. With clearer visibility into who is compliant, who needs support, and what documentation is available when questions arise, OCPD can focus less on tracking and reconciling data and more on maintaining readiness and serving its community with confidence.

