

**Ohio Association of Chiefs of Police  
Advisory Services**

**STEPS TAKEN BY OHIO ASSOCIATION OF CHIEFS OF POLICE (OACP) TO  
ASSURE INTEGRITY OF THE PROCESS**

1. LEAD Consultant recommended by OACP - CLIENT has final approval.  
(Biographic information provided by OACP)
2. Assessment Team recommended by OACP - CLIENT has final approval.  
(Biographic information provided by OACP)
  - a. Consultants from throughout Ohio
  - b. Team would not be from local area
  - c. Recommend biographic information be posted for review.
  - d. Any concern about a team member - they are replaced.
3. Candidates are provided identical information - Level playing field required.
4. For the Assessment Center:
  - a. All candidates in civilian clothing
  - b. All candidates are identified by letter or number with photo taken to serve as identification key.
5. Each of the three assessors rates each candidate independently for each exercise.
6. All Leads will use the benchmarks and forms provided and follow the Advisory Services process which will be incorporated into the Toolkit. A score sheet for each exercise has been developed and assists assessors in making certain each candidate is scored in a uniform manner.
7. At the end of each exercise the assessors will compare scoring and if a major difference exists, discussion occurs to identify why there is a difference.
8. At the end of the Assessment Center, a session is provided for the candidates to be debriefed and any questions are addressed. This is a very general session. No specific information relative to candidate performance is provided here. The client may desire the assessment team to provide feedback to candidates on their performance. This usually takes an additional day, depending on number of candidate, but is useful for career development of individual officers.
9. In the final written report, all references to candidates are made by letter or number.
10. In the final written report, the client is provided with the numeric score of each candidate. If the client desires, the strengths and areas for improvement of each candidate are also provided in the final written report.
11. The Advisory Services Policy Committee provides continuous oversight of OACP Assessment Centers.