

PCOB Action Planning Process (abridged version)
 Proposal Submitted by Abha Thakkar of Mosaic LLC

End Product

Police Civilian Oversight Board 3-Year Action Plan, including:

- Capacity assessment
- Board goals & overarching work plan
- 3 Committee Work Plans
 - Key projects and tasks
 - Output, Outcome and Impact Measures - how will we know if we are successful?
- Clarification of Roles
 - Delineation of work between OIM and the Board
- Resources needed for plan implementation (money, relationships, trust, learning, time)

Activity	In-Person / Zoom	Hrs
Set 3-Year Goals with PCOB - 1.5-hour meeting with PCOB		
Late March 2026	Zoom	3
	Abha meets with the whole PCOB to assess current state of PCOB, revisit the board's charge, reaffirm charge of each committee and set higher level goals and expectations together for the next 3 years	
Develop Strategic Priorities and Work Plans at 4-hour Retreat		
April 2026	In Person	8
	Abha designs retreat where PCOB members <ul style="list-style-type: none"> ● Brainstorm possible project areas <ul style="list-style-type: none"> ○ Identify what's already been started? ○ What's on the docket? ● Assess possible projects through the lenses of what's required, timely, important, and most impactful ● Assess Capacity - how many hours does the committee have available to work on these tasks? ● Prioritize and map out the key projects for 2026 (commitment), 2027 (estimate), 2028 (aspirational) ● Identify what's needed to accomplish this plan: learning, training, relationships, time, trust, healing, budget 	
April or May 2026	Meet with Board chair, staff and committee chairs to review retreat output - 1.5 hour meeting (Zoom)	
April or May 2026	Abha shares notes and summary with PCOB staff and leadership for implementation	

Other possible activities not included here:

Follow-up in the summer/fall with committees / committee chairs on progress

Follow-up in early 2027 for assessment and plan revisions based on emergent conditions

Restorative circle(s)

Facilitation training/tools for committee chairs