

The Roca **IMPACT INSTITUTE**

IN MEMORY OF JAMES E. MAHONEY

REWIRE⁴ by Roca

“On the job, it helps me not to prejudge, to slow things down -- don't react prematurely. At home, I don't fly off the handle; I am aware of my ‘small brain thinking.’” Chelsea PD Officer -- ~2 months after completing Rewire4

“This was one of the best training courses I have ever been to. I hope to see it integrated into in-service throughout the state. It is not like any of the normal, cheesy, unrealistic ideas cops will squawk about. It's real and valuable.”

Unsolicited comment from Boston Police Officer after completing Rewire⁴.

December 9, 2022

Since January 2022, **over 480 officers** from 18 agencies have participated in Rewire4 – a one-day training with a six month texting follow-up for police and corrections officers that provides four simple tools to enhance their health, wellness and resilience. In turn, it reduces negative interactions with the people officers interact with at work and in their personal lives.

Roca, in partnership with Massachusetts General Hospital, developed *Rewire – CBT Skills for Living*, a flexible, trauma-informed approach to cognitive behavioral theory (CBT) skill building to train frontline staff to deliver CBT to the highest risk young people. Rewire4 is an adapted version of this approach, designed to meet the unique needs of police and corrections. The course introduces officers to the basics of brain science, describes how trauma impacts behaviors and life-long patterns, and provides four actionable skills grounded in the science of behavior change. The court-appointed monitor of the US DOJ's consent decree with the Baltimore Police Department has approved this program as part of the required training in behavioral health, community policing, and use of force.

Each officer has completed surveys before and after the class that seek insight into their change in knowledge around brain science and the impact of trauma, their comfort with the skills taught during the training, whether the training increased their empathy for others, and whether they would recommend the class to fellow officers. Additionally, we have interviewed ~5% of the officers between two and four months after they completed the training to understand whether and how Rewire4 has continued to have impact and are working to schedule additional interviews. A formal evaluation will be implemented in 2023.

THINK DIFFERENT. DO DIFFERENT.

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Post training survey results¹:

- **98%** of students "strongly agree" or "agree" that they would recommend the course to a colleague
- **97%** "strongly agree" or "agree" that they will practice Rewire4 in their personal lives *and* at work
- **98%** "strongly agree" or "agree" that the course allows them to better empathize with others
- **99%** of students "strongly agree" or "agree" that they are comfortable trying at least one – and typically all – of the four skills

Results of Interviews Conducted 2 to 4 Months after Rewire⁴.

- **23 of 23** said that they would recommend the class to other officers.
- **17 of 23** reported it increased their empathy for others. The others said that they were already empathetic, so they did not believe the class impacted them in that way.
- Most officers value the text follow ups and many suggested that the Rewire4 be integrated into regular in-service training, roll calls and/or academy class.
- **22 of 23** said that they were using Rewire4 at home or at work.

¹ Survey results have been tabulated for 478 of the 488 Rewire4 participants who completed the training as of November 30, 2022. Not all participants completed the survey.

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Selected representative comments from officers:

- **“I don't get angry as quickly. I use this both as a shift commander and as father of three daughters.”** Chelsea, MA PD, ~2 months after completing training
- Asked why he would recommend the class, one officer responded: **“It makes you reflect. The best thing we can do is think before we act.** Think about the best outcome. We often work at such a fast pace we allow ourselves to be guided by our emotions.” Baltimore, MD PD, ~2 months after completing training
- One Chelsea, MA PD officer and Rewire4 graduate said to a trainer as the trainer went to teach another cohort of officers: **“That’s great. I really use that s**t.”**
- **“All PDs, Corrections, anyone who services the community should participate in this training.”** Holyoke, MA Police Officer
- **“I am able to use the tools & skills in my personal/day to day to help me be a better father, husband, and friend.”** Northeastern University PD
- "Where has this training been all my life?" Senior Baltimore, MD PD Officer
- **“I’m using my CBT. You can rewire your brain, you know.”** Chelsea, MA PD Officer describing what he said to his girlfriend when asked why he does not get angry so much anymore.
- **“I think it was done well, the instructors [all police officers themselves] were very knowledgeable and relatable, and gave personal stories to better explain how to put these new skills to work.”** Boston, MA Police Officer
- Rewire4 **“makes you aware. In some of the situations I have been involved with in the past, I looked back and saw that I could have handled differently – Monday morning quarterbacking. Rewire4 lets you be a “now quarterback”.** Chelsea, MA PD Officer
- Asked what they learned in the class: **“Take time to understand that you are not the problem and something else within a short time or over a period of time may have triggered the person you are dealing with.”** Northeastern University PD Officer

Participating Departments:

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Massachusetts

- Boston PD
- Cambridge
- Chelsea PD
- Essex HOC
- Hampden HOC
- Holyoke PD
- Lawrence PD
- Lynn PD
- Middlesex HOC
- Northeastern University PD
- Revere PD
- Somerville PD
- Suffolk County PD
- Tewksbury PD
- Winthrop PD

Maryland

- Baltimore City PD
- Baltimore County PD

New York

- NYPD

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