



Principis Group, Inc.  
Body-Worn Camera Program Strategy, Governance and Training

## Readiness Assessment Overview

### Purpose of the Readiness Assessment

The Body-Worn Camera Governance Readiness Assessment is designed to help agencies understand **whether their current body-worn camera program is governed in a way that is defensible, sustainable, and scalable.**

As body-worn camera programs mature, risk increasingly resides not in whether cameras are deployed, but in how footage is reviewed, how supervisory decisions are made and documented, and how oversight is applied across the organization. The Readiness Assessment evaluates these governance mechanisms before agencies pursue new tools, training, or program changes.

The assessment is not a compliance checklist and is not designed to evaluate individual incidents or personnel. Its purpose is to evaluate **organizational readiness** for effective governance.

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### Why a Readiness Assessment is Necessary

Many agencies pursue solutions—technology, training, policy revisions—without first understanding their existing governance capacity. This approach often increases risk rather than reducing it.

A Readiness Assessment helps agencies:

- Identify governance gaps before they become failures
- Understand how review practices function across the organization
- Evaluate whether supervisory expectations are clear and consistent
- Assess documentation quality and defensibility
- Determine whether agency-level oversight mechanisms are sufficient

Assessment is not delay. It is risk management.

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## **What the Assessment Evaluates**

The Readiness Assessment examines governance across six core areas:

### **1. Supervisory Review Practices**

- How footage is reviewed
- Who reviews it and when
- Expectations for review depth
- Consistency across units and supervisors

### **2. Documentation and Decision-Making**

- How supervisory conclusions are recorded
- Whether documentation explains judgment and rationale
- Alignment with legal and oversight expectations

### **3. Policy–Practice Alignment**

- Whether policy reflects actual review practices
- Where informal practices have replaced formal expectations
- Areas of ambiguity or inconsistent interpretation

### **4. Agency-Level Oversight and Compliance Monitoring**

- Whether supervisory review is monitored at the agency level
- Visibility into review trends and systemic risk
- Existence of audit or quality-assurance mechanisms

### **5. Organizational Capacity and Scalability**

- Review workload realities
- Supervisory bandwidth
- Ability to sustain governance as video volume grows

## 6. Technology and Governance Readiness

- How existing technology supports or complicates governance
  - Readiness for AI-assisted review tools
  - Human-in-the-loop oversight considerations
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### What the Assessment IS NOT

- Evaluate individual officers or supervisors
- Investigate specific incidents
- Function as an internal affairs review
- Serve as a vendor comparison or procurement tool
- Replace command authority or professional judgment

The assessment focuses on **systems, not people**.

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### How the Assessment Is Conducted

The assessment typically involves:

- Structured intake questions
- Review of selected policies and governance documents
- Discussions with leadership and key stakeholders
- Evaluation of review workflows and documentation standards

The scope is tailored to agency size, structure, and mission.

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### Assessment Outcomes

At the conclusion of the Readiness Assessment, agencies receive:

- A clear description of current governance strengths
- Identification of governance gaps and risk areas
- Observations regarding consistency, documentation, and oversight
- An assessment of organizational readiness for governance reform
- Recommendations for next steps, if appropriate

The assessment does **not** prescribe solutions. It provides leadership with the information needed to make deliberate, informed decisions.

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## How the Assessment Is Used

Agencies use the Readiness Assessment to:

- Determine whether governance reform is necessary
- Prioritize areas for improvement
- Inform decisions about training, policy, or technology
- Establish a baseline for future governance work

Some agencies proceed to governance design or implementation support. Others use the assessment solely as a diagnostic tool.

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## Why Principis Group

Principis Group approaches readiness from a governance perspective, not a technology or compliance perspective. We do not sell body-worn camera systems, represent vendors, or promote specific tools.

Our focus is on helping agencies understand how their body-worn camera programs function as governance systems—and whether those systems are defensible at scale.

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## Key Principle

The Readiness Assessment does not tell agencies **what decisions to make**. It helps agencies understand **how decisions are currently being made and governed**.

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## Next Step

Agencies interested in a Readiness Assessment are invited to submit a request for review. Submissions are evaluated to determine scope and appropriateness before any engagement proceeds.