



International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

2012 MINI REPORT

AGENCY NAME: California POST	
DIRECTOR Paul A. Cappitelli	TELEPHONE: (916) 227-2803
WEB SITE ADDRESS: www.post.ca.gov	
TOPIC: 2011/12 California POST Highlights	

Fiscal Year 2011/12 has been both challenging and successful for California POST. Currently POST employs 35 law enforcement consultants and 90 support staff. Our client base consists of 615 state and local agencies that employ over 90,000 peace officers, reserve officers, dispatchers and records supervisors. There are over 5,700 certified courses, presented at over 800 training venues throughout the state. Since its inception in 1959, POST has been supported by fines and forfeitures, receiving no California General Fund revenues. Our annual budget, from all revenue sources is approximately \$61 million. We expend approximately \$15 million on administrative overhead; the balance is distributed to the field through research and program development costs, training contracts and training reimbursement to local agencies.

I preface this report with the above information so all of our IADLEST members will understand a little bit about the size and scope of our program. I would also like to say how much we benefit from our association with IADLEST by sharing what we develop and from receiving new ideas from all of you. My staff and I will always be committed to sharing any research or programs that could save peace officer lives and advance professionalism in law enforcement.

In the interest of brevity, I have selected just a few of the projects and issues that have consumed our time in the past year. Please see me personally at the conference if you would like to discuss any of the projects mentioned herein.

Challenges:

As most of you know, California POST has been dealing with the aftermath of a Basic Academy cheating episode that erupted in Southern California in 2010. A subsequent investigation revealed that “study guides” containing standardized and validated basic academy test questions had been developed and circulated among successive classes at one academy, and ultimately found their way to other academies within the state. This discovery led to a number of instructors and students being sanctioned (disciplined or terminated) and the revelation that our automated testing system (known as TMAS) needed to be redesigned to minimize the chance of future cheating incidents. When the redesign is completed, later in 2013, POST will have spent over \$3 million to protect future classified testing material and provide a testing platform that will support other controlled, high stakes examinations.

In addition to redesigning our testing platform, we have proposed legislation that would make cheating on law enforcement academy examinations a violation of law with a civil consequence.

Our original proposal called for this violation to be a misdemeanor with up to 1 year in jail and a lifetime disqualification from California law enforcement service. Once the special interest groups and legislative got ahold of the bill, it was watered down. As we know, allegations of cheating are costly and time-consuming to investigate. However, our research and investigations have revealed that cheating scandals have rocked most major institutions in recent years, including many prominent universities and even our nation's military academies. Unfortunately, we have had more than our share these past few years.

In California, we are committed to meeting the challenge and emerging with a more secure testing methodology in the future. It is seriously disappointing that we have to address the issue of cheating in a law enforcement training environment. However, we should not lose sight of the fact that those engaging in this unacceptable behavior are small in number and that the majority of those entering our profession are bright, ambitious, ethically motivated recruits. I will keep IADLEST informed of our progress in designing a more secure automated testing system.

Successes:

- I am pleased to report continued interest in the **SAFE Driving Campaign** and the “**Below 100**” campaign. When first selected as the Executive Director of POST, in 2007, one of my goals was to do everything possible to reduce the number of officers killed and injured in preventable driving accidents. Many of you have seen presentations of research conducted by my staff and others who have joined in this effort. In April of 2012, we launched a **Safe Driving News Alert** on the POST website. The **Safe Driving News Alert** is for law enforcement executives, managers, supervisors, trainers and line staff, alike. To date, there are over 2,000 subscribers to this new offering. Together, we believe we can make a difference by advocating **SAFE Driving** practices in our business. To receive the **SAFE Driving News Alert**, subscribe at www.post.ca.gov/e-mail-alerts.aspx. We are proud of our partnership with Dale Stockton and the “**Below 100**” campaign. We believe that Dale and his trainers are truly making a difference in enhancing the safety of our nation's officers. For more info. refer to the website at: <http://below100.com/>
- Our **Learning Portal** surpassed 53,000 users in May, 2012, and is now sporting an entire new *look and feel*. With the primary focus on learner needs, POST staff met with many users to make the Portal more useful and accessible to more people. Besides the new look, the Portal also includes these new features:
 - Central image bar and simplified Search for finding products
 - “Hotsheets” that call attention to new and important items
 - Broader support of various browsers, like Chrome and Safari, and Mac users
 - Support of mobile devices, such as the iPad and mobile phones
 - “Share this” feature making it easy to copy links to products and paste them into emails
 - New-and-easier-to-use video player, plus an increased number of high quality MPEG-4 videos
 - Star rating feature, and
 - Downloading of one's online training record to a PDF file.

Users of the Learning Portal are taking advantage of free training and a wealth of information and resources. The reviews from the field have been encouraging and staff continues to monitor user comments and interactions to ensure the design decisions are effective and meeting the needs of learners.

Questions about the new Learning Portal may be directed to Senior Instructional Systems Engineer Rich Dunn, Learning Technology Resources Bureau at (916) 227-4262, or rdunn@post.ca.gov

- During January POST staff met with representatives from agencies affiliated with the **Career Pipeline Project**. The **Career Pipeline Project** focuses on developing law

enforcement agency-affiliated school-based programs as vehicles to grow the pool of qualified candidates for future law enforcement careers.

The purpose of the meeting was to begin construction of a Career Pipeline Network on the POST website. The network will function as a coordinative mechanism for affiliates, enabling agencies from across the state, and nation, who currently host or are developing school-based programs to share materials and best practices.

Affiliates of the Career Pipeline Network include:

- Anaheim Police Department's Junior Cadet Program
- California Department of Education's Career Technical Education Section
- Chula Vista Police Department's Otay Ranch High School Program
- Los Angeles Police Academy's Magnet Schools and College Programs Michael Josephson Institute of Ethics
- National Partnership for Careers in Law, Public Safety, Corrections, and Security
- Sacramento Police Department's Magnet High Schools and Proposed Charter School Programs
- San Bernardino Public Safety Academy Charter School
- San Diego Police Department's Montgomery High School Program
- Solano County Sheriff's and Chiefs' Proposed Public Safety Academy Program

Meanwhile, on Saturday, May 19, Fairfield PD and Fairfield/Suisun Unified School District hosted a "meet and greet" for the 400+ students and their parents registered for their Public Safety Academy which begins in August. The Solano County Chiefs' took the POST Career Pipeline concept, put together a partnership and, after 18-months of hard work, are ready to commence their new school program. Below are two encouraging testimonials, recognizing the progress of this project, in the State of California:

Questions regarding the Career Pipeline Project may be directed to Senior Consultant Greg Kyritsis, Center for Leadership Development Bureau, at (916) 227-2822.

- The POST Library and Research Center is pleased to announce the new design of our [online catalog](#). Interested in crowd management or the effects of the economic downturn on police budgets? Type the term "crowd management", "economic downturn", or "budgets" to get the latest material. Many electronic documents are readily available. The [Library web site](#) is built as a research tool; it is a good place to start when you have an assignment. Next steps include commercial databases which will be available to staff and students.

If you have questions, contact Supervising Librarian [Laurel Espell](#), Administration Services Bureau, at 916-227-3204 or call the [Library Help Desk](#) at 916-227-3765.

- POST hosted a **Crowd Management Summit** in San Diego on March 20 to 22, 2012. Over 350 law enforcement executives, managers and supervisors attended this three day event. The format for the summit was a series of panel presentations by Police Chiefs, City Chief Executives, experts in Technology, Legal Advisors and Mutual Aid providers.

The information sharing between the panels and the audience was outstanding and engaging. The summit also had presentations by Michael Hillmann, retired Deputy Chief of the Los Angeles Police Department and Mildred "Missy" O'Linn, Esq., to supplement information provided by the panel. Staff circulated a survey to solicit suggestions from the attendees for

the next step in the process. Questions regarding this summit can be directed to Senior Consultant Ed Pecinovsky at ed.pecinovsky@post.ca.gov or at (916) 227-4845.

In addition to the panel discussions and guest presentations, at the Crowd Management Summit, POST staff unveiled an **Incident Preparedness Assessment Tool**, currently under development by the Learning Technology Resources Bureau. This tool will give command and executive level staff the ability to analyze planning and preparedness for all hazardous incidents (e.g., natural disasters, riots, terrorism attacks, etc.), special events, or other incidents, and to identify and correct any gap identified by the tool. Features of the tool include links to available resources, examples and forms, multi-user input, task delegation, and email notifications.

The tool is currently in beta review and will be released to a limited number of agencies for pilot testing in early summer 2012. In spite of the fact that it is not yet ready for general release, POST is already getting requests for the tool from agencies trying to prepare for sporting, social and political events scheduled for this summer and fall. The tool will be available via the POST Learning Portal by the first quarter, 2013.

Questions about the Incident Preparedness Assessment Tool, or to request to participate in the pilot, may be directed to Senior Instructional Designer Catherine Bacon, Learning Technology Resources Bureau, at (916) 227-4546.

Celebration and Good-Bye:

December, 2011 was truly a “bitter-sweet” month at POST. On December 8, in San Diego, Nevada POST Executive Director and IADLEST President Richard Clark honored California POST Assistant Executive Director Mike DiMiceli with a “Lifetime Membership” in IADLEST for his lifetime contribution to IADLEST and the law enforcement profession. That was the “sweet” part; the “bitter” part is that Mike retired at the end of December, culminating a distinguished 31-year career with POST and over 46 years of service to the law enforcement profession. He will be missed at POST, but we wish him and his wife, Judy, all the best in retirement.

That is all for now. I look forward to seeing you all at the conference.

Paul A Cappitelli
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International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

2012 MINI REPORT

AGENCY NAME: Colorado Peace Officer Standards and Training	
DIRECTOR Paul D. Schultz	TELEPHONE: 303-866-4520
WEB SITE ADDRESS: www.ColoradoAttorneyGeneral.gov	
TOPIC: POST	

Colorado POST consists of 6 paid staff (Director, Deputy Director, Academy Coordinator, Certification Coordinator, Grants Manager and an Administrative Assistant). We have a volunteer staff of approximately 200 as needed command officers from throughout Colorado who advise POST through the year

We are responsible for 31 law enforcement academies, 15,000 peace officer certifications and a \$2 million dollar training grant for 11 regions throughout Colorado

Current Colorado POST projects include:

- Statewide Patrol in-service Training (paid by POST)
- Statewide Detention Officer Training (paid by POST)
- Statewide Peace Officer Suicide Prevention Training (paid by POST)
- Rural Command Staff Training (paid by POST)
- Statewide Human Trafficking Training (paid by POST)
- Statewide Ethics Training (paid by POST)

Our funding stream comes from a surcharge of 60 cents on every vehicle registration.

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2012 MINI REPORT

Police Officer Standards and Training Council	
Thomas E. Flaherty	TELEPHONE: 203-238-6505
WEB SITE ADDRESS: CT.Gov/post	
TOPIC: Consolidation	

Due to budget concerns, the Connecticut Police Officer Standards and Training Council have been consolidated into a new Department of the State of Connecticut. POSTC is now one of six Divisions within the Department of Emergency Service and Public Protection, led by Commissioner Reuben Bradford.

The six divisions are:

The Division of Scientific Services (our state Forensic laboratory)

The Division of the Police Office Standards and Training Council

The Division of State Police

The Office of Emergency Telecommunications

The Connecticut Fire Academy

The Division of Homeland Security (consisting of Emergency Management and CTIC, the Connecticut Fusion Center).

The Police Officer Standards and Training Council has maintained its independence in that the Agency still reports to a 20 member Council who advises the Commissioner of the new Department.

Staff has remained the same and the facility remains in Meriden, Connecticut.

All business office functions have been centralized in several existing units of the new department including Human Resources, Financial Management, Fleet Maintenance, Facilities Management and Information Technology.

Recruit and In Service Training continue as it has in the past along with our membership in IADLEST.

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2011 MINI REPORT

AGENCY NAME: Delaware	
DIRECTOR Robert Hawkins, Capt.	TELEPHONE: (302) 672-5455
WEB SITE ADDRESS: Robert.Hawkins@state.de.us	
TOPIC: 2011 Delaware Council on Police Training (COPT) POST Report	

During 2011, Delaware COPT, voted to join with other states to be included in IADLEST National Data base of De-Certified Police Officers. COPT certified the Delaware State Police and New Castle County Police SWAT Courses. COPT approved the raising of the minimum standards for firearms qualifications. In addition the following action was taken.

Certification of Police Recruits	73
Certification of Officers trained in other states	3
Re-Activation of Officers	5
De-Certification of Officers	16
Certification of Instructors	44
Certification of Firearms Instructors	15



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2012 MINI REPORT

AGENCY NAME: Florida Department of Law Enforcement	
DIRECTOR: Jennifer Cook Pritt	TELEPHONE: 850-410-8611
WEB SITE ADDRESS: www.fdle.state.fl.us	
TOPIC: 2012 Specialized Course: Responding to Veterans	

The State of Florida recently approved a new post basic training course to assist criminal justice officers in responding to veterans. With the increasing numbers of troops returning from combat zones, criminal justice officers are encountering military personnel with both the visible and invisible wounds of war.

The 16-hour course is designed to help officers understand the unique issues facing veterans. Officers will learn to recognize the unpredictable behavior associated with combat Post Traumatic Stress Disorder and Traumatic Brain Injury, learn how to gain rapport with veterans, and develop enhanced skills for de-escalating potentially volatile situations and working toward a successful resolution. Actual combat videos provide an understanding of the veteran's war experiences. Other videos show real encounters between officers and military personnel in distress and how the situations were diffused.

Subject matter experts for this course were selected for their clinical and/or practical expertise in this topic, including representatives from the military and the Department of Veterans Affairs.

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AGENCY NAME: Florida Department of Law Enforcement	
DIRECTOR: Jennifer Cook Pritt	TELEPHONE: 850-410-8611
WEB SITE ADDRESS: www.fdle.state.fl.us	
TOPIC: 2012 Correctional Basic Recruit Training Program	

The State of Florida is implementing a new Correctional Basic Recruit Training Program on July 1, 2012.

Florida Statutes requires that basic recruit training programs be created based on a job task analysis. FDLE followed industry standards to ensure that officers' training is both relevant and legally defensible. The design and development process for a new correctional basic recruit training program began in 2009 with conclusion in May 2012. By the end, FDLE Bureau of Training staff had conducted six regional workshops involving 169 county and state correctional officers representing 53 agencies, distributed a survey to all state and county correctional officers in which over 16,000 responded, facilitated two surveys of 512 supervisors to measure the importance of each job task, and worked with Subject Matter Experts (SMEs) to analyze the information gathered and determine which tasks should be included in the new curriculum. The tasks identified in the job analysis are the foundation upon which the new program has been developed.

To increase understanding of the job tasks and maintain job relevance throughout the development process, the staff visited 20 local and state facilities and instituted an 11-member Steering Committee to provide oversight to steps taken and decisions made. In writing the curriculum text book and instructor guide, 41 workshops were conducted involving the Steering Committee and approximately 100 subject matter experts from local agencies and training schools, who volunteered their time. Over an eight-month period, a total of 18 training academies have conducted field tests of the new curriculum. The resulting basic recruit training program is 420 hours and includes 30 hours for physical fitness training.

This is the first complete rewrite of the program since 1988. Future updates of the new training program will be based on legal and legislative updates and feedback received from new officers and their employing agencies. In keeping with agency guidelines, the job analysis will be revalidated every four years to ensure that the curriculum remains relevant to current standards and correctional officer job duties.

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AGENCY NAME: Florida Department of Law Enforcement	
DIRECTOR Jennifer Cook Pritt	TELEPHONE: 850-410-8611
WEB SITE ADDRESS: www.fdle.state.fl.us	
TOPIC: Online Training Certificate Program and Florida Criminal Justice Executive Institute	

Online Training Certificate Program

In 2008, the Florida Department of Law Enforcement (FDLE), Bureau of Professional Development, determined that the criminal justice community needed a way to attain additional training in a convenient, relevant, and affordable way. Based on this assessment, FDLE developed online training courses for law enforcement to help fulfill their 40 hour training requirement. Currently, FDLE has 17 online classes including 5 mandatory classes. On average 20,000 online training certificates are issued to members of the criminal justice community each year. In addition, FDLE is in the development stage of creating additional online trainings, including a course on human trafficking.

Accompanying the 17 online training courses, FDLE recently deployed a new Online Training Certificate System (OTCS). The intent of the OTCS system is to streamline the recording of training information and to efficiently provide for the issuance of training certificates. In addition to streamlining the process for obtaining online training course certificates; the system also reduces the costs for the respective agencies, training centers and FDLE. FDLE is committed to developing and providing quality online instruction and looks forward moving our online training program to the next level.

Florida Criminal Justice Executive Institute – Leadership Programs

In 1990, the Florida Legislature created the Florida Criminal Justice Executive Institute (FCJEI) for the purpose of providing such training as is deemed necessary to prepare the state's present and future criminal justice executives to deal with the complex issues facing the state (FSS 943.1755). The FCJEI was established within the Florida Department of Law Enforcement (FDLE), Bureau of Professional Development (BPD), and is guided by a policy board made up of 12 persons (specified in statute). The professional staff within BPD coordinates the delivery of this external training for Florida's high-level criminal justice executives, as well as law enforcement officers and criminal justice professionals throughout Florida.

Three of the major programs offered by the FCJEI are the Chief Executive Seminar (CES), designed for chief executives within agencies, meeting for three separate sessions, each one emphasizing the role of a leader; the Senior Leadership Program (SLP), a seven month leadership

& management course designed for the mid-level managers; and the Florida Leadership Academy (FLA), created to meet the need for formal training for front-line supervisors. The FCJEI also offers a series of short courses for Continuing Executive Development, which are presented in various locations throughout the State.

In 2011, approximately 220 law enforcement executives and criminal justice professionals graduated from the FCJEI leadership courses. In addition, over 760 criminal justice professionals completed one or more Continued Executive Development courses. In May 2012, the Chief Executive Seminar graduated Class 46, and each of the other leadership courses are scheduled to graduate classes in both the summer and fall of 2012.

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AGENCY NAME: Florida Department of Law Enforcement	
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WEB SITE ADDRESS: http://www.fdle.state.fl.us	
TOPIC: Computer Based Testing	

Pursuant to chapter 943.1397, Florida Statutes, all individuals must achieve a passing score on a State Officer Certification Exam (SOCE) to be eligible for certification as law enforcement, corrections, or correctional probation officers in the State of Florida. The Florida Department of Law Enforcement (FDLE) develops and administers the SOCE.

The SOCE is currently administered using test booklets and scannable forms. The exam is held at three to four locations throughout the state on a monthly basis using FDLE staff and local criminal justice officers as proctors. The answer sheets are scanned and scored at FDLE headquarters in Tallahassee, FL. Results are typically released within three to five days of the test event, and only after a thorough review of statistical quality indicators. Test booklets are destroyed after each administration to ensure the integrity of the test.

FDLE is currently working to transition the test administration process from a paper-and-pencil format to an online, computer based format. Computer based testing (CBT) will offer several advantages:

- The SOCE can be administered at or near each criminal justice training center, minimizing travel by candidates.
- The SOCE can be administered on demand, allowing training centers to schedule classes according to agency needs rather than to fixed exam schedules.
- Failing candidates can retake the exam the same day (using a different version of the exam). This will get sponsored candidates ready for duty immediately rather than remaining on payroll while unable to perform sworn duties.
- The need for local proctors will be eliminated, allowing proctoring officers to remain on regular duty at their agencies.
- The need to rent exam facilities will be eliminated.
- FDLE staff travel to administer the SOCE will be eliminated.
- Printing and destruction costs for the test booklets will be eliminated.
- Candidates will receive unofficial results immediately after the exam event.
- Official exam results will be entered into FDLE's automated training management system at near real-time, shortening the certification process for new officers.

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AGENCY NAME: Florida Department of Law Enforcement	
DIRECTOR Jennifer Cook Pritt	TELEPHONE: (850) 410-8611
WEB SITE ADDRESS: http://www.fdle.state.fl.us	
TOPIC: Basic Abilities Test	

Chapter 943.17, Florida Statutes require individuals to pass a basic abilities test (BAT) prior to entering a basic recruit training program for law enforcement or corrections. The purpose of the BAT is to ensure candidates have the aptitude to successfully complete the academic requirements of the training programs.

Currently, the Florida Department of Law Enforcement (FDLE) outsources the development and administration of the BAT to three vendors. The BAT is administered at criminal justice training centers, agencies, and colleges throughout the state of Florida. FDLE receives the test results electronically in weekly batches from the vendors.

Under direction of the Florida Criminal Justice Standards and Training Commission (CJSTC), FDLE staff has led an initiative to develop a new BAT internally. The new BAT offers several advantages:

- Faster score reporting (near real-time)
- A single standard for test content and construction
- A single standard for passing
- Test revenue will in part fund continuing training of Florida's criminal justice officers.

The new BAT has been developed and will be maintained by a team of industrial and organizational psychologists employed by FDLE. The BAT has been developed according to industry standards and is based on job analyses of law enforcement and corrections officers. The new test will measure cognitive abilities in six discrete areas:

1. Written Comprehension
2. Written Expression
3. Inductive Reasoning
4. Deductive Reasoning
5. Number Facility (arithmetic)
6. Memory

The BAT will be administered on a computer based testing system currently under procurement by FDLE. The expected volume is approximately 20,000 tests per year, although historically this volume has approached 40,000. Candidates will be restricted to three attempts in a rolling 12-month period. Contact Roy Gunnarsson at (850) 410-8672 or roygunnarsson@fdle.stat.fl.us.



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2012 MINI REPORT

AGENCY NAME: Federal Law Enforcement Training Accreditation (FLETA) Board	
DIRECTOR Gary Mitchell	TELEPHONE: 912-267-2586
WEB SITE ADDRESS: www.FLETA.gov	
TOPIC: FLETA's 10 th anniversary	

July 2012 marks the 10th anniversary of the Federal Law Enforcement Training Accreditation (FLETA) Board. Since being stood-up in 2002, the FLETA Board achieved significant progress in its key missions: to enhance the quality of federal law enforcement through a set of standards for federal law enforcement training; to administer the accreditation process for all federal law enforcement training; and to instill public confidence in federal law enforcement through compliance with the standards.

The FLETA Board awarded the first accreditation in 2005 to the Department of State. Since then, more than 60 federal law enforcement training programs and 15 federal law enforcement academies have achieved FLETA accreditation.

Once a program or academy is awarded FLETA accreditation, the agency submits yearly reports to the FLETA Board and begins the process over in preparation for reaccreditation. Reaccreditation occurs every three years and is a fresh and independent review of the academy or program to ensure continued compliance with the FLETA Standards.

Currently 15 federal academies have achieved academy accreditation:

- U.S. Air Force Special Investigations Academy
- U.S. Army Military Police School
- U.S. Coast Guard Maritime Law Enforcement Academy
- U.S. Customs and Border Protection Field Operations Academy
- U.S. Department of State, Diplomatic Security Service Office of Training and Performance Standards
- U.S. Department of Veterans Affairs Law Enforcement Training Center
- The Drug Enforcement Administration Office of Training
- The Federal Bureau of Investigation Academy
- The Federal Law Enforcement Training Centers
- The Internal Revenue Service National Criminal Investigation Training Academy
- The Naval Criminal Investigative Service Training Academy
- U.S. Postal Inspection Service Career Development Unit
- U.S. Secret Service James J. Rowley Training Center
- The Transportation Security Administration Federal Air Marshal Service Training Center
- U.S. Treasury Inspector General for Tax Administration Training Academy



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2012 MINI REPORT

AGENCY NAME: Iowa Law Enforcement Academy	
DIRECTOR Arlen Ciechanowski	TELEPHONE: 515-242-5357
WEB SITE ADDRESS: www.ileatraining.org	
TOPIC: 2012 Mini Report	

The Iowa Law Enforcement Academy is undergoing classroom renovations and general upgrades throughout our buildings that will be completed this summer thanks to drug asset forfeiture money provided by Iowa's Department of Transportation Commercial Motor Vehicle Division.

A curriculum review of our Basic Academy is currently underway and should be completed in 2013.

A new web site was created allowing for on line registrations to classes.

The Academy has started looking at our current process of reciprocity for out of state officers to achieve certification in Iowa in a more concise and modern procedure.

We have just begun the CALEA accreditation process.



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2012 MINI REPORT

AGENCY NAME: Idaho Peace Officer Standards and Training	
DIRECTOR: William Flink	TELEPHONE: 208-884-7251
WEB SITE ADDRESS: www.post.idaho.gov	
TOPIC: POST Professional Standards and Decertification	

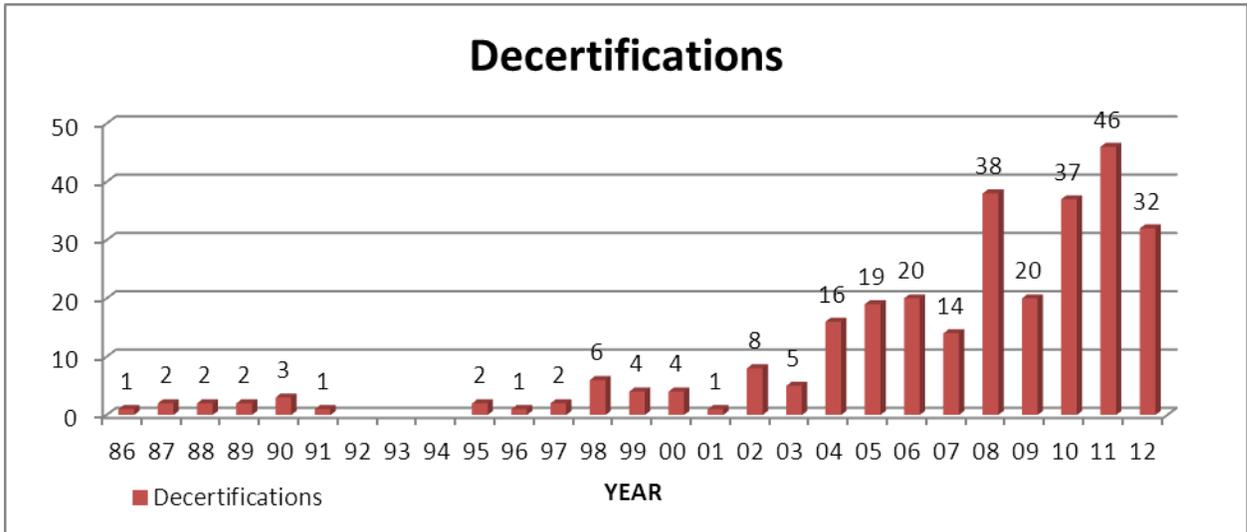
Idaho POST expanded its distribution of information to its constituent law enforcement agencies by creating a portal on its web site (www.post.idaho.gov) devoted to Professional Standards in order to raise awareness to this important topic. The Professional Standards portal includes:

- Peace Officer Professional Standards
 - *Statutory Employment Provisions*
 - *IDAPA Rule Employment Provisions*
 - *POST Council Code of Ethics*
- Peace Officer Decertification Process
 - *Decertification Statutes and IDAPA Rules*
 - *The Decertification Process*
 - *Hearings and Procedures*
- Decertification In The United States
 - *Other States That Decertify*
 - *National Decertification Database*
 - *Published Information On Decertification*
- National Decertification Database
 - *What Is The National Decertification Index?*
 - *Requests for Information From the National Decertification Index*
- Efforts To Enhance Law Enforcement Professionalism
 - *Ethics and Professionalism Curriculum Committee*
 - *Basic Training*
 - *Internal Affairs/Professional Standards Investigations*
 - *IADLEST Provisions*
 - *Idaho POST Library Portal on Ethics and Professionalism*

POST went before the 2012 Idaho Legislature to amend its decertification cause of action and due process procedures. The Law Enforcement Code of Ethics was amended to the POST Council Code of Ethics. In the Code, the words “police” were revised to “law enforcement”. This better fit Idaho’s legislative scheme, where all constituent agencies are

by Idaho Code law enforcement agencies. POST is seeking emergency rule-making to fulfill the decertification cause of action clarity.

The Idaho POST Office of Professional Responsibility is staffed by one part-time manager and utilizes twelve (12) contract investigators to investigate allegations of professional misconduct. Our case load is depicted below in calendar year. 2012 is data six month data.



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TOPIC: Funding	

As most states have experienced, FY2012 was Idaho POST's third year in revenue decline. Idaho POST, for the most part, receives funding from fines. 72% of POST's revenue comes from a \$10 fee attached to felony, misdemeanor, infractions and ordinance fines. POST went before the 2011 Idaho Legislature with a \$1.50 fee increase to the ten dollar (\$10) fee and failed in its attempt to solve a 24% decrease in revenue.

FY2012 was forecasted to see POST's revenue decline by more than 28% in revenue. POST went before the 2012 Idaho Legislature requesting a \$5 fee increase to the \$10 fee. Through the combined assistance of our governmental partners, the Idaho Sheriff's Association, the Idaho Chiefs of Police Association, the Idaho Prosecuting Attorneys Association and Idaho Counties Risk Management Program, POST was successful in receiving the \$5 fee increase.

POST now receives \$15 fee from all felony, misdemeanors, infractions and ordinance fines, making it about 80% of all POST revenue.

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WEB SITE ADDRESS: www.post.idaho.gov	
TOPIC: Distance Learning	

In 2012, Idaho began to broadcast training classes via the Idaho Educational Network (IEN) this past year. The IEN was constructed in one of our theater classrooms. The system is connected to more than 200 high schools throughout the state, and Idaho POST can connect to all of them.

Idaho POST broadcast equipment is a Tandberg System. The system allows two-way visual and vocal communication by the parties involved in the presentation. So far, Idaho POST has broadcast up to ten (10) locations at a single presentation from the POST Academy facility.

Courses presented have been:

- 2011 Legal Update
- Civil Protection and Firearms (six locations)
- 2012 Reserve Level I Officer Basic Academy (10-weeks, 3-days per week, 10 locations throughout the state). This was fourth IEN-based Reserve Academy presented by POST; the first with our own equipment.
- Teaching other law enforcement parties how to communicate on the system
- Other in-house academy training presentations

Idaho POST also purchased Adobe Connect and Adobe Presenter for computer to computer distance learning ability. This allows POST to conduct webinars with up to 30 students, two-way visual and vocal communication, with text-based communication also. The meetings feature allows POST to conduct meetings with up to 100 individuals per meeting. As of May 2012, the Adobe system is just beginning to be utilized. POST will use the system to present pre-academy training, in-service webinars, and communicate with curriculum committees, and other distance communication issues. We have produced one on-line presentation *Officer-Use of Seat Belts* which is part of our 2012 Safe-Driving Campaign.

Idaho POST also partnered with the Idaho Counties Risk Management Program (ICRPM) to provide the *EVOC-101 Web* training program, distributed by AST, to 3,500 Patrol and Reserve Level I officers in the state, free of charge. EVOC-101 Web has been incorporated into the Patrol

Basic Academy, as well as in-service training. It is our lead distance learning program for our 2012 Safe-Driving Campaign.

Furthermore, Idaho POST contracted with the Public Agency Training Council (PATC) to provide Idaho officers with a 25-webinar series on *Basic Cell Phone Forensics*, a 15-webinar series on *Advanced Cell Phone Forensics*, 5-webinar series on *Elder Abuse*, and one webinar on *Brady-Giglio: Liability In Law Enforcement*. All PATC webinars are free to all Idaho law enforcement agencies/officers.

All Idaho POST distance learning presentations can be accessed through the Idaho POST web site for 24/7 viewing, allowing officers who missed the live presentation to view the training. Access is through a secure portal, pass protected.

CONTACT PERSON William Flink	TELEPHONE 208-884-7251	E-MAIL ADDRESS William.Flink@post.idaho.gov
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International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

2012 MINI REPORT

AGENCY NAME: Idaho Peace Officer Standards and Training	
DIRECTOR: William Flink	TELEPHONE: 208-884-7251
WEB SITE ADDRESS: www.post.idaho.gov	
TOPIC: Distance Learning	

In 2012, Idaho began to broadcast training classes via the Idaho Educational Network (IEN) this past year. The IEN was constructed in one of our theater classrooms. The system is connected to more than 200 high schools throughout the state, and Idaho POST can connect to all of them.

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2012 MINI REPORT

AGENCY NAME: Idaho Peace Officer Standards and Training	
DIRECTOR: William Flink	TELEPHONE: 208-884-7251
WEB SITE ADDRESS: www.post.idaho.gov	
TOPIC: 2012 Safe-Driving Campaign	

In the Fall of 2011, Idaho entered into discussions with California Peace Officer Standards and Training to partner on the Safe-Driving Campaign. In early 2012, the Idaho POST Council agreed to establish the Idaho Safe-Driving Campaign. The Campaign is developing its goals and partnerships for the future.

Idaho POST and ICRPM are providing the *EVOC-101 Web* training program, distributed by AST, to 3,500 Patrol and Reserve Level I officers in the state, free of charge. EVOC-101 Web has been incorporated into the Patrol Basic Academy, as well as in-service training. It is our lead distance learning program for our 2012 Safe-Driving Campaign.

Idaho POST has produced an on-line presentation, *Officer-Use of Seat Belts*, which is part of our 2012 Safe-Driving Campaign.

Idaho POST has created a portal on its web site (www.post.idaho.gov) devoted to the 2012 Safe-Driving Campaign in order to provide more information about the POST Council's goals and the effort to raise awareness to this important officer safety topic.

Idaho POST has submitted a grant proposal to the Idaho Department of Transportation for funding to gather and analyze information on all traffic crashes in Idaho involving Idaho law enforcement officers to be considered by the POST Emergency Vehicle Operations Course (EVOC) Curriculum Review Committee for future curriculum development. Information from ICRMP will also be used to better prepare officers on this topic. POST is awaiting acceptance of the grant.

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2012 MINI REPORT

AGENCY NAME: Indiana Law Enforcement Academy	
DIRECTOR Rusty Goodpaster	TELEPHONE: 317-839-5191
WEB SITE ADDRESS: www.in.gov/ilea	
TOPIC: 2011 end of year report	

End of Year Report January 1, 2011 through December 31, 2011

Several creative endeavors were initiated during the year due to budgetary challenges and the smallest Academy staff in decades to continue professionalizing Indiana's law enforcement community. Not surprisingly, these initiatives originated from employee ideas. These ideas all required either innovative thought or substantial labor but relatively little money. Many of these ideas had to do with duty-sharing or utilizing technology and the Internet more efficiently.

The Basic Course –

The Law Enforcement Training Board (LETB) approved creating a tiered basic training system during 2011 to eliminate the problem of having to train individual agencies separately, using different curriculums for each course. It became apparent over the years that these individual basic courses often would have only two or three officers in a session.

This multi-tiered approach was set for implementation on January 1, 2012. With this approach, those agencies having substantial investigative responsibilities will participate in the Tier III Basic Training Course which will emphasize those investigative skills to a much greater degree than has even been taught in any previous basic course. Several new investigative classes were developed just for this course.

The Tier II Basic Training Course is oriented towards those officers who will occasionally make custody arrests but work only within an agency or may be only part-time officers. The Department of Correction police, Gaming Agents and town marshals will be the primary users of this course.

The Tier I Basic Training Course is the professional level basic course designed for full-time career officers who typically make the majority of arrests, execute the majority of search warrants and function as tactical response officers in the State. This course provides over 600 hours of study and practice at the Academy. Officers in this course are required to perform at higher levels in areas such as physical fitness, report writing, drug identification and the like. Captain Bridge will continue to command our professional level (Tier I) course. Two new OICs, Lt. Camerer and Lt. Horton, were appointed to coordinate the Tier II and Tier III courses.

The number of basic students attending the Academy during the year continued to increase with each subsequent session rebounding over the previous session until basic student course numbers were nearly what they were in pre-recession years. In addition, the Indiana Department of Correction with the help of the Indiana Law Enforcement Academy (ILEA) graduated its second police basic training class of more than 30 officers in 2011.

Emergency Vehicle Operations Course:

The Emergency Vehicle Operations (EVO) section initiated several safety and money saving programs during the year. A new method for teaching skid recovery was introduced with the purchase of EasyDrift tire sheaths. These are hard fiber casings that go around standard tires. Because the coefficient of friction is so much less than a standard tire, skid recovery can be taught at speeds as low as 20 mph. This system will also be evaluated over the coming year for cost effectiveness.

The EVO facility was used by all of Indiana's satellite basic academies as well as by the Indiana Department of Homeland Security, the Indiana State Police (ISP), the Indiana Excise Police, the Department of Natural Resources and Duke Energy for driver training during the year.

The basic EVO program is being modified to place students in the specific make and model of vehicle that each will be assigned when that student returns to his or her department. The "Training for Donations" program made a wider variety of vehicles possible. In this program, departments are allowed to donate vehicles to the Academy at a fair market exchange rate for training time or facility use.

Also of note in 2011 was a cooperative agreement in which ILEA was allowed to use the Lucas Oil Speedway in Clermont for the advanced high speed training of LETB certified EVO instructors.

Physical Training and Education:

The Physical Training and Education (PTE) section was able to boast about the acquisition of new physical training equipment for the mini-gym, gym and weight room which required no budgetary expenditures.

Pull-up bars were installed in the mini-gym and weight room through a cooperative agreement with the ISP physical training section and time clocks were installed in both the gym and weight room. On a second procurement, the PTE section obtained two heavy duty squat racks for the weight room through a cooperative agreement with ISP. The section then obtained several nearly new, high quality weight training machines through the state surplus department.

In-service and Specialty Training –

The new Pre-basic Course (PBC) was implemented on January 1, 2011. This was presented on a new Internet platform which the Academy adopted in 2010. This new approach enables better instruction within the Pre-basic Course, more depth, and live instructors to answer questions during the course. There were 242 Pre-basic Courses presented in 2011 with approximately 1000 students completing the course.

The In-service section also certified 297 new instructors through the Instructor Development Course, many of which were trained in the field. One of the beneficial spinoffs of presenting this course in the field was that the staff was able to generate a substantial amount of equipment donated to the Academy through these courses. Rather than charging these agencies the usual hourly rate, the Academy accepted donated equipment in lieu of the hourly fee.

Charting a course for a new direction, Mr. Goodpaster announced at the annual Trainers' Meeting that work had begun towards developing a two day instructor training conference for department training coordinators instead of presenting the usual annual trainers' meeting. This conference would present training courses important for training administrators and instructors as well as announce changes in training law and policy. The first conference is scheduled for November, 2012.

The Support Staff –

The support staff accomplished several remarkable things during the year when considering budgetary limitations. The Media Center created a 40 hour on-line segment for the Tier II basic training course that will be presented through the Internet to new officers before they report to the Academy. This 40 hour program is based on the same platform as the 40 hour Pre-basic program developed in 2010.

The Media Center and the Learning Resource Center (LRC) in a cooperative project converted 65 of most popular LRC training videos to DVDs during the year. The Center also supported video production of the Indiana State Police's IN-TIME training program which is an initiative to assist first responders in being able to clear vehicle accident scenes quickly and efficiently.

Our IT section was able to install WI-FI throughout the southern portion (classroom area) of the Academy. This enables access to the Internet in these areas for the first time. In another major endeavor, the Academy converted from its two T1 lines to Comcast Internet service during the year. This was particularly remarkable since the installation fee was well beyond what the Academy could afford (\$12,000.00). Working through the Academy IT section and with the Indiana Office of Technology, the Academy realized not only having the installation fee waived but also a \$450.00 reduction of its monthly use fee. The Comcast system will increase the upload Internet speed from 1.5 meg/second to 10 meg and download speed from 3 meg to at least 35 meg/sec. This will substantially improve the work flow in the Academy Records Department.

Along this line, several clerical sections within the administrative staff reduced Academy costs by requesting guest instructors from local departments via an email format, sending instructor re-certifications to officers through email and issuing reporting instructions via the Academy website. These efforts substantially reduced postage, printing and paper costs.

The Registrar's Office fully implemented the Acadis reporting system during 2011 as well. This enables local departments to not only submit their annual training reports but also to review their officers' training records and status during the year and input training events as they occur rather than having to wait until year's end.

The Executive Staff –

A major initiative was begun with the printed material issued to basic course students being converted into a digital format during the year. This was done in anticipation of purchasing Kindle e-readers for issue to all basic students which will allow students easily to carry and access the entire issue of previously printed materials for that course (compared to carrying and storing multiple three inch binders).

The savings in printing and paper will be substantial (more than \$30,000 above cost, just within the first year). Updates to specific classes will be made quickly via the Academy WI-FI system, and replacement of all Kindles within a ten year period would still be considerably less expensive than printing cost. If this approach works as anticipated, it will be expanded to Academy in-service courses in the coming years. The Indiana Department of Administration (IDOA) thought this

project such a good idea that the IDOA decided to initiate such an approach for the entire state. Implementation of the ILEA project is scheduled for January, 2012.

The Academy experienced a number of retirements of veteran employees during the year. Scarlett Siefert (business administrator), Elizabeth Livingston (purchasing administrator), and Gene Huskey (store clerk, nearly 12 years), Jimmie Beecher (printer, nearly 30 years), and Roberta Andrews (training secretary, 40 plus years of state employment) all retired during 2011. Lori Faulkenberg (account clerk) resigned for a new job, and Sheryl Myers (account clerk) and James Minardo (mechanic) were hired during the year.

The staff is excited about initiating these new programs, filling new positions, and continuing to improve the level of training available to Indiana's law enforcement officers.

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International Association of Directors of Enforcement Standards and Training

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2012 MINI REPORT

AGENCY NAME: Kansas Commission on Peace Officers' Standards and Training	
DIRECTOR Gary Steed	TELEPHONE: 316-832-9906
WEB SITE ADDRESS: http://www.kscpost.org/	
TOPIC: 2012	

Gary Steed was appointed Interim Executive Director of KSCPOST in February, 2012 and then permanent Executive Director in April. He replaced Steve Culp who resigned in February.

KSCPOST's future was in doubt in January when the Governor's budget staff recommended the agency be dissolved and investigative duties be given to the Attorney General's Office. Strong and timely support by Kansas law enforcement and Kansas legislators quickly resulted in a Governor's Budget Amendment to restore funding. An issue important in this restoration was recognition of the IADLEST standard for an independent investigative body including the independent funding of KSCPOST. Currently funding is provided via municipal docket fees. Placement of the POST under the Attorney would have resulted in POST activities being funded by the state general fund. Additionally the funds could not have been passed on to the District Courts.

A Senate Bill (424) was passed which will allow KSCPOST to better regulate Kansas law enforcement. Commissioners previously were limited to actions in convictions but will now be able to take action based on conduct. SB424 allows the Commission to define unprofessional conduct through administrative regulations and allows the Commission to more effectively take action in cases that would have previously been considered under a more obscure moral character clause. Several other KAR's are being added as a result of SB424 and these changes should bring KSCPOST more in-line with the structure and method of operation of many other regulatory boards in Kansas.

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International Association of Directors of Enforcement Standards and Training

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2012 MINI REPORT

Maryland Police and Correctional Training Commissions	
DIRECTOR AGENCY NAME: Charles W. Rapp	TELEPHONE: 410-875-3600
WEB SITE ADDRESS: www.mdle.net	
TOPIC: Agency Activities	

- Trying to increase minimum entry level hours of training from 750 to 960
- Changed regulation to require that each certified police officer be eligible to carry or possess a regulated firearm, even if their agency does not require them to carry or use the firearm.
- Required a lethality assessment for domestic violence cases be taught in all entry-level academies.
- Required a 2 hour block of training on Autism Spectrum Disorders be taught in each academy class.
- Developing and offering programs on Violence against Women topics, such as sexual assaults, domestic violence, and other courses.
- Developed a basic criminal investigators school and provided the first course this spring.
- Expanding partnerships with other agencies to offer training at our facility. (example: FBI developed a leadership program for our agencies involving 4 one day seminars on leadership topics provided by instructors from Quantico. ATF has been conducting explosive awareness courses using live demonstrations.)
- Collaborating with IACP to license the Leadership in Police Organizations program for our agencies and building an instructor corps to provide this program to our clients.
- Working with State Department International Narcotics and Law Enforcement providing training programs in management, supervision, leadership, and corrections topics to international police and corrections agencies.

CONTACT PERSON	TELEPHONE	E-MAIL ADDRESS



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2012 MINI REPORT

AGENCY NAME: Massachusetts Municipal Police Training Committee (MPTC)	
DIRECTOR: Dan Zivkovich	TELEPHONE: (781) 437-0301
WEB SITE ADDRESS: www.mass.gov/mptc	
TOPIC: Fair and impartial policing and recruit training	

The Massachusetts Municipal Police Training Committee (MPTC) is in the process of updating its entire recruit curriculum and recruit training philosophies. Obviously, one cornerstone of this effort is a complete overhaul of the current 800-hour curriculum and its lesson plans. However, we recognize that *what* is taught in the recruit academy is only half of what affects a recruit officer's success in the community. The other half involves *how* the recruit officers are trained, in other words, the training philosophies inculcated into the academy setting. To that end, the MPTC is also completely overhauling its academy staff instructor program.

The MPTC uses a modified stress program, which has a high-stress Day One and Week One. Over the course of the subsequent 20 weeks of training, the supervision of the class evolves from autocratic ("We tell; you do.") to semi-autonomous (the class is responsible for its day-to-day functioning, while the staff instructors act as mentors and guides – and disciplinarians, but only if needed). Although, the revised staff instructor program and academy training philosophy will maintain that same core progression, the program (especially Week One) will be more carefully scripted, with all activities based upon adult learning principles. Also, recognizing that recruit officers will tend to apply the policing philosophy learned in the academy to the citizens they encounter on the street, the staff instructors will be expected to model legitimacy and procedural justice in their interactions and especially, discipline of recruit officers and to emphasize, promote, and reinforce problem solving and adult-to-adult interactions as the class progresses. Our belief is that our current model relies too heavily on power and authority, which then translates into officers overusing power in their citizen. That translates into obvious tension between officers and citizens, resulting in unnecessarily negative outcomes.

The new staff instructor program will have a staff instructor manual, a training component, and a mentoring/feedback component. Officers will not be permitted to be staff instructor until they have completed the training program and have been evaluated and approved by a mentor staff instructor. The foundation for these revisions in curriculum and philosophies is our belief that legitimacy and procedural justice are the cornerstones to fair and impartial policing and are, therefore the cornerstones of the next iteration of police practices and training based upon society's current expectations of its police officers.

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2012 MINI REPORT

AGENCY NAME: Michigan Commission on Law Enforcement Standards (MCOLES)	
DIRECTOR David L Harvey	TELEPHONE: 517-322-5610
WEB SITE ADDRESS: http://www.michigan.gov/mcoles	
TOPIC: Recommendations for In service training and Statute Revisions	

MCOLES has always had the statutory ability to implement in-service training standards but has not implemented any until recently. Two years ago MCOLES established the current firearms qualifications standard for in-service. At the June 2012 Commission meeting staff is presenting four more topics for implementation for in-service training;

Legal Update
Officer Survival
Subject Control
Emergency Vehicle Operations

These standards are combined with an advisory standard of employment of 120 hours minimum per year.

Also the Commission approved numerous changes to the two public acts that govern MCOLES, PA 203 and 302. The most significant change is in ethics whereby MCOLES would have more authority to revoke an officer's license. Currently, that authority is restricted to a conviction or plea to a felony. The changes expand the offenses to include misdemeanors that involve assaults, listing on the sex offender registry, intimidation and schedule II drugs. The changes are being pursued in the legislature.

CONTACT PERSON	TELEPHONE	E-MAIL ADDRESS
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2012 MINI REPORT

AGENCY NAME: Minnesota Peace Officer Standards and Training Board	
DIRECTOR Neil W. Melton	TELEPHONE: 651-201-7788
WEB SITE ADDRESS: www.post.state.mn.us	
TOPIC: Over the past year...	

Minnesota's 2012 Legislative Session focused on a new Viking's Stadium and therefore the POST Board and the state's law enforcement practitioners avoided any new mandates.

MN currently has 451 state, county and municipal law enforcement agencies that employ 10,411 peace officers and 251 part-time officers. During the past year the POST Board staff:

- Awarded 1,115 new peace officer licenses.
- Administered:
 - 1,698 peace officer exams
 - 220 reciprocity exams
 - 88 part-time peace officer exams
 - 36 military reciprocity exams
- Opened 32 allegations of misconduct cases and 14 impartial policing complaints.
- Processed 24 complaint committee actions and 8 automatic license revocations.
- Conducted 138 on-site law enforcement agency compliance reviews.
- Promulgated administrative rule changes regarding reciprocity standards, minimum selection standards and standards of conduct.
- Conducted on-site visits and recertified 21 college and university Professional Peace Officer Education programs.
- Evaluated curriculum content of over 1,000 continuing education courses.
- Began discussions to:
 - create a Chief Law Enforcement Officer Certification Process under which all police chiefs, sheriffs and state agency directors would be required to achieve and maintain more rigorous education credentials.
 - determine if a 4-year degree should be required for all entry-level officers. MN already requires a two-year degree and approximately one-third of all officers currently possess a four-year degree.
 - consider a separate model policy for officer-involved domestic violence cases.

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2012 MINI REPORT

AGENCY NAME: MISSISSIPPI POST	
DIRECTOR: ROBERT D. DAVIS	TELEPHONE: 601-977-3774
WEB SITE ADDRESS: www.dps.state.ms.us	
TOPIC: 2012 MINI REPORT	

The staff of the Mississippi POST has been busy compiling records for entry into the National Decertification Index. We have begun the entry process and hope to have all of our information entered in the next few months.

The Board on Law Enforcement Officer Standards and Training has established a committee to review our current curriculum. The staff monitors the activity of seven full-time and fourteen part-time academies as well as instructors for emergency telecommunicators and jail officers. The staff also monitors all Juvenile Detention Centers for compliance.

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International Association of Directors of Enforcement Standards and Training

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2012 MINI REPORT

AGENCY NAME: Missouri Peace Officer Standards and Training (POST) Program	
DIRECTOR: Jeremy S. Spratt	TELEPHONE: 573-751-4905
WEB SITE ADDRESS: www.dps.mo.gov/post	
TOPIC: Another Busy Year	

Missouri POST maintains a full-time staff of five persons regulating over 17,000 licensed and commissioned peace officers, eighteen licensed basic training centers, twelve licensed continuing education providers, and over eight hundred licensed basic training instructors.

December 2011 was the end of Missouri's three-year Continuing Law Enforcement Education (CLEE) reporting cycle, which required all peace officers licensed before January 1, 2009 to provide proof they obtained forty-eight hours of CLEE training. Those that did not obtain the required training hours are subject to disciplinary action.

The number of persons attending basic training and becoming licensed in Missouri has increased significantly from previous years. We normally license about 1,000 individuals per calendar year, but in 2011, we licensed over 1,800. I can only attribute this to the poor private sector job market and to persons leaving active military police duty looking for civilian law enforcement employment.

Missouri had another busy year of disciplinary actions. During the 2011 calendar year, we placed five officers on probation, we suspended the licenses of three officers for varying lengths of time, we revoked the licenses of thirty-one officers, and we had three officers that surrendered their licenses after being confronted with discipline. As with revocations, the surrender of a person's license in Missouri, while being subject to disciplinary action, is permanent. We currently have 128 officers that are being actively investigated or are awaiting a disciplinary hearing.

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International Association of Directors of Enforcement Standards and Training

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2011 MINI REPORT

AGENCY NAME: Montana POST	
DIRECTOR Wayne C. Ternes, Executive Director	TELEPHONE:
WEB SITE ADDRESS: WTernes@mt.gov	

Montana continues to grow into our new law re-creating our Council in 2007. As many of you know we have a very comprehensive set of Administrative Rules that went into place in August 2008. However as is probably the case within most States our agencies struggling with the changes.

The main struggle that we are dealing with is our office acting on complaints against the Public Safety Officers under our jurisdiction. We also continue to struggle with agencies reporting officer misconduct. Currently our investigator has over 30 open cases. And as you may imagine with it being an election year in MT many of the issues we deal with have become political.

Another issue that we are dealing with is our inability to access Criminal Justice Information as do other States that have independent Councils such as ours. We have requested legislation to be brought forward to the 2013 Legislature to clear this issue, so in the mean time we use as many public information clearing houses as possible. I have also met with MT Senator Max Baucus on this issue since we are the “gate keepers” for more than just MT and his office is willing to work with us on possible Federal rules/legislation as needed.

I look forward to the Conference and networking with all of those attending.



International Association of Directors of Enforcement Standards and Training

<http://www.iadlest.org>

2012 MINI REPORT

AGENCY NAME: Nebraska Law Enforcement Training Center	
DIRECTOR William J. Muldoon	TELEPHONE: 308-385-6030 ext 303
WEB SITE ADDRESS: www.nletc.state.ne.us	
TOPIC: 2012	

The 2012 Nebraska Legislature passed a bill that now requires every Nebraska certified officer to have 20 hours of continuing education annually. The law is very similar to a proposed administrative rule requiring the same thing that did not pass last year. Plan to implement in 2013.

Our proposed rewrite of our revocation procedures is on a final path to being approved by our administrative rule procedures. Our new Chapter 9 streamlines some process including voluntary relinquishment and makes revocation for felony convictions more automatic after final appeal. New rule allows for revocation for violations of Nebraska Code of Ethics for law enforcement and reporting revocations to the National Decertification Index.

Nebraska finished a job task analysis this year and is undergoing a curriculum review. Val Lubans of Systems Design Group conducted the JTA.

The NLETC in Grand Island is undergoing a \$3.5m renovation of the heating, air conditioning and lighting systems that will include renovations of half our dorm rooms. Project is expected to be completed in late August. The project includes the installation of geo-thermal systems using ground water to heat and cool the building.

CONTACT PERSON William Muldoon	TELEPHONE 308-385-6030 ext 303	E-MAIL ADDRESS
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2012 MINI REPORT

STATE REPORTING: Nevada	
AGENCY NAME: Nevada Commission on Peace Officers' Standards and Training	
DIRECTOR: Richard P. Clark, Executive Director	TELEPHONE: 775 687-3318
WEB SITE ADDRESS: www.post.state.nv.us	
TOPIC: 2012 State Mini Report	

Nevada POST is made up of three bureaus, the Basic Training Bureau, the Professional Standards Bureau, and the Professional Development Bureau. We regulate 135 criminal justice agencies, maintain over 17,000 peace officer records and certify 47 different basic training academies. The 17 fulltime employees are supported by a nearly \$3 million budget.

Nevada continues to recover from the recession. Most of the States' criminal justice agencies have reduced their training budgets to almost nothing. Nevada POST, in partnership with the States' Department of Administration has developed effective, no cost, on line training that is available to all peace officers state wide.

Nevada POST continues to be funded by court assessments, or administrative fees added on to misdemeanor fines. These funds have also experienced a down turn and have resulted in a manageable budget reduction to POST.

POST has updated regulations to improve the quality of peace officers within the state.

New regulation changes/proposals:

- Voluntary surrender of a POST basic certificate
 - As part of an employee termination or resignation agreement
 - Part of a plea agreement to criminal charges against the officer
 - As part of an agreed settlement to Commission action; or
 - For any other reason.
- Amended requirements for the management certificate
 - Establishes that only courses approved by the Commission shall meet the training requirements of the management certificate.
 - Requires the POST Supervisor Certificate as a pre-requisite for the management certificate.

- Amended minimum training standards for corrections and detention basic academy program
 - Included mandatory training in counter terrorism and weapons of mass destruction

- Amended our standards of appointment to include:

“A person may not be appointed to perform the duties of a peace officer if he has, been terminated from employment, or resigned in lieu of termination, from previous employment for substantiated misconduct involving dishonesty and the person has exhausted all available civil service appeals, collective bargaining remedies and the has not been reinstated as a result of the action.”

On going projects:

- The on-line reciprocity academy using Crown Pointe Technologies, Inc.
 - 41 eligible officers completed the course and 13 are currently enrolled
- 25 courses of instruction have been added to our on line training program
- Transitioned training and personnel reports from paper/mail in to E-forms on line
- POST completed two basic academies (42 graduates) and provided over 5000 hours of professional development instruction



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2012 MINI REPORT

AGENCY NAME: Ohio Peace Officer Training Commission	
DIRECTOR Robert Fiatal	TELEPHONE: 740-845-2700
WEB SITE ADDRESS: http://ohioattorneygeneral.gov/OPOTA.aspx/?from=nav	
TOPIC: OPOTC 2012 Highlight Activities	

Basic Training Initiatives

- The first scientifically valid Job Task Analysis (JTA) completed for Peace Officer Basic Training, in 2011. The 100+ topics are being reviewed and revised, addressing the JTA results and including student-centered and problem-based learning techniques, with updated lesson plans being released every six months.
- Private Security, Corrections, and Humane Agent curriculums have been added to the six month revision process.
- Moving from knowledge level (i.e., simple recognition and recall of material) of cognitive learning to Comprehension and Application on multiple choice state certification exam.
- Providing resources electronically – basic curriculums, including all lesson plans and PowerPoint presentations, and instructional resources (e.g., videos) are provided online.
- With a 12 to 18 month target date, Refresher training for Peace Officer with a 1 to 4 year break in service will be available through the OPOTA distance learning platform.
- Administered over 2,700 State Certification Exams.
- Issued over 1,200 open enrollment letters for basic schools.

Advanced Training Initiatives

- Doubled free regional training offerings.
- Electronic resources – the OPOTA course catalog, online courses, and the law enforcement directory are now available 24/7 online.
- The Gold Standard Initiative - emphasizing:
 - Hands-on experiences to enhance learning and knowledge retention
 - Cutting-edge technology, both in the content covered and the delivery method used
 - Free and easy access to instruction, in person and via the Internet
- Updated firearms qualification standards that become effective January 1, 2013.
- Trained over 11,900 students.

*Statistics are for fiscal year 2011 unless otherwise noted.

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2012 MINI REPORT

AGENCY NAME: Oklahoma Council on Law Enforcement Education and Training (CLEET)	
DIRECTOR Steven H. Emmons	TELEPHONE: 405-239-5150
WEB SITE ADDRESS: www.cleet.state.ok.us	
TOPIC: Agency Activities	

2011 Statistics for Oklahoma include:

- 9,814 Active Full-Time Officers
 - 1,448 hold Intermediate Level of Certification
 - 1,938 hold Advanced Level of Certification
- 3,903 Active Reserve Officers
- 348 Basic Academy Students completed 576 hours of academy training.
- CLEET conducted 216 Continuing Education classes with 4,333 attendees.
- 8,405 Active Individual Security Guard and Investigators.
- 1,483 Active Security Guard and Private Investigative Agencies.

Law Enforcement Terrorism Certification Program

The Law Enforcement Terrorism Certification Program (LETCP) has been established to recognize the competency of law enforcement officers serving within the state, foster increased interest in higher education and professional law enforcement terrorism training programs, to attract and retain highly qualified individuals to respond to high-consequence events related to terrorism as well as natural disasters, and augment the Oklahoma Homeland Security Credentialing System by the Oklahoma Office of Homeland Security, the Council on Law Enforcement Education and Training, and the National Center for Biomedical Research and Training, Academy of Counter-Terrorist Education on behalf of the National Domestic Preparedness Consortium.

Active Law Enforcement Rapid Response Training (ALERT)

CLEET is the recipient of a grant from the Oklahoma Office of Homeland Security to provide active shooter training for Oklahoma law enforcement officers. ALERT classes are offered across the state. CLEET staff and course instructors have received very positive feedback from officers who have attended this training. We have classes scheduled two to three months in advance. Three hundred officers have been trained and many more have registered for future classes. The classes are two-day sessions with 16 hours of CLEET continuing education credit. An additional \$60,000

has been added to the grant from Homeland Security to accelerate opportunities in the training of college and university campus officers.

Distance Education Training

In an effort to enhance peace officer training with a reduced workforce brought on by the current economic downturn, CLEET has increased its distance education courses using live interactive continuing education classes broadcast through the statewide network of Oklahoma Career Technology System.

Scenario-Based Training

Scenario-based training in the basic academy was expanded to provide 20 additional hours of hands-on training in the final week of the academy. This will allow officers to experience more realistic job-related activities immediately prior to returning to agency assignments.

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2012 MINI REPORT

AGENCY NAME: Pennsylvania Municipal Police Officers' Education and Training Commission (MPOETC)	
DIRECTOR Major Joseph G. Elias	TELEPHONE: 717-346-7749
WEB SITE ADDRESS: www.mpoetc.state.pa.us	
TOPIC: Professional Standards & Development of On-line Mandatory In-Service Training	

During the past year, the Commission created a Professional Standards Committee to examine standards for school directors and instructors certified by the Commission to instruct police training courses; both recruit training and mandatory in-service training. The Committee was also tasked with the review of existing rules and regulations governing administrative action for failure to comply with training standards and certification requirements. There are currently twenty-one municipal police academies throughout the Commonwealth that are certified by the Commission. Most are affiliated with community colleges and utilize adjunct instructors. In an effort to promote a professional training environment and ensure learning objectives are being met, the Committee developed an "Instructor Code of Conduct" that details the expected and prohibited behavior for any person certified to instruct police training courses. Annually, the Commission conducts instructor training workshops, and whenever possible, hosts advanced instructor development training.

In Pennsylvania, certified police officers are required to take twelve hours of mandatory in-service training (MIST) each year to maintain certification. Generally, four three-hour classroom based courses are developed by the Commission and delivered by the certified police academies throughout the state. In 2011, for the first time, the Commission began to develop a web-based version of half of the MIST courses. Through a partnership with the Pennsylvania Chiefs of Police Association (PCPA), those on-line courses were made available to all 24K certified police officers this Spring utilizing the PCPA's Virtual Training Network. Police officers now have the option of taking the training in the classroom or on-line. The on-line training option has given police chiefs the ability to mitigate scheduling and overtime issues associated with sending officers to the nearest academy. In 2012 the four MIST courses provided to all certified officers include: Legal Updates; Search and Seizure; Effective Communications; and Officer Safety Awareness. Legal Updates & Search and Seizure are offered on-line. A vendor was utilized to develop the web based version. This year the Commission hired its own web instructional designer in an effort to reduce vendor associated costs and expand on-line training opportunities.

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2012 MINI REPORT

AGENCY NAME: Rhode Island Municipal Police Academy (RIMPA)	
DIRECTOR Anthony J. Silva	TELEPHONE: 401-722-5808
WEB SITE ADDRESS: www.rimp.ri.gov	
TOPIC: Mini-Report	

Rhode Island Department of Public Safety Municipal Police Training Academy (MPTA)

The Northeast Region recently held a meeting of region 1 Academy directors at the Vermont Police Academy (April 25-27, 2012). Six states were represented and the meeting resulted in an extensive exchange of innovative ideas, etc., amongst the participants. In addition, Executive Director Mike Becar and IADLEST Vice President William Muldoon led several informative discussions including, but not limited to the National Decertification Index (NDI). Vermont Executive Director Richard Gauthier was a gracious host of the regional meeting.

In 2008, the MPTA established the School of Community Policing and Cultural Diversity (SCPCD) at the Academy through a \$200,000.00 USDOJ/BJA grant. The SCPCD has hosted numerous workshops on Fair and Impartial Policing (FIP), a program that was researched and established by a USDOJ/COPS grant and spearheaded by Dr. Lorie Fridell, Ph.D of Tampa, FL. Dr. Fridell has presented six (6) workshops in Rhode Island for Police Executives, Police Executives and Community members, First-Line Supervisors, and patrol officers. In addition, a three-day train-the-trainer was held in Rhode Island in November of 2011 that attracted participants from coast-to-coast. We currently have included the FIP program in our basic and in-service curriculums and have received excellent reviews from participants.

In 2009, we began an ambitious project to rewrite out entire basic law enforcement training curriculum. As a result, seventy-three lesson (73) lesson plans have been completed that are inclusive of the 500+ performance objectives that were identified in a contemporary job study completed in 2009 by Val Lubans of Systems Design Group, Harwinton, CT. Each lesson plan contains an updated and corresponding power point presentation and applicable handouts, etc. All our lesson plans are available electronically to our sister Academies.

Rhode Island will not be represented at the annual conference in Savannah this year due to conflicting schedules. May all in attendance have a wonderful conference and training experience.



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2012 MINI REPORT

AGENCY NAME: Tennessee Peace Officer Standards and Training Commission	
DIRECTOR Brian Grisham	TELEPHONE: (615) 741-4448
WEB SITE ADDRESS www.tn.gov/commerce/let/post/index.shtml	
TOPIC: Tennessee Programs and Accomplishments	

The Tennessee General Assembly continues to add numerous responsibilities to the Tennessee POST Commission's statutory duties in the last several years. In most instances these new mandates came without funding or manpower to carry them out. Tennessee POST employs three full-time support staff and two full-time investigators, and supplemental staff is sometimes provided by the staff of the Tennessee Law Enforcement Training Academy (TLETA) [the POST Executive Secretary is the Director of TLETA].

POST recently was tasked with carrying Tennessee's version of the Law Enforcement Officer's Safety Act (LEOSA) found at 18 USC §926. POST has deferred the decision on its application to active officers to their employing agencies. For retired officers residing in Tennessee, POST promulgated rules and a procedure for obtaining certification to carry firearms under LEOSA. To date, POST has issued 227 LEOSA Cards this year and renewed 94 from last year.

POST has been assigned the duty of establishing what minimum training has to be accomplished in order for Tennessee officers to be competent to testify to the use of a speed measurement device or blood alcohol testing device. Although it has always been the purview of the judiciary to judge the value of evidence, our General Assembly chose to codify these competencies. TLETA has been training judges and law enforcement officers of these requirements, and speed measurement device (Radar/Lidar) instructor schools have been in great demand.

POST has also been mandated to establish a procedure for jailers to check the citizenship status of all persons being booked into jails in Tennessee. There were two legal challenges filed to POST's initial policy, but these were settled with the advent of the federal government's Secure Communities Program. With all 95 counties now participating in the Secure Communities Program, ICE hold checks are automatic with standardized booking fingerprint submissions and POST merely suggested participation in that program.

POST's most important accomplishment this year has been in obtaining additional federal stimulus grant money completion of the installation of the Acadis Readiness Suite from Envisage Technologies for our records management system for POST and TLETA.



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2012 MINI REPORT

AGENCY NAME: Washington State Criminal Justice Training Commission		
DIRECTOR Sue Rahr	TELEPHONE: 206/835-7372	
WEB SITE ADDRESS: www.cjtc.state.wa.us		
TOPIC: <u>Basic Law Enforcement Academy (BLEA)</u> 2011-2012 has been a challenging year for the BLEA. We have faced a lack of students due to budget cuts of local agencies. We have also had to start charging those same agencies a portion of the academy costs. In years past, police training in Washington State has been covered by monies collected from traffic infractions. This year, these monies were taken away and agencies were forced to pay 25 percent of the cost of attendance. Because of low enrollment, our staff of instructors had opportunities to begin a review and update our curriculum to include updating our written tests and testable mock scene scenarios as well as complete a re-write of our Criminal Investigations block. Other projects the BLEA has been involved in are: the development of a Wet Lab for DUI/FSFT Training (in cooperation with the Washington State Patrol), the development of a Family Class held on graduation day, assisting the 2 nd Brigade Infantry Division from Joint Base Lewis-McCord in preparation for an upcoming mission, the development of a Challenge Run in which the recruit classes run with the Commander and earn a “brick”, developing eLearning’s for the Advanced Training Unit, and other projects. The BLEA staff continues to instill the idea of “service” into the minds of our recruits. Our recruits are required to complete some type of community class project during their five-month stay at the academy. Some of the most recent projects our recruits were involved in are: Toys for Tots toy drive, University of Washington Food Drive, renewing signs at our track, collecting food for Northwest Harvest, and a day of yard cleanup at a brother officer’s home who was catastrophically injured in the line of duty. These projects bring a class and community together in service which is one of the values we expect of our Washington State Police Officers.		
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2012 MINI REPORT

AGENCY NAME: WA State Criminal Justice Training Commission	
DIRECTOR Sue Rahr	TELEPHONE: 206-835-7300
WEB SITE ADDRESS: www.cjtc.state.wa.us	
TOPIC: WA State's Child Abuse Investigation and Interviewing Training Program and Related Activities	

Child Abuse Investigation & Interviewing Training, Refreshers & Peer Review meetings:

The Washington State Criminal Justice Training Commission (WSCJTC) recently expanded its legislatively-mandated training on best practices in child forensic interviewing, and the course is now a full week and includes a written, closed-book essay test as well as two practice interviews with actors. WA State's training is now on par with child forensic interview trainings at the national level. The expanded class has been well received and fills quickly. The WSCJTC also sponsored monthly "*Child Abuse Investigative Interviewing Peer Review Meetings*," combining an educational component with review of an actual child interview to help investigators reinforce and maintain good child interviewing skills. WSCJTC staff also taught several daylong "*Child Interview Refresher*" classes to provide updates and review for people who have previously attended WSCJTC's "*Child Abuse Investigation and Interviewing*" class.

Sudden Unexpected Infant Death and Child Fatality Investigations Course

The WSCJTC sponsored this class in June 2011 and again in June 2012 for investigators involved in child fatality case investigations. Officers were provided with specialized "kits" consisting of a patrol bag with dolls specifically designed to be used for scene reconstruction photos and demonstrations. Mock scenes were included to show how these tools can be used effectively when investigating these difficult cases. Attendees also received a set of *WA State's CPOD Guidelines* for first responders to sudden unexpected child deaths and serious injury cases.

National and International Recognition and Activities

The WSCJTC Child Abuse Program Manager Patti Toth continues to be actively involved at both the national and international level as a leader and expert on child forensic interviewing. She is currently serving as a member of the *Committee on Commercial Sexual Exploitation and Sex Trafficking of Minors in the United States* of the Institute of Medicine and the National Research Council of the National Academies. The Committee has been charged by the U.S. Department of Justice with conducting a study on the commercial sexual exploitation and sex trafficking of children who are U. S. citizens and includes independent experts who are reviewing relevant research and practice-based literatures to inform future policy and practices within law enforcement, human services, and health care agencies. Further information about this project can be found at: <http://www8.nationalacademies.org/cp/projectview.aspx?key=49413>.

The *International Society for the Prevention and Treatment of Child Abuse* (ISPCAN) has asked Ms. Toth to lead the 'stream' on child forensic interviewing at their upcoming *International Congress on Child Abuse and Neglect* to be held in Istanbul, Turkey, in September 2012.

The *American Professional Society on the Abuse of Children* (APSAC) has continued to contract with the WSCJTC to have Ms. Toth manage their week-long "***Child Forensic Interview Clinics***" which are attended by a variety of professionals from throughout the US as well as other countries. The WSCJTC in Burien will host the next APSAC Clinic **July 31 – Aug. 4, 2012**, which will be followed by another clinic **April 15-19, 2013**, in Norfolk, VA. In February 2012, Ms. Toth organized an adapted version of the APSAC Clinic and traveled to Singapore with two other APSAC Clinic instructors to teach best practices in forensic interviewing to professionals there. Ms. Toth is also serving as co-chair of the committee revising APSAC's national child forensic interviewing practice standards.

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2012 MINI REPORT

AGENCY NAME: Washington State Criminal Justice Training Commission	
DIRECTOR Sue Rahr	TELEPHONE: 206/835-7372
WEB SITE ADDRESS: www.cjtc.state.wa.us	
TOPIC: Corrections Division Training Program Update 2011-2012	

1. During the 2011-2012 training year, the WSCJTC Corrections Division completed a lengthy academy redevelopment process as part of their Strategic Plan. Corrections Division academies include the Adult Corrections Officers Academy, Juvenile Corrections Officers Academy, Juvenile Services Academy, Juvenile Rehabilitation Administration Academy, and the Municipal Probation Academy. This required extensive stakeholder agency input and collaboration: work groups identified job competencies, duties, and tasks for newly hired correctional employees; customer surveys were completed; and subject matter experts provided resources for key instructional components. Follow-up field interviews showed the Problem Based Learning (PBL) instruction methods were better utilized allotted academy training hours, teamwork, professionalism, communication, and problem solving. The PBL teaching method often exceeded student expectations based on our previous performance standards.
2. The Corrections Division, staff, and recruits continue to give back to our community through combined fund drives, collecting food for shelters, gathering coats for underprivileged children, and visiting residents of a local assisted living center. We also provided material and training insights to the Oregon Corrections Academy as they prepare to implement Problem Based Learning, and Joint Base Lewis-McChord servicemen who will be deployed to Afghanistan to train corrections officers. All of these activities give us an opportunity to serve while leaving a lasting impression on our community. We strive to live and model our values: service, integrity, and pride.
3. We also continue to promote and influence professionalism and protocol in corrections statewide. This past year we have implemented a stronger emphasis on command structure and protocol for our Corrections Officer Academy recruits. This has included daily formation, formal inspection, and bracing as a means to reinforce professional behavior.
4. The division regularly logs thousands of miles visiting our stakeholders. The Corrections Division has become very engaged with stakeholder agencies resulting in a working knowledge of emerging issues and a better understanding of their unique training needs. This includes providing agency training development based upon a needs assessment.
5. During the summer of 2011, the Corrections Division worked with Washington State Department of Corrections' Monroe Correctional Complex to honor the recent death of Washington State Corrections Officer Jayme Biendl. Officer Biendl's name was added to the

State of Washington Corrections Personnel Memorial in a formal ceremony at the WSCJTC Burien campus. Students also participated in this project by repainting the Corrections Memorial Gate as their class project in preparation for the ceremony. The WSJCTC is honored to be the guardian of the Jayme Biendl memorial plaque, which is displayed in our lobby.

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2012 MINI REPORT

AGENCY NAME: WA State Criminal Justice Training Commission	
DIRECTOR Sue Rahr	TELEPHONE: 206/835-7372
WEB SITE ADDRESS: www.cjtc.state.wa.us	
TOPIC: Private Security Firearms Certification Program	

The WSCJTC provides initial armed certifications for Private Security, Private Investigators, and Bail Bond Recovery Agents via RCWs 18.165, 18.170, and 18.185.

The program thrives by increasing communication with stakeholders and other state agencies including:

- Washington State Patrol Fingerprint Identification Unit
- Department of Licensing Public Protection Unit
- Washington State Security Council
- ASIS International
- Law enforcement agencies
 - Tacoma Police Department Firing Range
 - Spokane Police Department Firing Range
 - Monroe Police Department Firing Range
- Private Security companies
- Firearms Training Companies/Ranges

Instructor Program

The WSCJTC is mandated to provide Private Security Certified Firearms Instructors that teach the eight-hour initial armed certification and annual four-hour recertification training.

The program currently has 95 certified instructors across five states: Washington, Oregon, Idaho, Montana, and Alaska. In 2011, the program developed and launched an eLearning course “Bail Bond Recovery Agent Training for Law Enforcement.” This course is only accessible to law enforcement. The PS program teamed with the WSCJTC law enforcement firearms program to provide the “Mental Mechanics of the Shot” training in 2011. This class is a blended course with instructors from both doctrines attending together.

The program will launch a PS/LE instructor blended course “Level 1 Scoped Rifle Instructor” in August 2012 with a pilot class.

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2012 MINI REPORT

AGENCY NAME: WA State Criminal Justice Training Commission	
DIRECTOR Sue Rahr	TELEPHONE: 206/835-7372
WEB SITE ADDRESS: www.cjtc.state.wa.us	
TOPIC: Crisis Intervention Team Training	

Crisis Intervention Teams (CIT) refers to specialized training for law enforcement on how to respond to calls involving citizens in a Mental Health Crisis, with Developmental Disabilities, or other severe behavioral issues. Officers learn appropriate techniques to identify, assess, and resolve these calls in a safe and efficient manner. The training needs to be specific to an area because it involves bringing in local resources, shelters, and consumer groups so officers can network, establish relationships, and learn what local facilities and resources are available.

Program Benefits:

- Significant decline in incarceration rates with a corresponding decline in housing and medical costs.
- Decrease in use of force incidents.
- Decrease in both SWAT and Hostage Negotiation Team call outs.
- Increased collaboration and trust with both consumer and provider groups.

Officers who complete the training also find increased empathy and tolerance of citizens experiencing these issues. Consumers and family members report increased trust and faith that issues will be resolved safely and satisfactorily.

The Washington State Criminal Justice Training Commission (WSCJTC) is contracting with the King County to provide this training to all law enforcement first responders in the county. We are offering an eight-hour in-service course and a 40-hour full course which includes multiple mock scenes. The program continues to expand. This year we have added a CIT for Youth Train the Trainer course and a Force Options course that addresses the transitions between verbal (soft) skills, defensive tactics and deadly force. These courses are open only to officers who have graduated from the 40 hour course as continuing education. We are also hosting a regional three-day CIT conference.

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2012 MINI REPORT

AGENCY NAME: Washington State Criminal Justice Training Commission		
DIRECTOR Sue Rahr	TELEPHONE: 206/835-7372	
WEB SITE ADDRESS: www.cjtc.state.wa.us		
<p>TOPIC: Telecommunicator Program Office</p> <p>The Telecommunicator Program offers free training to telecommunicators in the state of Washington. Courses include two basic courses which are 40 hours in length and cover Basic Call Taker and Basic Law Enforcement & Fire Dispatcher training. Successful completion of the courses earns the student a certificate in each course, renewable every two years with 24 hours of in-service training or continuing education.</p> <p>Intermediate & Advanced courses are also offered, including:</p> <ul style="list-style-type: none"> • Telecommunicator IV (24 hours)– Survival Communications (personal accountability, conflict resolution training) • Communications Training Officer (CTO) (32 hours) – San Jose model with a focus on adult learning principles • Advanced Communications Training Officer (16 hrs.)– more advanced adult learning principles and an introduction to the Reno Model of one-on-one on the job training • Communications Center Supervisor (80 hours) – divided into 2 modules, 6 books assigned as pre-course reading-leadership, behavioral styles, ethics, performance appraisals and more • Communications Training Officer II (24 hours) NEW COURSE – an augmented Reno model for communications center training, called the WA Comm Adult Training Model, incorporates many of the Reno Model elements with additional elements of frontloading requirements, daily roll-call training, and 360 degree feedback • Problem Based Learning Facilitator (24 hours) – provides an overview of PBL with specific techniques for delivery of a PBL curriculum, including brainstorming, guided group discussion, Socratic questioning, focused conversation (debriefing) and student-centered facilitation. 		
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