



IADLEST 2021
Year-End
Report
February 2022

From the Executive Director

Last year was challenging with COVID continuing to change how training is delivered, but it was also a busy year for IADLEST. Our goal is to transform policing by improving training and many of the grants and initiatives this past year have helped move us toward this objective. In addition, IADLEST staff and contractors have been remarkable; they have all worked extremely hard to deliver the training and services throughout the world, detailed below.



Mike Becar



Yvonne Pfeifer

Grant Funds Awarded

IADLEST managed 16 new and ongoing grants and cooperative agreements and was awarded \$1,282,951.89 in new funding. **Yvonne Pfeifer**, promoted to Chief Financial Officer (CFO), managed these awards and passed a Federal Audit as well as a complete IADLEST audit of all grants and programs without any negative findings or recommendations.

New Faces

IADLEST hired Becky Reynolds as a receptionist for our front office and an assistant to the CFO and Director of Operations. Becky moved to Idaho from Alaska, bringing a wealth of office and organizational experience. An IADLEST goal for the past several years was to provide a membership card to all IADLEST members; Becky has been sending out letters and cards to all members as they renew.



Rebecca "Becky"
Reynolds



A New Home

IADLEST moved into new office space this year! Our 1,500 square foot facility has a conference room, receptionist area and three Offices. Our address is:
152 South Kestral Place, Suite 102
Eagle, Idaho 83616-5137

You are welcome to come by to visit us!

IADLEST Programs & Projects



Mark Damitio, IADLEST Program Manager, was instrumental in managing the below projects:

Every Officer is a Leader: This is a cooperative agreement from the Department of Justice, Office of Community Oriented Policing Services (COPS) program to develop and deliver leadership training nationwide. Last year nine classes were held for 151 students in:

- Crestview, Florida,
- Richmond, Virginia
- Lincoln Rhode Island

We conducted executive level, train-the-trainer, and line officer courses in each location.

COPS Regional Training Hubs: The COPS Office asked IADLEST to identify six training hubs where training courses under development can be tested and audited with meetings and roundtable discussions held regionally across the United States. We have selected 49 training hubs; eight were added last year. In addition, the project has facilitated the placement of 24 courses in the regional Hubs through coordination with COPS Office partners, ten of those occurring during 2021, attended by 162 students.

COPS Office Agency Certification: Presidential Executive Order on Safe Policing for Safe Communities, Executive Order No. 13929 required law enforcement agencies to submit documentation related to their agency's use-of-force policy. This order requires agencies to maintain use-of-force policies that prohibit the use of chokeholds, except in those situations where the use of deadly force is allowed by law.



Mark Damitio

IADLEST managed a mini-grant process with 15 independent state accrediting bodies to facilitate compliance reporting with the Executive Order: AZ, AR, DE, GA, IL, KY, MA, MI, NC, NH, OR, PA, SC, TN, TX.

To further our technical assistance, strategic partner *Virtual Academy* developed and operated an online portal for the project. This reporting portal is used by states without the ability to facilitate the individual reporting process. IADLEST received and reviewed agency submissions from Hawaii, Alaska, New Mexico, and West Virginia.

The COPS Office set a nationwide goal for all 50 states and 18,000 law enforcement agencies to have approximately 7,000 agencies report. Through just our 19-state project alone, we processed 3,353 agencies.



Below 100: IADLEST has a cooperative agreement with the National Highway Traffic Safety Administration (NHTSA) to conduct Below 100 seminars in partnership with Below 100. In 2021 there were 39 Below 100 intensive classes held in 18 different states attended by 824 students and 15 Below 100 Train-the-Trainer classes held in 12 states attended by 143 students.

Instructor Development Webinars: IADLEST produces advanced instructor development webinars each month, and in 2021 we delivered 11 webinars attended by 1,331 students:

- Using Case Studies – 131 attendees
- Designing Scenario-based Practical Exercises – 235 attendees
- Using Empathy in Curriculum Design – 112 attendees
- Developing Objectives that will Bloom in your lesson Plans – 80 attendees
- Creating Bias-free Training – 108 attendees
- Creating Effective and Impactful Training Presentations – 114 attendees
- Optimal Learning – 112 attendees
- Classroom Management and Student Behaviors – 108 attendees
- How to Develop Instructor Guides for Continuity, Consistency, and Accountability – 150 attendees.
- Reality-Based Training – 145 attendees
- The Importance of Instructing & Setting Subject-Matter Expectations Using Force Exemplars – 36 attendees



Several webinars were sponsored by members of the IADLEST Partner Advisory Committee (IPAC), including Lexipol, Virtra, and Force Concepts. We are grateful to our sponsors for their support.

Accreditation:

IADLEST completed two law enforcement academy accreditations in 2021:

- Kosovo Academy of Public Safety (reaccreditation). The accreditation resulted in the Award of Excellence for the academy, the first for an international partner.
- The Police Training Center for the Ministry of Interior of the Republic of North Macedonia.

Two new accreditations began in 2021:

- Idaho POST Academy. Submission is complete with a site visit scheduled for Spring 2022.
- Abu Dhabi Police College. The Abu Dhabi Police College completed its self-assessment and applied to begin the accreditation process in September 2021.



There are several accreditations anticipated in 2022 from consultations and work performed by IADLEST staff in 2021:

- Colombian National Police Standards Center: The IADLEST staff have been in contract preparations and program proposals with the US Embassy in Bogota to assist the Colombian National Police in establishing a POST-type agency for the country. Our proposal ultimately will include IADLEST POST accreditation for the newly formed agency.
- Tunisia National Police and Tunisia National Guard: The IADLEST staff has consulted and developed program proposals for law enforcement academy accreditations for the US Embassy in Tunis and the US Agency for International Development (USAID).
- Dominican National Police Academy: The IADLEST staff have completed contract preparations and program proposals. We have received a sub-award to perform technical assistance with the Pan American Development Foundation to conduct accreditation and other consulting services to the Dominican National Police Academy. This project is a portion of a more significant Caribbean Law Enforcement Improvement award by the US State Department that may lead to additional accreditations to Trinidad and Tobago, the Bahamas, Suriname, and Guyana nations.



- In addition to the Abu Dhabi and Dominican Republic Self-Assessments mentioned above, there were Law Enforcement Academy Self-Assessments started in 2021 for:
 - Front Range Community College Law Enforcement Academy, Fort Collins, CO.
 - Ouachita Baptist University Police Academy, Arkadelphia, AR
 - Arkansas Department of Public Safety, Law Enforcement Standards and Training Division, Springdale, AR



National Law Enforcement Academy Resource Network (NLEARN):



Dan Setzer

enforcement community nationally and internationally. The NLEARN website averages approximately 1,500 page views monthly.

Dan Setzer manages NLEARN and provides a valuable service to the Law Enforcement Academies and trainers worldwide. He adds new content and sends out a weekly email to all NLEARN members informing them of recent additions and articles. In addition, he highlights new training opportunities, National Certified Courses, and federal and 3rd party training. Other topics covered include instructor development, academy management, officer wellness, and traffic safety. Over the last year, our email list has expanded from 3,310 to 4,851, reaching deep into the law



Texas Department of Transportation Awards: IADLEST was awarded two separate grants in FY 2021, and both were renewed in FY 2022, starting October 2021, which **Dan Howard** managed.

The first project, *Using Data, Effective Training & Officers to Reduce Large Vehicle & Bus Crash Fatalities in Texas*, involves in-state adjunct instructors and the project manager, delivering either a 2-hr Basic *Large Truck and Bus Traffic Enforcement Training* course or a 4-hour Train-the-Trainer version. Of note, both courses are NCP certified. Below is a breakdown of the activity for 2021.

- Number of 2- hour workshops - 7
- Number of 4-hour workshops - 23
- Total number of LEO trained - 373

The second project, *Providing DDACTS Technical Support and Workshops to Reduce Crashes and Crime in Texas Agencies*, uses a variety of in-state adjunct instructors, national DDACTS SMEs, analytical specialists, and the project manager.



Daniel A. Howard

In 2021, IADLEST delivered a series of in-person agency specific DDACTS workshops, multi-day analytical training workshops, and analytical training workshops for command staff, all of which are NCP certified. In addition, a series of virtual analyst training workshops were created and delivered. Also, our analytical specialists provided one on one analytical and technical assistance to agencies throughout the state. IADLEST completed twelve workshops with 362 officers, totaling 1,350 training hours. Below is the breakdown of activity this past year.

Analytical and Technical Assistance

- Agencies receiving assistance - 24
- Total number of hours of assistance provided - 134.5



DDACTS Workshops - 8 hours:

- Number of workshops - 5
- Number of personnel trained - 188
- Total number hours of training - 1,504

Analyst Training: 2-day in-person workshops

Courses: Basic Analytical - Level I
Intermediate Analytical - Level II

- Number of workshops - 3
- Number of personnel trained - 55
- Number of hours of training - 770



Data Driven Decision Making for Chief Executives: 2-day in person (14-hour) workshop

- Number of workshops - 2
- Number of personnel trained - 42
- Number of hours of training - 588

Analyst Training: Virtual Workshops

Courses: <i>Data Analysis Using Microsoft Access - Level I</i>	14 hours
<i>Data Analysis Using Microsoft Access - Level II</i>	14 hours
<i>Data Analysis Using Microsoft Excel - Level I</i>	21 hours
<i>Data Analysis Using Microsoft Excel - Level II</i>	14 hours
<i>Tactical Analysis for Crashes and Crime</i>	14 hours

- Number of workshops - 5
- Number of personnel trained - 77
- Number of hours of training - 1,350

Peggy Schaefer manages the following projects:



Peggy Schaefer

IACP Elevate Blue: This IACP/IADLEST effort, supported by the Bureau of Justice Assistance (BJA), will develop best-in-class law enforcement curriculum for critical subjects at the forefront of law enforcement today. IADLEST is working to provide subject matter experts and curriculum developers for the following topics:

- Community Engagement and Trust
- De-Escalation/Use of Force
- Leadership, Management & Supervision



- Managing Mass Demonstrations & Protecting Civil Rights
- Recruitment, Hiring, Training & Retention
- Strategies to Prevent Violent Crime

Data-Driven Approaches to Crime & Traffic Safety



Our DDACTS team and SMEs have been busy this year fulfilling all of our NHTSA grant deliverables:

- NHTSA DDACTS Analyst Mastermind Series
 - Seven webinars with a total of 944 students & 265 have viewed recorded sessions
- NHTSA Automation A-Z Webinars (Analysts learn how to automate their process)
 - Three webinars with a total of 175 Students & 33 have viewed recorded sessions
- 8 Part DDACTS Webinar Series Scheduled
 - DDACTS Overview - Feb 18
 - Outcomes - Mar 18
 - Data Collection - Apr 15
 - Data Analysis - May 27
 - Partners/Stakeholders - Jun 17
 - Strategic Operations - Jul 22
 - Information Sharing - Aug 19
 - Monitor & Evaluate - Sep 15

424 Students attended to date – 361 **viewed** recorded sessions
- Delivered 13 National Agency Strategic Planning Sessions with 283 students

○ Warrensburg MO	Jan 7 – 8	16 students
○ San Luiz, AZ	Jan 25 – 26	26 students
○ DeForest, WI	April 22 – 23	30 students
○ Smyrna, GA	May 4 – 5	26 students
○ Kingston, PA	May 10 – 11	20 students
○ Flathead CO, MT	May 25 – 26	21 students
○ Garner, NC	July 8 – 9	17 students
○ Colorado State Police	July 14 – 15	28 students
○ Syracuse, NY	Aug 4 – 5	23 students
○ Olivette, MO	Aug 19 – 20	15 students
○ Thornton, CO	Oct 5 – 6	25 students
○ Casper, WY	Oct 18 – 19	23 students
○ Montrose, CO	Nov 9 – 10	13 students

- Delivered One Evidenced-Based Strategic Decision-Making Course
 - Southlake, TX July 15 7 students
- Delivered One SME Facilitator Course with complete DDACTS course revision
 - Charlotte, NC July 27 – 28 21 students
- Delivered One Analytical Strategies to Support DDACTS in-person course
 - Charlotte, NC July 29 – 30 16 students

National Certified Training (NCP)

- Reviewed 408 courses
 - Failed 37 – 9%
 - Trained 142 reviewers
- Worked with 442 training providers
- Quality of training is increasing
- 2021 data:
 - Certified 78 courses, failed five
 - Worked with 117 Providers
 - Trained nine reviewers
 - Worked with 13 POST and Academy Directors
 - Webpages had over 7,000 hits
 - Delivered two training webinars:
 - Incorporating National Standards into Curriculum Design
 - Conducting Simple Job Task Analysis



National Decertification Index

National Decertification Index:

IADLEST, with Program Manager **Victor McCraw**, continued to offer the NDI as a free resource to law enforcement agency background investigators. At the end of 2021, there were 31,574 actions reported by 46 certifying agencies. In addition, several webinars and a podcast were done to help spread the word that the NDI was a free resource, and 5,143 registered background investigators were using the system during hiring investigations.

IADLEST obtained a cooperative agreement from the Department of Justice, Bureau of Justice Assistance to modify and expand the functionality of the NDI pursuant to the requirements of a Presidential Executive Order. In addition, the



Victor McCraw

Program Manager developed an advisory committee of law enforcement stakeholders and created a *Request for Information* to help guide the committee on the design of the proposal request.

Dianne Beer-Maxwell manages the following projects:

Academy Innovations:

IADLEST launched the first-of-its-kind study, with support from the COPS Office, in five academies to research the impact of different learning modalities. For example, will students retain LEO content if reinforced in strategic instructional blocks, and do they remember more content with in-person or online delivery? These are the primary research questions. Results are expected in late 2022.



Dianne Beer-Maxwell

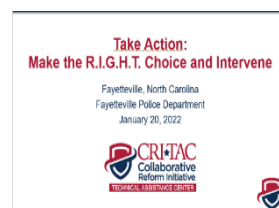
CRI-TAC:

IADLEST continued to partner with IACP and several national law enforcement organizations, with support from the COPS Office, to provide technical assistance and training on a wide variety of topics “by the field and for the field.” In 2021, IADLEST advised on and actively supported several site engagements, helping CRI-TAC to reach the milestone of serving 500 agencies since its inception in 2018.

Through CRI-TAC, IADLEST developed and piloted several new curricula.

For the peer intervention/active bystandership curriculum, IADLEST:

- Created and completed a task analysis
- Developed objectives and an 8-hour in-person class
- Planned for pilot delivery in early 2022
- Planned for train-the-trainer materials by late Spring 2022



IADLEST also supported the development of a Hate Crimes basic curriculum and is creating a Hate Crimes Investigative instructional block.

IADLEST Partner Advisory Committee (IPAC):

The IPAC held three virtual meetings with the partners this year. In 2020, the IPAC developed and published the popular, *Why Law Enforcement Needs to take a Science-Based Approach to Training and Education*,



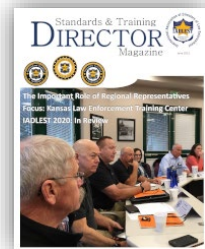
which was accessed nearly 1,500 times through the IADLEST website in 2021. Our partners are also sharing this document through their platforms.

IPAC Members:

- Acadis by Vector Solutions
- Columbia Southern University
- Direct Action Resilience
- FORCE Concepts
- Force Science Institute
- Guardian Alliance Technologies
- National Command & Staff College
- Learninghouse, a Wiley Brand
- Legal & Liability Risk Management Institute
- NW3C
- Police One Academy/Lexipol
- Polis Solutions
- Strategies for Youth
- VirTra
- Virtual Academy



William “Bill” Flink manages the National Instructor Certification Program and the International Instructor Certification. He has also developed IADLEST’s first *Standards and Training Director* magazine that focuses on advancing quality training, policy, and services.



Bill Flink

- **National Certified Instructors:**
 - 142 Certified
- **International Certified Instructors**
 - 22 Certified



Partnership with LAPSEN: During December, IADLEST collaborated with the Law and Public Safety Education Network (LAPSEN), a state-managed non-profit, supporting public safety career programs at the high school level and non-school programs through age 20 that law enforcement academies oversee. Through this partnership, IADLEST is developing a program to recognize and certify *youth instructors* who teach law enforcement programs in high schools and meet all our qualifications.



IADLEST is also developing a program to recognize those high school students who graduate from these programs to inform law enforcement organizations that they have met the standards adopted by IADLEST and would be good candidates for future law enforcement positions.

We look forward to seeing you at the 2022 IADLEST Conference in Ft. Worth, Texas, May 15-18.