



*Transforming Policing by Pursuing
Excellence in Training*

**YEAR IN
REVIEW 2024**

—● *Showcasing how our organization's efforts
positively impact individuals and communities.*





IADLEST 2024 Year in Review

IADLEST improves lives around the world by providing

law enforcement education, publications, trainings, certifications, law enforcement leadership and more. In 2024, more than 50,000 law enforcement officers were reached, with a resulting positive effect for more than 470 million community members worldwide. Here are IADLEST's 2024 highlights.

~ IADLEST Executive Director Mike Becar

30+ Countries Served



IADLEST Membership = 675



2024 Conference in Phoenix, AZ
Attendance = 448 people;
21 countries; 45 U.S. states



Magazine Distribution: 56,000
Newsletter Distribution: 17,000
NLEARN subscribers: 7,166
NLEARN Distribution: 16,500



Grants:
21 Funds Managed: \$10,353,397



IPAC Members 14



Certifications:
74 New Instructors, total of 277
New Courses = nearly 200 from 31 providers



Records: 555,800+
Searches: 113,900+
Agencies: 12,878



IADLEST Website Views in 2024: 781, 289
New Followers: 963 (on all platforms)
Facebook: Views: 6,733 | Engagement: 1,984
LinkedIn: Views: 123,414 | Engagement: 3,641
Twitter/X: Views: 6,733 | Engagement: 1,984
LinkedIn: Views: 123,414 | Engagement: 3,641
Twitter/X: Views: 11,785 | Engagement: 730



IADLEST 2024 Year in Review





Executive Director’s Message: Mike Becar

I am happy to report that through 2024 activities, IADLEST is once again achieving excellence, impact, and grant receipts that serve our domestic and international members well.

The program and program manager updates that follow provide exciting news for 2024. IADLEST’s work demonstrates relevance, mission fulfillment, and ongoing service to the law enforcement profession.

Please let me know if we can assist you in any way. For more information about IADLEST’s mission, purpose, and services, go to: www.IADLEST.org



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IADLEST Mission

IADLEST’s mission is to support the innovative development of professional standards in public safety through research, development, collaboration, and sharing of information, to assist states and international partners with establishing effective and defensible standards for the employment and training of public safety personnel.



Standards

IADLEST's mission includes the research, establishment, documentation, and dissemination of law enforcement training and personnel standards. To this end, IADLEST maintains a National Decertification Index to help prevent unethical officers from moving to other agencies. IADLEST is committed to supporting the highest possible standards for police officer training, conduct, and fairness.

- **NDI** To meet this commitment, IADLEST maintains the National Decertification Index (NDI) to assure that officers decertified in one state may be properly screened if they apply for employment in another state.
- **COPS Office Agency Certification** The COPS Office asked IADLEST to develop a draft set of model standards for independent law enforcement accrediting organizations to add to their existing standards to comply with the President's Executive Order No. 14074.
- **Model Ethical Standards** Convene Directors of POST agencies to collaborate on the development of a uniform ethics and professionalism statement.
- **Academy Innovations** IADLEST completed the first study of its kind, with support from the COPS Office, in five basic academies to research the impact of different learning modalities. The study concluded that students who received integrated instruction experienced less knowledge loss over time, regardless of whether they received the integrated instruction in-person or online.
- **Census of Law Enforcement Training Academies** Every five years, the US Department of Justice, Bureau of Justice Statistics engages in a comprehensive Census of Law Enforcement Training Academies.



Standards



National Decertification Index – Vic McCraw, Brian Grisham, Dan Setzer and Ian Karssen, Program Managers



Vic McCraw completed the RFP process for ongoing NDI improvements and implementation. Vic took a position as the first POST Director in Hawaii as of October 2024.

Simon Computing was awarded the multi-year, multi-million-dollar contract for the NDI.

An ongoing benchmark for the NDI is greater numbers of records are being entered and a greater NDI usage for records searches occurred in 2024.



Brian, as Program Manager for the NDI 3.0 Expansion project, worked constantly throughout the year on the RFP, contracts, and transition from NDI 2.0 currently utilized. This included many coordination meetings with DOJ on funding and their creation of a complimentary federal accountability database and periodic meetings with the 3.0 vendor, Simon Computing. Brian has made presentations on the NDI to two major law enforcement organizations and participated in three virtual presentations.



Dan Setzer

Dan Setzer has also long been involved with the NDI, having overseen the programming and development of the early iterations of the database system 20 years ago. Dan managed the initial design and development of the database and web interface. He wrote the technical specifications of the current database which was included in the 2023/2024 RFP for the new redesign and expansion of the NDI. He served as an evaluator for the submitted RFP's and helped select the winning vendor: Simon Computing.

Dan's ongoing tasks include assisting NDI users with passwords, login problems, and help using and navigating the website. He also provides progress reports to the Department of Justice, which is providing funding for the redesign project. In preparation for the transition to the new version of the NDI, he recently completed a review of the 12,462 organizations listed in the NDI database, identifying duplicate and incorrect entries. Those types of entries were consolidated or deleted in order to clean up the database prior to uploading it into the new system. Identifying duplicate or incorrect organization information now devolves into a daily maintenance mode which will continue until the new system is activated. Dan continues to meet bi-weekly, or as needed with the vendor to answer questions and assist with the project design.



Ian Karssen joined IADLEST in December of 2024 to work with Dan Setzer on the NDI project. Ian is a results-driven IT professional specializing in process optimization, data analysis, and technical training, with a proven ability to deliver transformative solutions in public service and government sectors. His work with the Tennessee Corrections Institute showcases his expertise in leading digital transformation initiatives, improving operational efficiency, and fostering technology adoption across diverse teams.

COPS Office Agency Certification – Mark Damitio, IADLEST Program Manager



This was an award by the Department of Justice, Office of Community Oriented Policing Services (COPS Office) from 2020. The Presidential Executive Order Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety, Executive Order (EO) No. 14074, afforded The COPS Office the opportunity to work with IADLEST to develop a draft set of model standards for independent law enforcement accrediting organizations to add to their existing standards to comply with the EO. The draft model standards were presented to stakeholder forums in the Spring of 2023. In addition, IADLEST was tasked under a previous EO (13929) with reviewing and certifying the use-of-force policies related to compliance with the EO for law enforcement agencies in 5 states that did not have the capacity to do so. IADLEST operated a website for the submission and review of documentation.

In December 2023, the use-of-force policy certification requirement under EO 13929 was superseded by EO 14074 and the requirement for reporting was terminated. During the term of service, IADLEST performed reviews of 3368 of the nation's 18,000 law enforcement agency policies on use-of-force, resulting in increased accountability for American policing and a safer public.

In June 2024, the COPS Office leadership communicated with IADLEST with the intention of changing the scope of the project for this award. In July 2024, IADLEST proposed the following new tasks and deliverables:

- Task 13: Conduct a nationwide assessment of current Response to Active Threat training curriculums and then provide technical assistance to law enforcement academies to enhance Response to Active Threat training.
 - Conduct stakeholder meetings to discuss generally accepted practices and standards and emerging practices in active threat response training.
 - Develop and disseminate a questionnaire to collect relevant information on law enforcement academies' current activities and efforts to deliver active threat response training.
 - Create a report on existing best practices and training gaps.
- Task 14: Develop a nationally recognized Active Threat Training curriculum.
 - Develop model national training standards for active threat training for Basic Police Officer Training Academies.
 - Develop a model training curriculum for active threat training for Basic Police Officer Training Academies.
 - Deliver TA by performing pilot train-the-trainer events to at least 4 locations nationwide.
- Task 15: Develop a model policy considerations document that can be used by independent state law enforcement accreditation credentialing bodies to establish standards for active threat training.
 - Develop and disseminate a questionnaire to collect relevant information on the current standards of independent law enforcement accrediting bodies for active threat response training.
 - Develop and disseminate model law enforcement agency accreditation standards for active threat training.

On Tuesday, July 30, 2024, the COPS Office leadership approved the proposed new tasks and deliverables. Beginning in August 2024, grant award modifications will be processed, and meetings will begin with the COPS Office Program Manager on project updates and planning to implement the new tasks and deliverables. With the change in scope, there will be a new project title: “Develop National Training Standards and Model Training Curriculum for Active Shooter”. Brian Grisham and Daniel Howard assumed the project management duties.

Model Ethical Standard – Dianne Beer-Maxwell, Project Manager



Project Summary: Convene Directors of POST agencies to collaborate on the development of a uniform ethics and professionalism statement. This statement will serve as a comprehensive framework and a model standard to guide law enforcement agencies in promoting ethical conduct, enhancing public trust, and advancing the professionalism of the law enforcement profession. A model law enforcement ethics standard, paired with a robust campaign to encourage adoption by the nations’ POST agencies, would strengthen accountability and foster consistency for addressing violations of ethical behavior among law enforcement officers nationwide. By bringing together POST Directors to establish updated ethical standards, this initiative aims to enhance public confidence in law enforcement practices nationwide. Additionally, it seeks to equip law enforcement professionals with the necessary tools and guidance to navigate complex ethical dilemmas in a rapidly evolving societal landscape.

Tasks:

- 1) Convene a working group of POST Directors and other experts.
- 2) Draft law enforcement ethics model standard.
- 3) Conduct campaign for model standard adoption by State POSTS.

Timeline: October 1 2024 – September 30 2026 (24 months)

Budget: \$500,000

Funder: COPS Office

Consultants/SMEs and Project Managers: Brian Grisham, Dianne Beer-Maxwell



ACADEMY INNOVATIONS

Academy Innovations – Dianne Beer-Maxwell



Academy Innovations concluded August 31, 2024.

Project Summary: The project is designed to develop evidence-based training methods for the law enforcement industry. The goal is to identify improved methodologies for delivering entry-level law enforcement training content.

Tasks:

- 1) Conduct a randomized controlled study with 5 law enforcement academies nationwide to determine impact of instructional methodology. Focus on integrated instruction and in-person vs. asynchronous online instruction.
- 2) Publish results.
- 3) Present results nationwide.

Timeline: October 1, 2020 – August 31, 2024

Funder: COPS Office

Consultants/SMEs and Project Managers: Dianne Beer-Maxwell and Peggy Schaefer. **SME's:** Jon Blum, Timothy Bonadies, Jessica Herbert/IDEA Analytics

Status: Deliverables completed, funds expended, final report filed, project closed out in July 2024. All resources are available at: <https://www.iadlest.org/our-services/academy-innovations>

Constitutional Decision-Making Job Aid Project: Dianne Beer-Maxwell and Brian Grisham

Project Summary: The International Association of Directors of Law Enforcement Standards and Training (IADLEST), in collaboration with the Bureau of Justice Assistance (BJA), is initiating a project focused on enhancing constitutional decision-making for law enforcement officers. This initiative will develop a comprehensive digital job aid aimed at providing accessible, scenario-based training on constitutional policing. The digital job aid will be designed for use as both a website and a mobile application, ensuring that it can be seamlessly integrated into existing training programs and accessed by officers in the field.

Brian Grisham continued to serve as a member of the BJA Constitutional Policing Initiative team. He is actively engaged in content review of the various learning modules for the curriculum. As an offshoot of this effort, Brian has become a member of the BJA Knowledge Lab Steering Committee, attending live and in-person convenings throughout the year.

Objectives

The primary objective of this project is to enhance the understanding and application of constitutional principles in law enforcement through innovative, mobile-friendly training resources. The project aims to:

1. **Improve constitutional decision-making** among law enforcement officers.
2. **Supplement existing training programs** in police academies, in-service training, and roll call sessions.
3. **Provide a modern, adult learning-focused tool** that is easily accessible and user-friendly.
4. **Offer relevant legal references and scenario-based content** to ensure practical application and retention of knowledge.
5. **Support instructors with a comprehensive guide** for integrating the digital job aid into their training programs.

Tasks:

- 1) Convene a working group to advise project course.
- 2) Build understanding of the field and current constitutional policing training.
- 3) Develop a digital job aid to supplement existing training efforts.

Timeline: November 2022 – October 2025 (extended 1 year)

Funder: BJA

Consultants/SMEs and Project Managers: Dianne Beer-Maxwell; SMEs: Brian Grisham, Randy Means, Jon Blum, Tim Bonadies

Census of Law Enforcement Training Academies – Mark Damitio, IADLEST Program Manager.



Every 5 years, the US Department of Justice, Bureau of Justice Statistics engages in a comprehensive Census of Law Enforcement Training Academies. The 2021 award to the Research Triangle Institute (RTI) produced an immediate request to IADLEST. In 2024, IADLEST staff provided assistance to edit and modify the survey instrument, engage in stakeholder forums and market the project for cooperation from the nation's POST Directors and Academies.

In 2025, there will be further stakeholder engagement and assistance to the researchers with the interpretation of the results.



Training

IADLEST provides training, education, and information around the United States and Internationally to improve the knowledge and skills of law enforcement officers, law enforcement trainers and training programs, and of law enforcement leaders. Workshops, webinars, conference sessions, online resources, and digital publications provide ongoing, high-quality education resources.

- **Texas Department of Transportation (TxDOT)** We deliver training classes throughout the State of Texas with instruction on using data to help prevent crime and crashes, as well as another program focusing on engaging large trucks and buses.
- **National Law Enforcement Academy Resource Network (NLEARN)** Each week NLEARN posts information regarding training opportunities, news, teaching tips for instructors, and materials instructors can use to augment their classes.
- **Elevate Blue** This IACP/IADLEST effort, supported by the Bureau of Justice Assistance (BJA), develops a best-in-class online training suite for law enforcement on critical subjects at the forefront of law enforcement today.
- **CRI-TAC** IADLEST continued to partner with IACP and several national law enforcement organizations, with support from the U.S. Department of Justice’s COPS Office, to provide technical assistance and training on a wide variety of topics “by the field and for the field.”
- **Instructor Development Webinars** IADLEST produces monthly advanced instructor development webinars. These webinars are free to our community. In 2024, we delivered webinars that were attended by a total of 1614 students.
- **IADLEST Annual Conference** The 2024 IADLEST Annual Conference served 448 attendees from 21 countries and 45 U.S. states.



Training



Cmdr. (ret.) Daniel A. Howard, MA, CPM manages the Texas Department of Transportation traffic safety training projects described below.

Texas Department of Transportation Awards: IADLEST was re-awarded two separate grants in FY 2024, and both were renewed again in FY 2025, starting October 2024

Daniel A. Howard managed the following.

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 received NCP recertification. Below is a breakdown of the activity for calendar year 2024.

- Number of 2- hour workshops - 9
- Number of 4-hour workshops - 22
- Total number of LEO trained - 453
- Total number of training hours – 1,382

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.

In 2024, 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 received NCP recertification. In addition, a series of virtual analyst training workshops and a 5-part webinar series were created and delivered. Also, our analytical specialists provided one-on-one analytical and technical assistance to agencies throughout the state.

IADLEST provided training to 483 law enforcement personnel, totaling 3,907 training hours. Below is the breakdown of DDACTS activity this calendar year.

Analytical and Technical Assistance

- Agencies receiving assistance - 31
- Total hours of assistance provided – 277

DDACTS Workshops - 8 hours:

- Number of NCP certified training workshops - 12
- Number of personnel trained - 307
- Total number hours of training – 2,456

Analyst Training: 2-day in-person workshops

Basic Analytical - Level I

14 hours

Intermediate Analytical - Level II

14 hours

- Number of workshops - 3
- Number of personnel trained - 23
- Number of hours of training - 322

Analyst Training: Virtual Online Training Courses

Data Analysis Using Microsoft Excel - Level I

21 hours

Data Analysis Using Microsoft Excel - Level II

14 hours

Analysis in Action

14 hours

- Number of personnel trained - 32
- Number of hours of training - 532

Creating Analytical Capacity 5-part Webinar series

1 hour each

- Number of workshops - 5
- Number of personnel trained - 93
- Number of hours of training - 93

Data Driven Decision Making for Commanders, Supervisors, and Analytical:

Analysis Driven Deployment - 2-day in person workshop

14-hours

- Number of workshops - 2
- Number of personnel trained - 36
- Number of hours of training – 504

National Law Enforcement Academy Resource Network (NLEARN) – Dan Setzer



Dan Setzer

Dan manages NLEARN and provides a valuable service to the Law Enforcement Academies and trainers worldwide.

Every week for the past 12 years, Dan has added new content to the NLEARN website and sent out a mass email alerting members of the law enforcement community of the new content.

Since January 2024, Dan has added 5,179 names to the NLEARN email list bringing the total up to just over 16,000 addresses.

In the weekly emails, Dan promotes IADLEST services and NCP Certified training programs. He also offers information about training opportunities and provides resources for police instructors to use to augment their courses and improve their teaching techniques.



IACP Elevate Blue – Mark Strickland, Program manager

Elevate Blue was developed in partnership with the U.S. Department of Justice, Bureau of Justice Assistance (BJA), and led by the IACP through a coalition of key criminal justice stakeholders including the Fraternal Order of Police, the International Association of Campus Law Enforcement Administrators, the International Association of Directors of Law Enforcement Standards and Training (IADLEST), the National Association of Women Law Enforcement Executives, the National District Attorneys Association, and the National Organization of Black Law Enforcement Executives. Elevate Blue was created in 2020.

Elevate Blue broadens and supports important training opportunities for law enforcement by championing promising practices, incorporating research and evidence-based approaches, providing perspectives and illustrations from diverse practitioners, and ultimately enhancing public safety for agencies and the communities they serve.

To maximize the value and expertise of the International Association of Directors of Law Enforcement Standards & Training (IADLEST) as a sub-recipient of Elevate Blue: Essential Training for Law Enforcement, IADLEST assumed and fulfilled a greater role and expanded responsibilities within this project, to include:

- Manage the development of seven virtual training curricula.
- Manage the seven curriculum developers of the virtual training curricula. IADLEST submits to IACP recommended developers for review and approval.
- Develop a detailed completion timeline for each of the seven topics that are in curriculum development. The timeline will be developed with guidance from the IACP. The final timeline will be submitted to IACP for review and approval before any work begins.
- Work directly with the IACP's representative on the curriculum development.
- Use the curriculum design document to develop the curriculum.
- Work directly with IACP's SMEs. These individuals will provide the law enforcement perspective in accordance with IACP's curriculum direction.
- Share and use the terminal learning objectives (TLOs) developed by AllenCom with the curriculum developers to use as a foundational reference document.
- Share and use the refined learning objectives created by a team of selected SMEs. These refined learning objectives will be the basis of the curriculum.
- Review curriculum materials and language to ensure all are aligned with IACP, IADLEST, and BJA standards.
- Use the IACP/BJA rubrics to assess the developed training and ensure curriculum meets or exceeds IACP/BJA rubrics.
- Use the IADLEST rubric to assess the developed training and ensure curriculum meets or exceeds the IADLEST certification requirements and is certified.
- Participate in monthly calls with the IACP and provide curriculum development progress updates.
- Consult on the technical development phase as needed.

Key Features:

- Available at no cost with no IACP membership required.
- Participate on-demand anytime, anywhere, and any place at the participant's own pace 1 to 4 hours in length (1 hour modules within 4 hour course).
- Integration of video, interactive exercises, and knowledge checks.
- Certified by the IADLEST National Training Certification Program (NCP) to meet most minimum standards for individual state POST certification requirements.
- Course materials include a student guide, glossary, and downloadable materials.

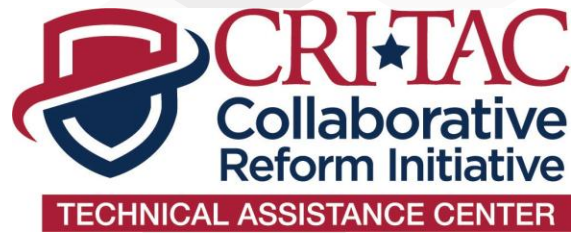
Three courses are Nationally Certified by IADLEST. They are:

- Managing Mass Demonstrations and Protecting Civil Liberties
- Leadership, Management, and Supervision
- Resilience Across Dimensions: Officer Health and Prosperity

The other courses that are in different developmental stages are:

- Community Engagement and Trust
- Effective Violent Crime Reduction Strategies
- Recruitment, Hiring, Training, and Retention
- Use of Force Considerations

The yearly budget for this project remains around \$22,000.00 for ongoing curriculum maintenance.



CRI-TAC – Mark Strickland, Program manager

The CRI-TAC program provides critical and tailored technical assistance resources to state, local, territorial, and tribal law enforcement agencies on a wide variety of topics. It features a “by the field, for the field” approach while delivering individualized technical assistance using leading experts in a range of public safety, crime reduction, and community policing topics. CRI-TAC is a public service and offered at no-cost to an agency.

The Collaborative Reform Initiative Technical Assistance Center (CRI-TAC), one of three programs under CRI-TAC, provides critical and tailored technical assistance resources to state, local, tribal, territorial, and campus law enforcement agencies on a wide variety of topics. CRI-TAC was established in partnership with the International Association of Chiefs of Police (IACP) in 2017.

The IACP and COPS Office have partnered with other leading law enforcement associations to ensure the most comprehensive and tailored solutions available for requesting agencies. Partners with CRI-TAC are:

- Fraternal Order of Police
- FBI National Academy Associates
- International Association of Campus Law Enforcement Administrators
- International Association of Directors of Law Enforcement Standards and Training
- National Association of Women Law Enforcement Executives
- National Organization of Black Law Enforcement Executives
- National Tactical Officers Association
- National Sheriffs’ Association.

CRI-TAC staff works with agencies to provide a customized solution. Types of services the CRI-TAC can provide include:

Resource Referral

- Toolkits, reports, and other relevant publications

Web-based Training

- Recorded webinars and live online training

In-person Training

- Existing and customized on-site training

Virtual Mentoring

- Personnel from the requesting agency are connected with subject matter experts to share information and promising practices via phone or video conference call.

Meeting Facilitation

- Subject matter experts assist in facilitating meetings among agency members and other public and private sector stakeholders

On-site Consulting

- Subject matter experts visit the requesting agency to collaborate with agency leaders and provide guidance on best practices and tailored solutions

Policy Assistance

- Subject matter experts assist in reviewing current or developing new policies

Mass Demonstration Rapid Response Team (MDRRT)

- Provides resources, tools, strategies, and information to problem-solve and maximize communications between the agency and community when faced with a mass demonstration.

From IADLEST in 2024, Mark Strickland has worked on this grant. The current budget for the grant is just over \$147,000.

Instructor Development Webinars - Mark Damitio, IADLEST Program Manager



IADLEST produced monthly advanced instructor development webinars. These webinars are free to the law enforcement community, and in 2024 IADLEST has delivered a webinar each month that has been attended as follows.

January 18th: Common Instructional Mistakes in the Law Enforcement Classroom - 271 students

February 15th: What Does the Research Say? The Science of Learning – 173 students

March 13th: Performance Objectives that REALLY Measure Performance - 144 students

April 17th: Adult Learning Theory and Practice for LE Instructors - 184 students – 184 students

May 16th: Introduction to the Functionality of AI Tools for Designing Training – 92 students

June 27th: How Do We Improve Teaching and Learning? - 125 students

July 25th: Case Law That Supports Learning Science – 104 students

August 15th: No Power, No Point – 180 students

September 12th: Student Centered Learning in Basic Training – 134 students

October 24th: Behavioral Conditioning in Basic Training – 115 students

November 26th: Optimizing Learning Environments: Best Practices for Online Training – 72 students

December 19th: Optimizing Learning Environments: Best Practices for Traditional Environments - 135 students

Total students: 1614

Each of the webinars was sponsored by Vector Solutions/Acadis, a member of the IADLEST Partner Advisory Committee (IPAC). We are grateful for their support.

IADLEST Annual Conference – Yvonne Pfeifer and Laurie Jackson



The 2024 IADLEST Annual Conference served 448 attendees representing 21 international countries and 45 U.S. states. Ten IADLEST staff and contractors attended the 2024 conference in Phoenix, AZ to provide administrative support to Yvonne Pfeifer and Laurie Jackson. Additionally, set up, filling attendee swag bags, registration desk, tradeshow floor, auction items and auction, speaker support, technology support, and evaluation collections were a part of the team’s duties.

Conference Coordinator – Laurie Jackson

- Secured Le Meridian Sheraton Hotel for our 2025 conference, the contract signed guarantees 1000 room nights (80% attrition- meaning we have to “pick-up at least 80% of that number), \$60,000 food & beverage, reserving 23 spaces for vendors
- Secured \$40,150 dollars in sponsorships (these sponsorships are from IPAC members that were given a chance to secure a booth and/or sponsorship before the event opens).
- Seventy-seven presentation requests were sent in that are now being reviewed by the IADLEST Standards & Training Committee for recommendations on what speakers and topics to be presented at the annual conference.

- A contract was signed for the NASCAR Hall of Fame to hold the Monday evening dinner and auction. The menu was selected and sent to our contact at NASCAR.
- Special Olympics was contacted and they committed to participating in the Live Auction at the Monday evening event.
- Research was done on how to hold a raffle with the vendors at the conference. No final decisions have been made.
- Quotes were gathered for transportation for the conference attendees from the hotel to the NASCAR Hall of Fame. A contract has been signed.
- The 2026 IADLEST Conference has been changed to Texas. Fort Worth is being looked at to hold the conference.

Audio/Visual Support for the IADLEST Conference - Dan Setzer

Dan attended the Conference in Phoenix and was charged with setting up and managing all of the A/V equipment and assisting the presenters as needed.

IADLEST Conference 2025



Register at: [Summary - International Association of Directors of Law Enforcement Standards and Training 2025 Conference](#)



Certifications

In support of standards of excellence in law enforcement training, IADLEST administers rigorous evaluation processes to certify training courses, youth/LAPSEN instructors, national instructors, and international instructors. Once certified, courses must be reviewed every two years. Once certified, instructors must go through a renewal process every two years.

- **National Certified Training** One of the primary functions of the NCP review is to ensure the course learning objectives are aligned with demonstrated student learning.
- **IADLEST National Certified Trainers and IADLEST Internationally Certified Trainers** Recipients of IADLEST's Nationally Certified Instructor (INCI) Program and Internationally Certified Instructor (ICI) certification are subject matter experts (SME) who have focused their talents on law enforcement training, increasing IADLEST's influence on training excellence, and making a continued, positive impact on the work of law enforcement officers.
- **IADLEST/LAPSEN Certified Trainers** The IADLEST/LAPSEN certification program is a partnership with LAPSEN to certify instructors working with Youth.



Certifications



National Certified Training (NCP) – Andrew “Andy” Birozy, Program Manager

Prior NCP program manager Jim Gordon retired on April 30, 2024. IADLEST contracted with Andy Birozy to manage the NCP, beginning on May 1, 2024.

Andy retired as a Lieutenant from the Tustin Police Department in Orange County, California. He honorably served the Tustin community for 34 years. He started with the Department in 1990 as a Dispatcher and then became a Police Officer in 1994. He is a California POST Master Instructor and has been involved in teaching law enforcement courses for close to 20 years. Andy has developed numerous courses for California POST and is often consulted to assist others with curriculum development.

Andy holds a Master of Science degree in Law Enforcement Executive Leadership and a Bachelor of Arts degree in Leadership.

One of the primary functions of the NCP review is to ensure the course learning objectives are aligned with demonstrated student learning. Often, we see courses with numerous learning objectives that are not fully addressed or supported in the course curriculum, nor is there evidence of student learning to demonstrate the objectives have been met. NCP staff routinely work with training providers to align their course materials and activities to ensure the objectives are met, and that the objectives require the student to apply what they have learned through demonstration or facilitated critical thinking questions. This way, we ensure the student not only KNOWS the material but can apply it.

During the NCP review, evaluators look for a Student-Centered Learning Environment. That is, how does the instructor plan to engage the students in meaningful ways to ensure learning is as close to what will be expected of the students in the field? Our goal is to inspire creativity and innovation by using available resources at training sites for a wide variety of instructional activities beyond lectures. We look for descriptions of meaningful activities that produce measurable learning outcomes that allow students to connect with their own experiences.

The NCP requires training providers to provide a meaningful testing process to ensure students know the material and can apply it in their respective duty assignments. Our NCP evaluators look for class activities or another testing process within the course curriculum (written exams, facilitated dialogue, etc.) that test students at the "Application" stage or above of Bloom's Taxonomy. Some providers are not familiar with critical thinking question design, requiring NCP staff to work closely with providers in designing a testing process that meets or exceeds course objectives and the return on investment to agencies.

During NCP review of lesson plans, we not only look to see that students are active in the classroom, but the class activities are designed to complement all three learning domains (affective, cognitive, psychomotor) when appropriate. Often, we find training providers focus solely on the Cognitive material (the nuts and bolts of the curriculum itself) but don't use the Affective or Psychomotor domains in helping emphasize WHY the course is important. Keeping students actively involved and using course activities and materials that help emphasize WHY students need the material ensures the course performance objectives are met and the student retains the material. <http://iadlest-ncp.org/>

2024 to date data:

- Reviewed 204 courses
- Fourteen courses have failed the initial certification. Out of the 14, seven resubmitted for certification and passed
- Trained three reviewers
- Worked with 31 different providers
- Updated the IADLEST NCP website
- Currently housing documents too large for FirstForward on the IADLEST Dropbox
- Began updating the NCP terms and conditions which includes a new retention policy for course documents submitted to IADLEST.

NCP Outcomes:

The NCP is dedicated to improving the quality of law enforcement training by ensuring training is aligned with course goals and measurable outcomes. The NCP also requires training providers to provide all reference training curricula (cited references) and a clear picture of how the curriculum will be delivered. The NCP strives to ensure courses are student-driven, with course activities that are closely aligned with how students are expected to perform in the field.



Certified Instructors – Kelly Alzaharna

Recipients of IADLEST’s Nationally Certified Instructor (INCI) and Internationally Certified Instructor (ICI) Programs are subject matter experts (SME) who have focused their talents on law enforcement training, increasing IADLEST’s influence on training excellence, and making a continued, positive impact on the work of law enforcement officers.

IADLEST’s Nationally and Internationally Certified Instructors come highly recommended by their peers or IADLEST members. Their credentials include significant training and curriculum development experience and a demonstrated commitment to improving criminal justice training and society.

<https://www.iadlest.org/training/instructor-certifications/national-certified-instructor#:~:text=What%20are%20the%20requirements%20to%20become%20an%20IADLEST%20nationally%20certified>



2024

Nationally Certified Instructors

INCI (New)	48
INCI (Renewals)	59
TOTAL INCI at end of 2024:	206

Internationally Certified Instructors

IICI (New)	26
IICI (Renewal)	31
TOTAL IICI at end of 2024:	71



IADLEST/LAPS EN – Leah Besonen

IADLEST formed a partnership with LAPS EN in 2021 to support recruitment and training for law enforcement agencies. The Law and Public Safety Education Network (LAPS EN) is a state managed non-profit, supporting public safety career programs at the high school level, and non-school programs through age 20+ that are overseen by Law Enforcement Agencies. The IADLEST Executive Committee reviewed and approved a basic law enforcement curriculum for youth and partnered with LAPS EN to present graduates from these programs with a certificate of completion approved by IADLEST. In return, IADLEST receives a small fee on exam fees for completion of this program. IADLEST also worked with LAPS EN to develop a youth certification program to recognize those youth law enforcement instructors in the program.

Deputy Director Brian Grisham serves on the LAPS EN board of Directors to represent IADLEST.

There are five certified instructors in this program. For more information:

<https://www.iadlest.org/Portals/0/Files/INCI/CYI/CYI%20Instructions%20Application.pdf?ver=b9kcJYScRn0lMj88a3tSIg%3d%3d>

December 2024, Stacey Coleman joined the team when Leah Besonen departed IADLEST.



Stacey D. Coleman is a certified professional with experience in legal administration, operation efficiency, and workflow optimization. Stacey will continue working with LAPS EN.



Accreditations, Audits and Analysis

IADLEST conducts academy accreditations and audits to provide agencies with comparative assessments of their practices and operations as measured against best practices. While an accreditation looks at all aspects of an agency's operation, an audit is tailored to and narrowly focused on specific areas as determined and requested by the agency. Job Task Analysis provides a three-phase assessment and report about the tasks critical to law enforcement jobs in the agency or jurisdiction reviewed.

- **Accreditation: International Accredited Academy**
- **Accreditation: US Academy/POST Certifications** Accreditation helps an agency demonstrate adherence to national standards, add defensibility via an objective and thorough certification process, comply with state, national and international standards, and practices, increases marketability due to validation of training and practices and enhances issue identification techniques and implementation of best practices.
- **Audits and Analysis** IADLEST performs accreditation services for law enforcement academies and POST agencies.
- **Analysis: Job Task Analysis (JTA)** IADLEST offers JTA for an entire entry-level academy curriculum, multiple in-service topics, or a single lesson. The process can be tailored to individual agencies. The general process is outlined below.



Accreditations, Audits and Analysis



International Accreditation: Mark Damitio, IADLEST Program Manager managed the following projects.



Kosovo: KAPS Classroom 2024

Accreditation:

We completed three law enforcement academy reaccreditations in 2024:

- Ministry of Internal Affairs Police Academy and the Agency for Ministry of Security Training for Bosnia and Herzegovina.
- Kosovo Academy for Public Safety (Award of Excellence)
- North Macedonia Ministry of Interior Police Training Center.



MOSTAR EVOC



Bosnia North Macedonia: PTC Firearms

We completed five initial law enforcement academy accreditations to date in 2024:

- Guyana Police Force Training Centre (3 academies: Georgetown, Berbice, Essiquebo)
- Jamaican Constabulary Force National Police Academy.
- Albania Security Academy (Award of Excellence)



Guyana: IADLEST Program Managers
Mark Damitio and Dan Howard in center.



Guyana training day.



Jamaica: Classroom experience 2024



Albania: 2024 Class

Accreditations in progress in 2024 included:

- Dominican Republic National Police, Institute for Police Education.
- Arkansas DPS Northwest Arkansas Law Enforcement Training Academy
- Washington State Criminal Justice Training Commission - Burien
- Trinidad and Tobago National Security Training Academy
- Dubai Police Traffic Institute.

There are several accreditations anticipated in 2025 from consultations and work performed by IADLEST staff in 2024:

- An overview of the accreditation process was provided to the Royal Bahamas Police Force Academy in June.
- An overview of the accreditation process was provided to the Palestine College for Police Services in June.

- An overview of the accreditation process was provided to the Royal Morocco Police College in November.
- Self-Assessment materials were provided to:
 - Indiana Law Enforcement Academy
 - Tennessee Law Enforcement Academy
 - Touchstone Global Training Center
 - Idaho P.O.S.T Law Enforcement Academy
 - Washtenaw Community College (Michigan) Public Safety Academy
 - South Dakota Law Enforcement Training Center
 - Panama National Police Officers Academy.

IADLEST continues to be a leader in the assessment of excellence for law enforcement academies. US government agencies with an interest in improving policing worldwide depend upon IADLEST for their expertise and commitment to improving the profession.

Pan American Development Foundation

IADLEST received an INL (US State Department’s International Narcotics and Law Enforcement Section) sub-award to perform technical assistance with the Pan American Development Foundation to conduct accreditation and other consulting services to academies and police forces in the Caribbean. This project is a portion of a more significant Caribbean Basin Security Initiative by the US State Department that may lead to additional accreditation efforts in other nations.

- Guyana: Completed the accreditation of three police academies.
- Trinidad & Tobago: The accreditation of the NSTA academy is in progress.
- Bahamas: An overview of the accreditation process was presented to the Royal Bahamas Police Force (RBPF) staff and leadership. And a review of basic training curriculum was performed.
- Barbados: A review of basic training curriculum was performed.
- Dominican Republic: Meetings, focus groups, assessment and curriculum preparation was performed for the anticipated presentation in 2025 of Use-of-Force and Citizen Attention (Community Policing) train-the-trainer courses.

Accreditation: US Academy/POST accreditations – Mark Damitio, Program Manager



IADLEST performs accreditation services for law enforcement academies and POST agencies. Accreditation helps an agency demonstrate adherence to national standards, add defensibility via an objective and thorough certification process, comply with state, national, and international standards and practices, increases marketability due to validation of training, and practices, and enhances issue identification techniques and implementation of best practices. There are 54 law enforcement academy standards and 99 POST agency standards.

Audits and Analysis – Mark Damitio, Program Manager IADLEST also performs audit and analysis services for law enforcement academies and POST agencies. Unlike accreditations, audits and analysis services are customer-driven and tailored to specific areas as determined and requested by

the agency. They can include: a Performance Audit: Efficiency, effectiveness and conforming to best practices; an Image Audit: Perceptions of external (stakeholders) and internal (employees); an Operations Audit: Quality and effectiveness; a Management Audit: Leadership; a Content Audit: Comparison to industry best practices; or a Legislative and Policy Audit: Compliance.

Analysis: Job Task Analysis – Jon Blum



IADLEST began offering and marketing its JTA and curriculum development services in January 2023. Most RFPs provide 30-days for bidders to respond. It generally takes, Jon at least 10 business days to write a response and prepare a budget for submission to potential clients. The following are all completed or ongoing JTA and curriculum development projects for 2024.

Client: Vermont Criminal Justice Council

Project: State-Wide Job Task Analysis & Curriculum Gap Analysis

Dates: November 2023 to June 2024

Risks: Completed SOW on schedule

Staff: Jon Blum, Val Lubans, Peggy Schaefer

Client: New Mexico Law Enforcement Training Academy

Project: State-Wide Job Task Analysis & Curriculum Gap Analysis

Dates: December 2023 to August 2024

Risks: Client data base; Completed SOW two months late

Staff: Jon Blum, Val Lubans, Peggy Schaefer

Client: Vermont Criminal Justice Council

Project: Basic Academy Curriculum Development

Dates: September 2024 to September 2027

Risks: Local politics, stakeholder collaboration, piloting

Staff: Jon Blum, Tim Bonadies, Peggy Schaefer

IADLEST is currently in preliminary talks with Oklahoma, Maine, and Delaware state POSTs for JTA and curriculum development services.



IADLEST Operations and Outreach

Operations: By the Numbers – Yvonne Pfeifer, CFO



IADLEST Chief Financial Officer, Yvonne Pfeifer manages all accounts for grants, IADLEST staff (4), 14 Project Managers, and approximately 100 contractors; the annual IADLEST Conference; and the daily operations of the various projects and operations of IADLEST.

Here are more details.

- IADLEST is the Prime Grantee on 17 grants from the Federal Government and State agencies.
- IADLEST is a sub-grantee on 4 pass-thru grants from 3 different agencies/organizations.
- IADLEST managed 21 new and ongoing grants and cooperative agreements and was awarded \$4,280,608 in new funding in 2024. For a total of \$10,353,397.23



Operations: Brian Grisham, Deputy Director, is tasked with general administrative and legal issues and is involved in many projects for IADLEST.

General Counsel and Administrative Activities

Throughout the year, Brian reviewed and prepared numerous contracts and legal documents and prepared responses related to legal issues of the Association. He participated in 13 media interviews on behalf of IADLEST and spoke in two podcasts and webinars related to IADLEST's mission in police standards and reform. He also produced a white paper in support of IADLEST's efforts to obtain criminal history access for POST organizations nationwide and the final draft of the IPAC white paper promoting a national Job Task Analysis and Curriculum. Brian assisted the Bylaws Committee in their meetings and draft amendments.

Outreach: World Police Summit, Dubai – Brian Grisham



Deputy Director Brian Grisham has now served on the Board of Trust for the Dubai World Police Summit (WPS) for two and a half years. The third summit was held in March, 2024 and Brian attended the summit and the Board of Trust Meetings. Brian also served on the selection committee for the WPS Awards in Excellence. He has been reappointed to the Board of Trustees in its new format for the World Police Summit 2025.

Operations and Outreach: Surveys and Special Projects – Brian Grisham

IADLEST was involved as consultants, participants and subject matter experts in partnership with various scholars, research entities, and collaborators and Brian coordinated:

- LAPSEN youth in law enforcement program, and Brian joined them as a board member in 2024
- NDI National POST Commission Survey with Hamline University is finalized with 96% of POST agencies responding.
- National Staffing and Recruitment Study—NIJ and Michigan State University—is anticipated to ramp up more in 2024 and will result in funded travel for regional IADLEST meetings in spring of 2025.
- Yale University’s Justice Collaboratory study on POST Commission authority and effectiveness. Brian provided feedback to the very controversial first draft and attended a November convening at Yale with key POST agencies and law enforcement executives to discuss a better final product.



Yale University Justice Collaboratory meeting group, 2024.

- Participated with an IADLEST team in a successful application for a COPS Ethics Grant
- Attended Vermont POST meeting with IADLEST team to roll out JTA and Curriculum development project.
- Participated in IADLEST team in transitioning an existing COPS grant to the development of an Active Shooter Model Curriculum
- Formulated a state POST Audit proposal with key IADLEST Personnel.

Outreach and Collaboration

Brian Grisham was able to travel to Washington D.C. on four separate occasions for workshops, meetings and listening sessions to keep IADLEST at the table with our federal partners and sister law enforcement organizations. Conference partnerships and travel to other areas of the country were actively sought to raise awareness of IADLEST, its membership, and its mission. This was augmented by virtual meetings as well. These activities included:

- IADLEST Executive Committee meeting at the winter National Sheriffs Association Conference
- IADLEST Annual Conference in Phoenix
- IADLEST Staff Retreat in Denver
- Five times met with Brooks Bawden Moore, LLC (BBM) and key congressional offices on NDI and Criminal History Access and produced a white paper on the issue
- Met twice with BBM and Chicago Crime Lab on their leadership initiative
- Spoke on a BBM podcast regarding the National Certification Program and de-escalation training
- 30 X 30 Program Meetings with the COPS Office
- DOJ Elder Abuse Conference
- Represents IADLEST as member of the BJA Knowledge Lab Steering Committee
- Advising DOJ on the creation of NLEAD
- Met with BJA Technical Assistance Coordinator on IADLEST's capacity for technical assistance
- Attended and presented at a Mid-West Regional Meeting in Kansas
- Attended and presented at a Central Regional Meeting in Indiana
- Attended two South Regional virtual meetings
- Attended the DOJ Workforce of the Future Convening in Kansas
- Represents IADLEST on FEMA Incident Command Update
- Attended BJA Elevate Blue Convening
- Represented IADLEST at the DOT Traffic Incident Management Conference
- Attended the Global Summit on Ending Sexual Exploitation and met with two entities in partnering with IADLEST on training grants
- Attended IADLEST POST Director's two-day Retreat at FLETC
- Attended BJA OJP Grant Requirement update training
- Attended IACP Annual Conference in Boston
- Met with the Elizabeth Smart Foundation and Phase Alliance in Utah on training collaboration and consultation.



Brian Grisham, second from right, at the Elizabeth Smart Foundation meeting.



Standards and Training Director Magazine – William Flink

<https://www.iadlest.org/news/magazine>

Published quarterly, March, June, September and December, the *Standards and Training Director Magazine* is in its fifth year of publication. The magazine has published 171 articles from leaders in the standards and training field. Forty-eight (48) of those articles came during 2024. Additionally, the magazine offers information on numerous training opportunities that members and our constituency could attend to enhance their credentials or professionalism, as well as many other items to improve law enforcement standards training. Readers from around the globe can access the magazine as each issue is archived and freely available on the IADLEST website (above link). Over 50,000 subscribers receive the magazine’s digital link via email.



IADLEST Newsletter – Dan Setzer

<https://www.iadlest.org/news/newsletters>

Published quarterly, January, April, July, and October, the *IADLEST Newsletter* publishes information of interest to IADLEST members: POST Director changes; course announcements; meeting minutes; updates on IADLEST project work; and a significant number of training opportunities for members and their staff. The Newsletter is in its 33rd year of publication. Readers around the world can access the newsletter as each issue is archived and freely available on the IADLEST website (above link). The newsletter is sent to all IADLEST members whom receive the newsletter via digital link by email.

In 2024, Dan completely redesigned the quarterly Newsletter to better meet the needs of the IADLEST membership. Emphasis is on making it easier for members to find program updates in addition to listing IADLEST projects to give new members an idea of the scope of IADLEST activities.

Dan also helps with the publication of the *Standards & Training Director Magazine*, uploading it to the Internet, adding links on website and proof-reading the drafts prior to publication

In addition to special projects, when the IADLEST team takes on new projects, Dan creates new web pages and edits existing web pages on the IADLEST website to promote the latest projects and update ongoing programs.



Outreach: IADLEST Partner Advisory Committee (IPAC) - Jana Kemp



IADLEST Partner Advisory Committee (IPAC) met four times, in 2024 to provide inputs to IADLEST, to work with the IADLEST Executive Committee on projects of benefit to the association, and to provide insights from companies working with law enforcement in multiple disciplines. IPAC membership stands at 14 (of 15 total possible) members.

An informational graphic for the IADLEST Partner Advisory Committee (IPAC). The top section is titled 'IADLEST PARTNER ADVISORY COMMITTEE' and describes the committee's purpose: 'The IADLEST Partner Advisory Committee (IPAC) was established in 2019 to support resource development for IADLEST and the advancement of law enforcement training nationwide. Members of the IPAC help ensure that training and standards meet the needs of the public safety industry, help to promote the adoption of best practices, provide IADLEST with perspectives and recommendations regarding selected IADLEST projects, and initiatives and emerging topics in the field. The IPAC seeks to advance the public safety profession with a vision of outcomes-based police training and standards.' Below this, it lists 'IPAC Serves as:' followed by three bullet points: 'Technical Advisory Panel comprised of subject matter experts (SMEs); Platform to engage partners and create opportunities for collaboration; and Sounding and advisory board for IADLEST's current and emerging programs.' A fourth bullet point states: 'Think tank to assist IADLEST with its mission and strategic plan.' At the bottom, it says 'Learn more about the IPAC, including the IPAC publication Why Law Enforcement Needs to Take a Science-Based Approach to Training and Education, on our website.' To the right of the text is a vertical list of logos for 'Our IPAC Partners', including Vector, IACAD, LEXIPOL, VirTra, NW3C, COLUMBIA SOUTHERN, VIRTUAL ACADEMY, GUARDIAN, AXON, and FORCE SCIENCE INSTITUTE.

IPAC was invited to attend the first ever FLETC/IADLEST co-sponsored POST Directors retreat at FLETC in Georgia. This resulted from two years of interactions with the IADLEST Executive Board. 15 people representing 10 IPAC member companies attended the September 24, 2024 portion of the two-day meeting.

About the FLETC/IADLEST meeting From POST Executive Director Sean Moriarty of Delaware:

“I am writing to extend my sincere appreciation to Chief Brewer, the IADLEST leadership, and all of the POST directors for this week’s POST Directors’ Retreat at FLETC. I found the conference incredibly valuable on several dimensions including: information sharing, professional dialogue, mentoring from senior post directors, knowledge acquisition, collaborative vision charting, networking, increased group cohesion, and friendships.

I also understand that there was a tremendous amount of planning, logistics, and support to successfully facilitate this retreat. The transportation, lodging, meals, and FLETC tour were great. Thank you very much for everyone who worked to facilitate and support the conference.

I appreciate the opportunity to have spent time with such an amazing group of law enforcement professionals. I hope that these events continue, and I am looking forward to seeing all of you in the very near future. Please let me know if there is anything that I can do to assist you or your agencies and stay safe.”

Outreach: Social Media – Chris Dorch, a VirTra employee, continues to promote IADLEST and its programs across these social media platforms. This is an in-kind relationship with IPAC member company VirTra.



2024 Social Media Statistics

Facebook

Views: 6,733 Engagement: 1,984

LinkedIn

Views: 123,414 Engagement: 3,641

Twitter/X

Views: 11,785 Engagement: 730

New Followers (all platforms): 963

Outreach: Representing IADLEST at ILEETA – Dianne Beer-Maxwell

March 2024, Dianne represented IADLEST at the ILEETA Conference in St. Louis, MO with a presentation on the Constitutional Decision-making Job Aid project.

Outreach: National Conference Exhibits and Presentations

Each year, IADLEST participates in a number of conferences to promote its work, programs and services. In 2024, Dianne Beer-Maxwell attended one conferences tied to her work with Constitutional Policing, presented at one: ILEETA. Deputy Director Brian Grisham attended domestic and international conferences in 2024 as reflected in the prior pages of this report.

Operations and Outreach support – Leah Besonen

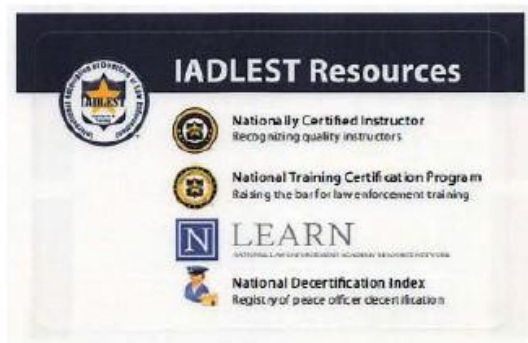
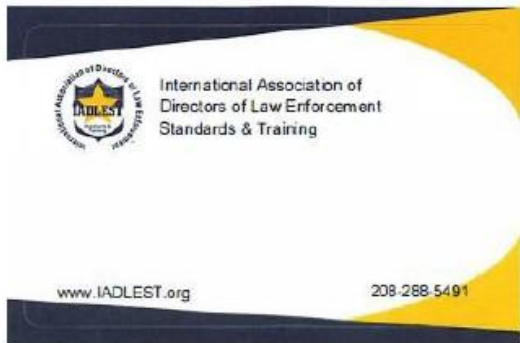


Leah Besonen, IADLEST's Administrative Assistant and Receptionist for 2.5 years, has departed the organization.

Stacey Coleman joined IADLEST in the role.



Stacey D. Coleman is a certified professional with experience in legal administration, operation efficiency, and workflow optimization. As the Administrative Assistant for the IADLEST, Stacey plays a key role in supporting daily operations. Stacey processes membership cards and coordinates annual renewals, providing support for the organization's membership. Having joined the IADLEST team in late 2024, Stacey aims to contribute to the organization's wide-ranging initiatives and its mission of advancing professional standards in public safety.



IADLEST Membership Cards issued in 2024: 377 with a total of 673 IADLEST members.

Operations and Outreach support – Dan Setzer



IADLEST Website Systems Administrator

As Systems Administrator, Dan adds or modifies web pages when program managers take on new projects or need to update existing web pages. Dan will be making major changes to the TxDOT programs web presence as the transition is made from DDACTS to SAFER.








NCP Website Systems Administrator

IADLEST was recently given full control of the NCP website which had been originally built by Envisage (now Vector Solutions). Dan has updated numerous pages as the direction of the NCP program manager. In addition, Dan completely reworked the NCP Course List found on the site. He stepped through each of the 320 NCP certified programs, categorizing them, and creating hyperlinks for each course title linking them to course registration and details. A powerful “Search” feature was implemented allowing individuals to quickly find the best training program to meet their needs.

Operations and Staff: September 2024 retreat in Denver, Colorado

For the first time in seven years, the IADLEST staff and contractor team members were brought together for 1.5 days of program updates, in-person collaboration, and team building. The discussions resulted in idea sharing, lists of IADLEST assets, challenges, and needs. Some team members had never met each other so this event allowed everyone to feel more connected and more understanding of whom to contact about which programs and projects. IADLEST’s goal is to hold such a retreat once every two or three years.

IADLEST Staff and Contractor Team

Name	Project(s)	Contact
 <p>Mike Becar Executive Director, CEO</p>	Administration	mikebecar@iadlest.org
 <p>Yvonne Pfeifer CFO</p>	Financial Operations Administration Conference	yvonne@iadlest.org
 <p>Brian Grisham Deputy Director</p>	Administration Legal Counsel Academy Audits	brian@iadlest.org
 <p>Stacey Coleman Administrative Assistant</p>	Administrative Assistant Receptionist	stacey@iadlest.org
 <p>Kelly Alzaharna Project Manager</p>	National Instructor Certification International Instructor Certification	kelly@iadlest.org
 <p>Dianne Beer- Maxwell Project Manager</p>	Academy Innovations Constitutional Policing National Model Ethical Standard Project	dianne@iadlest.org
 <p>Mark Damitio Project Manager</p>	Academy Accreditation POST Agency Accreditation Instructor Development Webinars	markdamitio@iadlest.org

	William Flink Project Manager	<i>Standards and Training</i> Director Magazine Sourcebook Project	wflink@iadlest.org
	Daniel Howard Project Manager	TxDOT- Truck & Bus TxDOT- DDACTS	danhoward@iadlest.org
	Jana Kemp Project Manager	IPAC Coordination Proofing Magazine & Newsletter	jana@iadlest.org
	Ian Karssen Project Manager	NDI	ian@iadlest.org
	Dan Setzer Project Manager	NLEARN Newsletter	dsetzer@iadlest.org
	Andy Birozy Project Manager	National Certified Program (NCP)	andy@iadlest.org
	Laurie Jackson Conference Coordinator	IADLEST Conference	laurie@iadlest.org
	Mark Strickland Project Manager	CRI-TAC Elevate Blue Sales & Marketing	markstrickland@iadlest.org
	Jon Blum Project Manager	JTA Curriculum Development	jon@iadlest.org



IADLEST Mission

IADLEST's mission is to support the innovative development of professional standards in public safety through research, development, collaboration, and sharing of information, to assist states and international partners with establishing effective and defensible standards for the employment and training of public safety personnel.



IADLEST Headquarters ~ Our office has a conference room, receptionist area, kitchenette, and three offices.

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