



# Newsletter

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# Highlights from the IADLEST Executive Committee Meeting Minutes

February 4, 2024 Washington, D.C.

View the full document here: [Executive Committee Meeting Minutes](#)

*(Minutes approved by the Committee June 2024)*

The meeting opened with presentations by a number of agency administrators who requested an opportunity to address the IADLEST Executive Committee. The presenters included:

**Lori Sims, Director of Resource Integration  
Office for State and Local Law Enforcement  
Department of Homeland Security**

**Jason Kepp, Assistant Director  
Joanne Robinson, Division Director  
Federal Protective Service  
Training and Professional Division**

**Mark Kehrli, Director  
Office of Operations  
Federal Highway Administration**

**Steve Fields, Assistant Director  
U.S. Department of Justice  
Criminal Division / International Criminal  
Investigative Training Assistance Program (ICITAP)**

**Emily Buehler, Ph.D. Statistician  
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**Christine Frank, Highway Safety Specialist  
Enforcement and Justice Services Division  
National Highway Traffic Safety Administration**

**Hugh Clements, Director  
Community Oriented Policing Services (COPS) Office  
US Department of Justice**

The presenters shared with us the latest new programs and initiatives being put forward by their respective departments. See the full minutes document (link above) for details on these important programs and how they can benefit your organization.

Following these presentations the Committee received updates on a number of IADLEST projects:

- ♦ Brian Grisham was contacted by the Veteran's Justice Initiative about a partnership to offer resources and training on veterans experiencing mental health or substance abuse crises.
- ♦ Dianne Beer-Maxwell participated in a POST panel at the Law and Public Safety Education Network (LAPSEN) Conference in Phoenix. Matt Giordano (AZ) was asked to sit on LAPSEN's board.
- ♦ Mark Strickland will participate in the Divided Community Project at the Ohio State University's Moritz College of Law to help provide guidance on the Presidents Executive Order 14074 for Federal, State, Tribal, local, and territorial law enforcement agencies on best practices for planning and conducting law enforcement-community dialogue to improve relations and communication between law enforcement and communities, particularly following incidents involving the use of deadly force.

## IADLEST Project Updates (cont'd)

- ♦ Brian Grisham will represent IADLEST at a DOJ Initiative on National Elder Justice Law Enforcement Summit in Washington DC February 5-7, 2024.
- ♦ IADLEST was contacted by the Washington POST who is interested in Academy Accreditation.

IADLEST is working on a number of grants individually, and with partners:

- ♦ IADLEST partnered with Strategic Applications International on a grant with the Malouf and Elizabeth Smart Foundations for Online Child Sexual Exploitation and Abuse and Human Trafficking.
- ♦ IADLEST signed an agreement with the Bureau of International Narcotics and Law Enforcement Affairs (INL) for the re-accreditation of the Mostar Police Academy (Bosnia and Herzegovina).
- ♦ IADLEST partnered with Florida State University for a BJA grant project for Virtual Reality Training Development for Law Enforcement.
- ♦ IADLEST was awarded a 3-year, \$1.5 million project with the Vermont POST to develop their Basic Academy curriculum.
- ♦ The Washington POST had their academy curriculum National Certification Program (NCP) certified. It is the first academy curriculum to be NCP certified.

Other significant meetings IADLEST members attended and additional program updates:

- ♦ Brian Grisham attended the West Regional meeting in Sacramento, CA on November 7-8, 2023.
- ♦ Mark Damitio traveled to Tunisia and conducted two Academy pre-assessments, of the Readiness of the Tunisian National Guard and the National Police Academies for IADLEST Accreditation.
- ♦ Mark Damitio finished evaluating all documents and policies for the re-accreditation of Bosnia and Herzegovina Academy and is scheduling an on-sight assessment.
- ♦ Brian Grisham and Executive Director Becar worked with Brooks Bawden and Moore, LLC (BBM) and Senators Booker and Kennedy to refine the Victim Act language to require agencies to check the National Decertification Index (NDI). Several states are either legislatively requiring, or POSTs are requiring agencies to check the NDI prior to hiring any officers. Executive Becar encourages all states to consider requiring agencies in the state to do the same prior to hiring officers.
- ♦ The IADLEST Annual Report is also located on the IADLEST website and shows what IADLEST accomplished last year.

In the Legislative Update our Government Relations firm, Brooks Bawden and Moore, LLC (BBM), shared the progress being made to get POST directors access to criminal records history.

BBM has been raising the issue on the Hill about POSTs not having access to the criminal history record information. Senator Moran decided to work on this bill and there is draft legislation with IADLEST and Senator Moran's office to ensure that POSTs have access to criminal history record information when needed. The original plan morphed into a two-part approach. The first part ensures that POST Directors have access to this information. This is a page and a half bill that Senator Moran's office drafted and now Senator Cornyn wants to help work on. It is also being floated to some democratic offices, such as Senator Whitehouse's office who wants to work on it as well. The second part will work on getting other entities that need access to the criminal history records information access.





# Report on the 2024 IADLEST Conference in Phoenix

By any measure the Conference has to be deemed a roaring success.

Approximately 450 law enforcement professionals from all over the nation and the world attended. Twenty-one international countries were represented.

The Conference even drew the attention of the Governor of Arizona who took the time to come to the Conference and address the group as part of the opening ceremonies.

After an inspiring keynote presentation by Dean Crisp, the group enjoyed lunch with the many exhibitors demonstrating their latest products and innovations.

Training tracks included 20 different presentations on a wide range of topics of interest to all law enforcement professionals.



*The Honorable Kathleen Hobbs,  
Governor of Arizona*

There were too many to list here in entirety, but a few of the titles were:

- Innovations in Wellness and Mental Health During Conflict: Police Voices from the Ukraine
- Artificial Intelligence (AI) in Police Training – A Resource or Risk: Global Perspectives
- Ethical Decision Making Under Stress: A Primer
- Deliver, Reinforce, Retain: Using Evidence to Improve Recruit Learning
- Strategies to Strengthen Constitutional Decision-Making

If you missed the Conference, you also missed out on the roundtable discussions and regional meetings.

Don't miss out in 2025! Save the date: June 1<sup>st</sup> – 4<sup>th</sup> in Charlotte, NC.

# Vendor Exhibition - 2024 IADLEST Conference



[Vector Solutions Website](#)



[Lexipol Website](#)



[Guardian Alliance Website](#)



[National White Collar Crime Website](#)

# IADLEST Does More Than You Know

## Project Updates

Our organization is engaged in a number of projects covering a wide range of topics of critical interest to all categories of law enforcement professionals.

IADLEST is active in the following areas:

- ♦ Training
- ♦ Certification
- ♦ Standards
- ♦ Accreditation
- ♦ Audits
- ♦ Research
- ♦ News and Information

See the following pages for details on our activities in these areas.



# IADLEST Reciprocity Handbook

## Updated 2024

Most states offer training credit to police officers who are hired from out of state.

The IADLEST Reciprocity Handbook details the training in each state, and indicates what additional requirements, such as additional training, must be met by an applicant to qualify for certification in that state.

IADLEST Members may download the updated Reciprocity Handbook from our website under the “Members/IADLEST Documents” menu at no cost.

For Members: [2024 Reciprocity Handbook](#)

Non-members may purchase a print copy of the Handbook at the IADLEST Online Store at a cost of \$45.00.

For Non-Members: [2024 Reciprocity Handbook](#)





# Vendor Exhibition - 2024 IADLEST Conference



[Blue to Gold Website](#)



[Amber Alert Advocate Website](#)



[TrainCy Website](#)



[National Center for Victims of Crime](#)



# IADLEST Instructor Development Webinars



This series of free one-hour training sessions is directed at police instructors to help them develop their teaching skills. They are delivered monthly. The sessions are recorded and made available on our website. Recent titles include:

**Adult Learning Theory and Practice for LE Instructors**

**Introduction to the Functionality of AI Tools for Designing Training**

**How Do We Improve Teaching and Learning?**

**Case Law That Supports Learning Science**



## Elevate Blue Essential Training for Law Enforcement

This IACP/IADLEST effort, supported by the Bureau of Justice Assistance (BJA), will develop a best-in-class online training suite for law enforcement on critical subjects at the forefront of law enforcement today.

Topics available will include:

Community Engagement and Trust

De-Escalation/Use of Force

Leadership, Management, and Supervision

Managing Mass Demonstrations & Protecting Civil Rights

Recruiting, Hiring, Training, and Retention

See the following page for a major update on the Elevate Blue Project.



Elevate Blue is a suite of training courses designed to address the contemporary challenges police face every day.

Each course is developed using a comprehensive research strategy and certified by IADLEST.

All courses can be taken online at no cost anytime, anywhere, and on any device.

So far, three courses have been published:

- ⇒ [Leadership Management, and Supervision](#)
- ⇒ [Managing Mass Demonstrations and Protecting Civil Liberties](#)
- ⇒ [What is Wellness?](#)



*The Elevate Blue team that developed the program.*

# Vendor Exhibition - 2024 IADLEST Conference



[Bureau of Justice Assistance Website](#)



[VirTra Website](#)



[Peacekeeper Products Int'l Website](#)



[Justice Federal Credit Union Website](#)





## 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."

[Learn More about CRI-TAC](#)



## Officer Safety and Wellness



IADLEST, in partnership with the International Association of Chiefs of Police (IACP) and the Bureau of Justice Assistance, U.S. Department of Justice, developed an 8-hour basic academy course to underscore that officer wellness must start at the beginning of the officer's career.

You can download the full curriculum here: [What Does Wellness Look Like?](#)



## New Mexico JTA and Curriculum Development



IADLEST will be conducting a full Job Task Analysis (JTA) related to police academy training in New Mexico. It is expected that this will lead to a reworking of the academy curriculum.

# Vermont JTA and Curriculum Development Program Update

## Vermont Job-Task Analysis Project Completed

IADLEST invited all 1400+ law enforcement officers from the State of Vermont to participate in a state-wide job task analysis. The goal was to identify and validate specific tasks that entry-level officers must be trained on during the State's basic law enforcement academy. The JTA identified the following for recommended inclusion in Vermont's basic training academy.

- 416 tasks
- 43 equipment items
- 45 physical skills

IADLEST also conducted a needs analysis of Vermont's existing basic academy curriculum and found that 98.7% of the 416 tasks, 39 or 90.6% of the 43 equipment items, and 38 or 84.4% of the 45 physical skills were covered in the existing curriculum. IADLEST was awarded the contract to begin overhauling the existing curriculum to comply with best practices for adult learning. The three-year curriculum development project is scheduled to begin in late Summer and conclude with full-scale piloting in 2027.



*Vermont Police Academy*

*Photo via Facebook*



# Texas Department of Transportation



## Texas Data-Driven Approaches to Crime and Traffic Safety (DDACTS)

This program is a multi-faceted program that provides agencies and their members with a variety of on-site and remote analytical/technical assistance and training and is geared to the specific needs of a given agency and its personnel, regardless of its current capacities, at no cost to the agency. Recent course deliveries include the following:

### UPDATE:

Also see the article on the following page for more about data analysis training.

April 2024	Lakeway Police Department	April 3rd
	Brazoria Co. Sheriff's Office	April 8th
	Brazoria Co. Sheriff's Office	April 9th
	Brazoria Co. Sheriff's Office	April 10th
May 2024	Marvel Police Department	May 21st
	Marvel Police Department	May 23rd
June 2024	Data-Driven Decision Making Workshop	June 17th - 18th
	Basic Analyst Workshop	June 20th - 21st



TxDOT has brought a Texas centric approach of a successful strategy to train and encourage non-CMV local and county certified officers to actively enforce common operator violations (i.e.: speeding, disregard of traffic signals, etc.).

Both the 4-hour (Train the Trainer) and the 2-hour (Basic) Texas-Truck and Bus Traffic Enforcement Training workshops are presented at no cost to the participants or the agency. Recent course deliveries include the following:

April 2024	San Marcos Police Department	4/1/2024	4-Hr Course - (TtT)
	San Marcos Police Department	4/2/2024	4-Hr Course - (TtT)
	Gonzalez Co. Constable Pct 4	4/9/2024	4-Hr Course - (TtT)
	Gonzalez Co. Constable Pct 4	4/10/2024	4-Hr Course - (TtT)
	Cross Roads Police Department	4/16/2024	4-Hr Course - (TtT)
	Cross Roads Police Department	4/17/2024	4-Hr Course - (TtT)
May 2024	TBA		
June 2024	Charlotte Police Department	6/11/2024	4-Hr Course - (TtT)
	Charlotte Police Department	6/11/2024	4-Hr Course - (TtT)
	Hidalgo County Sheriff's Office	6/12/2024	4-Hr Course - (TtT)
	Hidalgo County Sheriff's Office	6/13/2024	4-Hr Course - (TtT)
	NTCCOG-Regional Police Academy	6/20/24	2-Hr Course - Basic



# Expanding Data Driven Policing and Analytical Capacity Across Texas

*Cmdr. (ret.) Daniel A. Howard, MA, CPM- IADLEST Project Manager, Texas Data-Driven Policing and Large Truck and Bus Programs*

In October 2015, the International Association of Law Enforcement Directors of Standards and Training. (IADLEST) embarked on a unique partnership with the Texas Department of Transportation (TxDOT). This collaborative effort involved bringing a nationally recognized data-driven policing model and all its benefits to Texas while crafting the delivery and outreach to meet Texas agencies' specific needs. Like most states, Texas has grant-funded law enforcement projects such as Click-It-Or-Ticket, and each of the grant variants, which run from two weeks to a year in length, is founded on data. However, Texas continues to be unique in that it is the only state using grant funds to pay for projects that enhance law enforcement's ability to develop, analyze, and operationalize their data. The theme of the effort is to have agencies deploy their resources in ways that are based on quality data and grounded in analysis.

In 2024, this collaborative effort has never been more important, with agencies having to consistently deal with increasing mandates, rising rates of fatal and serious injury crashes, new crime trends, etc., without any substantive increases in staffing or funding. These issues have resulted in agencies having to reevaluate what manpower and resources are on hand and how both can best be utilized. There is one agency resource that is often underutilized: Data. When collected and utilized correctly, it can be the greatest free resource any law enforcement administrator can have. But only if the crash and crime data is timely, accurate, and reliable. And that demand must come from the head of the agency and become culturally ingrained throughout the organization for it to succeed.



*Cmdr. (ret.) Daniel Howard: Agency Strategic Planning Implementation Workshop- Brazoria County Sheriff's Office, Angleton, TX*

It is important to recognize that each law enforcement agency has unique challenges, institutional norms, and behaviors. Agencies are often asked to change years of learned behaviors developed within the department based on a few days of instruction from outsiders. The Data-Driven Policing project provides the training and assistance crafted for the specific agency, allowing them to realize an early return on their invested training time. The fact that an agency can make real progress and succeed early on is one of the project's secrets to success.

IADLEST provides agency-centric training and assistance to law enforcement across the state, regardless of size and jurisdictional type. Subject matter experts also work with these agencies to build and/or expand their analytical capacity while simultaneously assisting them with operationalizing the agency's data to create strategies for reducing crashes, crime, and other social harms that plague a respective community, such as engaging with their community partners and deploying a high visibility presence in a given

area. Of note, conspicuous police presence and motor vehicle engagement in a given area have shown time and again that they can positively impact both criminal and unsafe driving behaviors. The public may not necessarily know why a patrol unit is working in a given area, but what potential criminals and traffic violators do know is they do not want to be stopped.

The success of the collaborative effort of TxDOT and IADLEST can be seen in any number of locations around the state, from smaller agencies such as Webster and Cleburne to medium-sized agencies, like Longview and Pearland, to larger agencies like El Paso Police Department and the Harris County Sheriffs all of which had a significant number of their sworn and civilian personnel attended one of the 115 *Agency Strategic Planning Implementation Workshops* conducted over the last nine years and/or took full advantage of the in-person and remote analytical training and assistance provided, including three different nationally certified and TCOLE recognized, 2-day in-person analytical courses and several other virtual hybrid trainings and webinar presentations.



Chief (ret.) Brett Railey and Senior Analytical Specialist Craig Spingarn:

Data-Driven Decision Making for Commanders, Supervisors and Analysts Workshop- San Antonio, TX

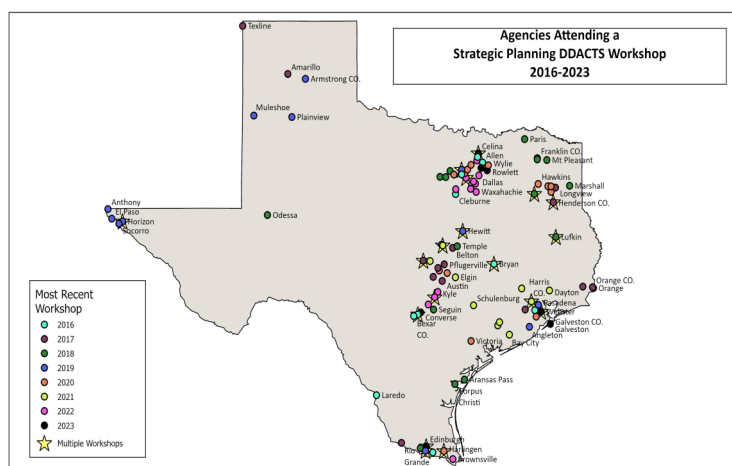
Much of the success of the project is due to IADLEST and TxDOT routinely working together, looking for ways to enhance project strategies, including a continued assessment of needs and success. This approach allows the IADLEST to

get to know the agency's personnel at all levels, from chief to analyst, while building a sustainable foundation for long-term agency success. Early on, it became clear that an agency cannot have a data-driven operational model nor have long-term success without quality data and the ability to analyze it effectively. Therefore, besides building analytical capacity, IADLEST helps agencies build confidence in their analysts and the analytical products and analyses they produce.



Senior Analytical Specialists Debra Piehl and Craig Spingarn: Intermediate Level II Analytical Workshop- Arlington, TX.

The result of everyone's efforts is that the training workshops rapidly become maxed out with a waiting list, and they are getting busier each year. Since October 2015, IADLEST has worked with over 110 agencies across Texas and provided more than 10,000 hours of Nationally Certified training to state, county, and local law enforcement professionals state-wide. (See map of below)





## Nationally Certified Training Program (NCP)

IADLEST launched the National Certification Program (NCP) to establish law enforcement training standards and best practices relating to improved professionalism and skill sets for our nation's first responders. NCP courses are recognized nationally and designed to count towards officers' mandatory in-service training requirements.

To see a listing of the courses approved during the last three months go to page 37.



## IADLEST National Certified Instructor (INCI)

In 2018, IADLEST launched the IADLEST National Certified Instructor Program (INCI) to recognize and acknowledge the Nation's FINEST instructors. These individuals display the best practices in training delivery by being highly recommended by POST and Academy Directors and by maintaining their training acumen by completing continuing professional education instructor course work.

To see a listing of the instructors nationally certified during the last three months go to page 32.



## IADLEST International Certified Instructor (IICI)

The IADLEST International Instructor certification is focused on all instructors that teach law enforcement officers in countries outside the United States. It is also useful for those instructors from the United States that teach in foreign countries as part of U.S. Department of Justice, U.S. Department of State, U.N. missions, or other assignments where the credibility of instructor qualifications are paramount to securing assignments or the recognition of international partner countries.

To see a listing of the international instructors certified during the last three months go to page 34.





## IADLEST/LAPSEN Certified Youth Instructor

In 2022, IADLEST and the Law & Public Safety Education Network (LAPSEN) launched the Certified Youth Instructor Program (CYI) to recognize and acknowledge the Nation's finest instructors who work in schools and youth programs designed to foster careers in law enforcement. These individuals display the best practices in training delivery by being highly recommended by their schools, youth program directors, or the LEAs for whom they work. This program is for all instructors working with youth in law enforcement career programs and related public safety programs.



## IADLEST Use-of-Force Policy Certification

Through Presidential Executive Order 13929, the U.S. Attorney General, as appropriate and consistent with applicable law, will allocate Department of Justice discretionary grant funding only to state, local, tribal, and university or college law enforcement agencies that have obtained (or are in the process of seeking) credentials certifying that they meet certain mandatory and discretionary standards for safe policing.

For agencies that do not have a state-level accrediting organization, IADLEST serves as the accrediting agency.

The states without accrediting organizations are Alaska, Hawaii, New Mexico, and West Virginia.

Austrian Police  
in the 1930's.

Note the multi-  
seat open-air  
conveyance.

Photo Credit:  
Polizeibereitschaft  
by Hilscher, Albert  
- 1938 - Austrian  
National Library



# Vendor Exhibition - 2024 IADLEST Conference



[Autism Society of Arizona Website](#)



[Benchmark Analytics Website](#)



[Columbia Southern University Website](#)



[Skidcar System Website](#)



# IADLEST Academy Accreditation

## IADLEST POST Accreditation

Accreditation affirms that the agency or academy is adhering to the highest international standards with regard to police standards and training.

### Accredited Academies:

#### **National:**

- Idaho Peace Officer Standards and Training
- Washtenaw Community College

#### **International:**

- Kosovo Academy for Public Safety
- Agency for Education and Professional Training (AEPTM) Mostar, Bosnia
- Police Training Center of the Ministry of Interior of the Republic of North Macedonia
- Dubai Police Criminal Investigation Department Training Center
- United Arab Emirates Ministry of Interior Police College
- Guyana Police Force Academy, Georgetown, Guyana

#### **In Progress:**

- Colombian National Police Standards Center
- Jamaican Constabulary Force National Police Academy
- Arkansas Depart. of Public Safety, Northwest Arkansas LE Training Academy
- Guyana Police Force, Felix Austin Police College
- National Patrol Police Academies (Kyiv, Rivne and Kryvyi Rih)
- Kingdom of Saudi Arabia, Naif College for National Security
- Royal Bahamas Police Force College





The Academy Innovations research project is supported by the U.S. Department of Justice COPS Office. 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.

## Project Results

This one-of-a-kind research project utilized ongoing academy classes to answer the following questions:

1. Does frequency of instruction on a topic (integrated into the curriculum at specific intervals) impact knowledge retention?
2. What impact does online instruction have on knowledge retention (positively or negatively) compared to traditional classroom delivery?

The results have been published in two formats:

A practitioner's guide now available on the COPS Office website

And

A technical paper published in The Policing Journal.

See the Academy Innovations page on the IADLEST website for links to those and other project resources.

[Academy Innovations: Project Results](#)



## Constitutional Policing Curriculum Support to Academies

IADLEST was awarded a cooperative agreement from the Bureau of Justice Assistance (BJA). In partnership with BJA, IADLEST will work to build an understanding of how constitutional policing is currently taught through the nation's academies, what is working and where additional support is needed, and provide technical assistance to academies to bolster their constitutional policing training.



## Model Standards

It is in the spirit of growth and responsiveness that the International Association of Directors of Law Enforcement Standards and Training have resolved to establish a set of MODEL STANDARDS to which all states may aspire.

Current sets of Model Standards are posted on the IADLEST website:

[Model Standards for POST Agencies](#)

[Firearms Instructor Certification](#)

[IADLEST Training Standards](#)

In addition, the following informational items are available on the IADLEST website:

[Military Police Training and Reciprocity](#)

[US Army Physical Readiness Requirements](#)

[Federal Training Reciprocity Manual](#)



New York City PD Inspector  
McCafferty

# Vendor Exhibition - 2024 IADLEST Conference



[Force Science Website](#)



[National Assoc. FTO Website](#)



[National Testing Network Website](#)



[Ti Training RECON Network Website](#)



# IADLEST Has an Important Seat at the Table

As IADLEST's reputation for expertise and its ability to deliver grows, we receive more and more requests for our presence among the major players in law enforcement nationally.

Our Deputy Director, Brian Grisham recently represented IADLEST at the **ADL Consortium meeting**. He reports:

- ♦ The meeting included briefings by two analysts and subject matter experts on the large uptick in extremism and Anti-Semitic activity around the U.S. and particularly on college campuses. It was interesting to see the different approaches colleges took from protest resistance to contrition.
- ♦ Most disturbing to hear was the planned "protests" by the "Goyim Defense League" targeting Tennessee in the upcoming days. Their protest activities are made under the banner of Palestinian activism, but they are actually an anarchist group that organizes anti-Semitic activity including sporting events and appearing around Jewish facilities and institutions.
- ♦ There is an increase in activity targeting Jewish individuals, public figures, and companies perceived to support the Israeli war effort.

Below are some resources related to topics discussed during the meeting:

## Campus Crisis

[Best Practices Toolkit for Colleges and Universities](#)

[The 6 Asks: Policy Actions to Counter Antisemitism on Campus](#)

[Disruptions and Encampments on Campus](#)

[Disruptions of Commencement Ceremonies and Other Campus Events](#)

## Extremism

[ADL HEAT Map](#)

[Backgrounder on the Goyim Defense League](#)

[Antisemites, Racists and Other Bigots are Hijacking Public Meetings](#)

[Toolkit for Responding to Extremist Disruptions at Public Meetings](#)

## IADLEST Has an Important Seat at the Table (cont'd)

On June 13-14, 2024 IADLEST Deputy Director, Brian Grisham and IADLEST Past President, Michael Ayers participated in the

### **Fourth Senior Executive Transportation and Public Safety Summit.**

The Summit was sponsored by the U.S. Department of Transportation and was attended by over 60 executives and senior managers from all responder disciplines. The focus was to discuss ways to advance responder and motorist safety while mitigating incident duration and impact.

The Department of Transportation explained:

“The TIM Executive Leadership Group (ELG) was convened as a recommendation from the 2012 Summit and includes 17 organizations. By exercising the TIM ELG spheres of influence, member organizations have championed recommendations from the first 2012 Summit, a second 2015 Summit, and a third 2019 Summit. Each Summit sparked and sustained significant advances across various aspects of TIM such as responder training, institutionalizing TIM programs, increasing public awareness about safely navigating incident scenes, the collection and use of data to improve TIM, expansion of TIM to local and rural roadways, and the adoption of technologies to save responder and road user lives.

The TIM ELG member organizations, through strong consensus, proposed this Fourth Summit to discuss the Future of TIM, and to cultivate a national network of executive leaders deeply engaged in TIM. Through this Fourth Summit, we shared opportunities and strategies to empower each attendee to advocate for and champion necessary resources and programs for TIM.”

Fourth Senior Executive Transportation  
and Public Safety Summit

**THE FUTURE OF TRAFFIC  
INCIDENT MANAGEMENT  
(TIM)**

FHWA Office of Operations  
June 13-14, 2024



## IADLEST Partner Advisory Committee (IPAC)

The IADLEST Partner Advisory Committee (IPAC) is comprised of fifteen organizations that provide services to Law Enforcement and Corrections Officers and their organizations. 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, and provide IADLEST with perspectives and recommendations regarding selected IADLEST projects and initiatives. The IPAC also offers support and recommendations for assisting IADLEST with attaining its annual funding objectives to ensure the viability and continuity of IADLEST for the benefit of the public safety community.

*IPAC Members meet during the IADLEST Conference in June 2024*







The National Decertification Index has been under development in various forms for over 20 years.

It has provided law enforcement agencies with a tool to help screen the backgrounds of prospective new hires, be they new recruits or officers transferring from another agency.

Records regarding officer misconduct are entered by police officer standards and training agencies (POST Agencies), or other certifying authorities. These records are made available for query by police, sheriffs, and other qualified agencies in order to give those agencies full information about individuals applying for hire.

Over the life of the system a total of over **54,552 records** have been entered by **50 certifying agencies**.

**UPDATES: New Jersey is the latest certifying authority to enter records in the NDI.**

**A Vendor has been selected to expand and redesign the NDI website and database.**

### **Expansion Project**

With the sponsorship of the US Department of Justice, Office of Justice Programs, Bureau of Justice Assistance, the NDI is about to embark on a radical redesign and expansion of services.

Some states have made query of the NDI a legal or regulatory requirement for the hiring agencies under their jurisdiction.

We are anticipating adding more federal agencies to the system.

For more information and to request access to the NDI see:

[IADLEST National Decertification Index](#)

### **IADLEST and the NDI were mentioned in the May 24, 2024 White House Fact Sheet:**

“On the state level, the International Association of Directors of Law Enforcement Standards and Training, with DOJ funding, has entered into agreement with a technology vendor to expand a pre-existing national registry of state law enforcement de-certification and revocation actions relating to officer misconduct that is currently used by all 50 states and the District of Columbia. With the expansion, this registry will include information about the same types of misconduct as the federal database.”



## National Law Enforcement Academy Resource Network (NLEARN)

NLEARN is a service of IADLEST offered at no cost to law enforcement instructors, academy personnel, training coordinators, and patrol officers.

This service posts weekly news about training opportunities, as well as references to news reports and technical articles of value to all segments of the law enforcement community.

NLEARN also serves as a repository of lesson plans, training manuals, and online training programs ready for immediate download or use by members of the website.

A weekly email alert is sent out listing the new content added to the website.

The email list currently includes over 13,800 recipients.

Recent posts include:

The Crisis of Legitimacy in Policing

Fundamentals of Mass Violence Preparedness

Cannabis Impairment Detection Workshop

Concealment Holster Guide: Men and Women

Death and Trauma Notification Course

Women in Law Enforcement

Your IADLEST membership automatically gives you full access to all NLEARN resources. Log in here:

[NLEARN Website](#)

# About 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.

## **Focus**

IADLEST is an association of standards and training managers and leaders. Its primary focus is criminal justice standards and training. To the extent that the focus and the values promoted thereby can be furthered and shared, all training professionals are welcome as members.

## **Activities**

IADLEST offers its members an opportunity to meet with other training and standards managers to exchange ideas, seek advice, and to compare progress. Members receive the products of IADLEST projects, national policy input, and innovations in criminal justice standards and training.





## **Additional IADLEST Activities**

In addition to being an organization which serves the needs of POST Agencies and POST Directors, IADLEST is very active in delivering training directly and proposing training standards on both the national and international stage.

For example here are some recent initiatives:

### **Nationwide Suspicious Activity Reporting**

The Department of Homeland Security has established the Nationwide Suspicious Activity Reporting (SAR) Initiative Executive Committee.

Our Deputy Director, Brian Grisham, represents IADLEST on this committee.

### **World Police Summit**

Deputy Director, Brian Grisham attended the World Police Summit. Brian serves on the Board of Trustees for the event, served on the awards selection committee for the Dubai Police Annual Award Presentation, and IADLEST is a sponsor of the Summit.

### **Website Engagement**

In the first two months of 2024, the IADLEST website averaged over 50,000 page views per month!

The National Decertification Index fields approximately 5,000 queries every month!



# Vendor Exhibition - 2024 IADLEST Conference



[E Pulse Website](#)



[Blue360 Media Website](#)



[AXON Website](#)



[PowerDMS Website](#)

# IADLEST'S NATIONALLY CERTIFIED INSTRUCTOR UPDATE

by: Kelly Alzaharna, IADLEST Program Manager

Each quarter, we recognize our newest recipients of IADLEST's National Certified Instructor (INCI) Program certification. They 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 National 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.

[See the full list of INCI Instructors](#)



**Cortney Charles**

Cortney is a LE professional with over 20 years experience, originating with Trinidad & Tobago Prison Service and now serving as a LE instructor at the National Security Training Academy. Among his teaching certifications are Firearms Training, Force on Force, Defense and Arrest Tactics, Use-of-Force and Physical Training.



**Raymond Williams**

Raymond joined the Windham Maine PD in 1986 and retired as Captain in 2023. He graduated from the first DRE class in 1991, and has taught DRE and Intoxilyzer since then. He is now teaching with Dirigo Safety LLC focusing in Drug Impairment Education for in-service officers.



**John M. Peters**

John M. Peters has practiced as a trial and appellate attorney in the state and federal courts for more than forty years in the areas of police, municipal and constitutional law. This professional experience combined with John's participation with working dogs has made John the most requested author and instructor on laws governing police canine operations for the last fifteen years. John also serves as a consultant to police agencies on police canine incident review, policy formu-





**Scott D. Kilpatrick**

Scott has served over 19 years as a detective with the Baltimore County PD. He has worked in narcotics, Special Victims Unit, and Crimes Against children Unit. He is an accredited Certified Cyber Crime Intelligence Analyst Investigator and Examiner. He exposed the rogue Baltimore City PD Unit which became the TV series “We Own This City.”



**Ryan McGee**

Ryan is the Chief of the Lisbon (ME) Police Department. He is currently pursuing a degree in Public Administration. His department fosters a culture of accountability, professionalism and continuous improvement.



**Myles Cook**

Myles has 13 years of Law Enforcement, Corrections, and Instructor experience, and 6 years of military experience. He is currently the Training Coordinator at the WSCC Regional Law Enforcement Training Academy, training approximately 200-250 cadets annually from agencies across Tennessee.



**Joseph Witkowski**

Joseph has over 30 years of public safety training experience. After retiring as director of the Western Massachusetts Regional Police Academy he has continued teaching in-service and recruits. He is a senior trainer for the National De-Escalation Training Center.



**Andy Kessler**

Andy is the Asst. Training Coordinator for the Galveston County Sheriff's Office (Texas), and lead instructor for the Galveston County Sheriff's Office Basic Corrections Academy. He teaches jail/corrections skills, leadership and a variety of other law enforcement disciplines.



**Bryan Pizzuti**

Bryan currently serves as a Detective Lieutenant for Bloomfield MI Township PD. He also acts as Training Coordinator. Bryan teaches Active Shooter Response, De-Escalation, and Use-of-Force.

# NEW INTERNATIONALLY CERTIFIED INSTRUCTORS UPDATE

By: Kelly Alzaharna, IADLEST Program Manager



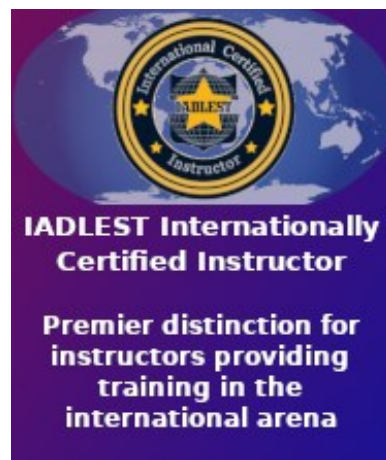
[See the full listing of IICI Instructors](#)



## Megan Munoz

Megan is a Criminal Intelligence Specialist with NW3C. She is an accomplished intelligence analyst and military veteran. She is skilled in the instruction of the intelligence tradecraft having served as a Program Manager, Master Instructor and Director of Education for agencies in the Department of Defense, state LE and the private sector.

She is also INCI certified.





# IADLEST

**We encourage you to visit IADLEST’s robust set of social media sites, that can assist your search for training and standards information.**

- [Facebook](#)
- [LinkedIn](#)
- [X \(formally known as Twitter\)](#)
- [YouTube Channel](#)



## Did you know ?

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 National Certification Program (NCP) requires training providers to provide a meaningful testing process to ensure students not only know the material but 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. Many 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.

\* \* \* \* \*

The NCP catalog now carries over 300 Certified courses covering every conceivable topic of importance to law enforcement administrators, instructors and patrol officers.

View the NCP Certified courses at: [FirstForward.com](http://FirstForward.com)



# IADLEST Nationally Certified Training Courses Update



## IADLEST

### National Certification Program Certified Courses

For more information, contact

[Andy@iadlest.org](mailto:Andy@iadlest.org)

<https://iadlest-ncp.org/>

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## ***Leadership***



### **Elevate Blue**

#### Leadership, Management, and Supervision

4 Hour

Online

Free

## ***Traffic Safety***

### **IADLEST - Texas DOT**

#### Truck & Bus Enforcement Training

2 Hour

Classroom Free



#### Truck & Bus Enforcement Training - Train the Trainer

4 Hour

Classroom Free

## ***Instructor Resources***



### **Force Science**

#### Methods of Instruction - Training Practical Professional Policing Skills

40 Hour

Classroom

# ***Criminal Investigation***



## **CRI-TAC Collaborative Reform Initiative**

### [Hate Crime Recognition and Reporting](#)

8 Hour                      Classroom                      Free



## **National White Collar Crime Center**

### [Digital Trust](#)

1.5 Hour                      Online                      Free

### [EZ Tools 4: Link Files and Jump Lists with LECmd and JLECmd](#)

2.5 Hour                      Online                      Free

### [Cyberstalking](#)

1 Hour                      Online                      Free

### [Preservation Letters: Their Vital Role in Investigations](#)

1.5 Hour                      Online                      Free

### [EZ Tools: Shellbags Explorer](#)

1.25 Hour                      Online                      Free



## **R.L. Oatman & Associates**

### [7-Day Residential Dignitary & Executive Protection Program](#)

50 Hour                      Classroom

These are just the courses that have been recently approved.

To see a full listing of all IADLEST Nationally Certified Programs see:

[Nationally Certified Programs](#)



## ***Community Policing***



**C.N.A. Corp**

[Managing Bias Strategies for Law Enforcement](#)

8 Hour

Classroom

Free



**Institute for Intergovernmental Research**

[Safer Together Command-Level Forum](#)

8 Hour

Classroom

[Safer Together Frontline Officer Workshop](#)

8 Hour

Classroom

## ***Report Writing***



**LawPilot**

[Playing Devil's Advocate to Write Rock-Solid Police Reports](#)

1.75 Hour

Classroom

Free

Human Trafficking Indicators and LE Case Studies

1 Hour

Online

Free

## ***Emergency Services***



**VirTra**

[VirTra Tourniquet Application](#)

4 Hour

Classroom



**Axon**

[Substance Abuse Disorder II](#)

.5 Hour

Classroom

## ***Officer Wellness***



### **Code 9**

#### [Code 9 Project Command Staff Workshops](#)

14 Hour	Classroom	Free
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#### [Code 9 Project First Responder S.H.A.R.E. Workshops](#)

14 Hour	Classroom	Free
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### **Institute for Intergovernmental Research**

#### [IIR SAFLEO Train the Trainer](#)

16 Hour	Classroom	Free
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#### [IIR SAFLEO Executive Forum](#)

4 Hour	Classroom	Free
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#### [IIR Valor Train the Trainer Workshop](#)

8 Hour	Classroom	Free
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#### [Three Dimensions of Constitutional Policing](#)

2.5 Hour	Online	Free
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### **Elevate Blue**

#### [What is Wellness?](#)

2.5 Hour	Online	Free
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### **Equine Assisted Learning Training Center**

#### [Self-Control Awareness and Resilience Training](#)

7 Hour	Classroom	
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## ***Officer Wellness (cont'd)***



### **Colorado POST**

#### Ethical Decision-Making Under Stress

8 Hour

Classroom

Free



### **Blue Courage**

#### The Heart and Mind of the Guardian

16 Hour

Classroom



### **Upper Mohawk, Inc**

#### Health & Wellness Finances for Law Enforcement

7 Hour

Classroom

## **NCP Benefits**

The International Association of Directors of Law Enforcement Standards and Training developed a National Certification Program (NCP) for Law Enforcement continuing education.

In 2015, IADLEST, in partnership with POST organizations around the nation launched a program designed to eliminate many of the problems associated with a lack of standardization within criminal justice training.

The IADLEST National Training Certification program establishes minimum standards for vendors providing law enforcement continuing education and ensures the training content meets those quality standards. The standards are designed to meet or exceed any individual State certification requirements ensuring that training achieving National Certification is accepted by all participating POST organizations around the nation for in-service or advanced training credit.



## ***Weapons Training***



**VirTra**

### Weapon Transitions Concepts and Skills

5 Hour

Classroom



**Ti Training LE LLC**

### Training Red Dot Transition Preparation

8 Hour

Classroom

Free

## ***Use-of-Force***



**VirTra**

### Behavior Analysis: Threat Response

7 Hour

Classroom



**Vector Solutions**

### Arrest and Control Techniques

1 Hour

Online



**Symptom Media**

### Managing the Encounter: Autism Spectrum Disorder

1 Hour

Online

## ***De-Escalation***



**Force Science**

### Fundamentals of Realistic De-escalation for Corrections Professionals

8 Hour

Classroom

# Standards & Training DIRECTOR Magazine



## 2024 Conference Issue A Look of What Happened in Phoenix

Building a Better Future for Criminal  
Justice Training Worldwide

### In This Issue

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**Basic Physical  
Training  
Principles—  
Periodization  
and  
Programming**

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**Another Way  
to View Law  
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**Understanding  
Consular  
Notification and  
Access for Foreign  
Nationals**

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**Why The OODA  
Loop Should Not  
Be The Standard**

Page 63

**Personality  
Profiles:  
Leveraging DISC  
for Enhanced  
Police Interactions**

# Get Published with IADLEST

IADLEST is looking for authors who have expertise in training development or with instructing law enforcement topics, and who would like to write articles for the IADLEST *Standards & Training Director Magazine*. The magazine is published in March, June, September, and December.

IADLEST encourages our members, law enforcement trainers, and those in academics to consider broadening their horizons by authoring articles that would be of interest to POST agencies; national, state, or local law enforcement academies; agency training sections; instructors, and others.

Authors submitting articles accepted for publishing will gain the satisfaction of demonstrating their professional expertise and can include the published article in their resumes. It can also be another demonstration of professionalism that employers can judge as satisfying eligibility requirements when considering applications for hiring personnel.

Every instructor should consider this opportunity as a means to express your expertise and gain notoriety in the field of training or curriculum development. By writing for IADLEST, you can be recognized for your knowledge, skills, and abilities in law enforcement training. It also can provide an outlet for other instructors and training managers to contact you regarding opportunities.

For further information about submitting articles for publication to IADLEST, please refer to the Author Guidelines on the following page.





# ***IADLEST Standards & Training Director Magazine***

## **Author Guidelines**

The *IADLEST Standards & Training Director Magazine* brings law enforcement training information to its membership and law enforcement academy personnel. It is designed to enhance knowledge about standards and training development for discussion and implementation.

The *IADLEST Standards & Training Director Magazine* is developed as an online-only publication, offering readers worldwide, dynamic, and expansive knowledge about setting “best practice” standards and training for law enforcement, criminal justice, and other public safety officers.

The *IADLEST Standards & Training Director Magazine* accepts articles on virtually any topic related to law enforcement standards setting, training development or training enhancement. As an association periodical, we do not accept articles that advertise or appear to advertise a specific product or service. However, we do accept paid advertisements in a graphic format.

### **Preparation**

Feature articles can be 2,000-3,000 words in length. Shorter articles are accepted between 500-1,000 words, or about 1 to 2 pages. A short author biography may be included with the article. Articles should include the name of the author (s), position or title, organization, and email address.

Articles should be written in Microsoft Word (.doc or .docx). Do not send any other text software format. Approved fonts are Arial or Times New Roman. Font size should be 11pt. Line spacing should be at 1.08. Paragraph spacing should be at 0 pts above paragraph and 6 pts after paragraph. Reference citations should be noted by endnotes. Graphics and photographs are encouraged, however, do not embed graphics or photographs in the text, send them separately. Graphics or photographs may be included with suggested placement in the article, however, final placement will be the decision of the magazine editorial staff.

Upload submissions and any photographs or graphics attached to an email addressed to: [STDM@iadlest.org](mailto:STDM@iadlest.org)

*IADLEST Standards & Training Director Magazine* staff members judge articles according to relevance to the audience, factual accuracy, analysis of the information, structure and logical flow, style and ease of reading, and length. IADLEST staff reserve the right to edit all articles for length, clarity, format, and style.

### **Relevance to the Audience and Factual Accuracy**

*IADLEST's Standards & Training Director Magazine* provides a forum for information exchange throughout the criminal justice standards and training community. Our readers consist of instructors, supervisors, midlevel managers, law enforcement academy directors, directors of peace officer standards and training agencies within the United States, and various national and international law enforcement training institutions, worldwide. Our readership has various levels of English language comprehension and reading abilities. Most have limited time for reading articles. With that in mind, authors should present material in clear, concise, and understandable terms.

Contributors' opinions and statements should not be considered an endorsement by IADLEST for any program, or service. The *IADLEST Standards & Training Director Magazine* is produced by the staff of the IADLEST.

Send article submissions to:

E-Mail Address:

[STDM@iadlest.org](mailto:STDM@iadlest.org)

Comments or inquiries can be mailed to:

Editor,  
*Standards & Training Director Magazine*,  
IADLEST,  
152 S. Kestrel Place  
Suite 102,  
Eagle, Idaho 83616.

Website:

[S&T Director Magazine](http://www.iadlest.org)



# Additional Reading



The back issues of the IADLEST Newsletter are a treasure trove of informative articles covering every conceivable topic in law enforcement.

These articles from the [July 2012 IADLEST Newsletter](#) are just as relevant today as the day they were written.

## **Training for Reality (Page 11)**

*By: Jeff DuPont, Program Specialist, FLETC*

## **Training and Supervisor Liability for Shooting During Training Exercise (Page 24)**

*By: Brian S. Batterton, J.D., Legal and Liability Risk Management Institute*

## **Court Upholds Evidence Found during Protective Sweep (Page 26)**

*By: Brian S. Batterton, J.D., Legal and Liability Risk Management Institute*

These and other articles can be found here: [IADLEST Newsletter Archives](#)

