AUSTIN POLICE ACADEMY

Lesson Plan Cover Sheet

NAME OF SUBJECT/TOPIC: The Other 128

TCOLE COURSE NUMBER/CHAPTER:

TIME ALLOTED: 4 **NUMBER OF STUDENTS:** 40-100

INSTRUCTOR(S) L. Cadena #4359 **PHONE:** 512-974-5890 **EMAIL:** luis.cadena@austintexas.gov

INSTRUCTOR QUALIFICATIONS:
Basic Instructor Certified; Experience as a law enforcement officer or administrator

LESSON PLAN PREPARATION, REVIEW, AND APPROVAL:

Prepared by: Luis Cadena #4359	Date: 4/4/2018
Reviewed by: SPO Jennifer Durham #6476	Date: 06/26/2019
Approved by:	Date:
Updated by:	Date:
Updated by:	Date:

CERTIFICATION GRANTED AT COMPLETION: N/A

INSTRUCTIONAL METHODS:

Lecture: X	Student Handouts: ☐	PowerPoint: X	Guided Discussion: X	Video: ☐
Role Play: ☐	Student Presentation: ☐	Other (describe):		

EXAMINATION METHODS:

Written Exam: ☐	Practical Exam: ☐	Oral Exam: ☐	Student Presentation: ☐
Other (describe):			

EQUIPMENT NEEDED:

Computer: X	LCD Projector: X	VCR/TV: ☐	DVD/TV: ☐
White Board: ☒	Easel/Chart: ☐	Internet Access: ☐	Multimedia: ☐
Other (describe):			

LOCATION OF MEDIA: (Electronic or physical location)
G:\Continuing Education Unit\2017-2018\Community and Culture\The Other 128 - CEU

COURSE PREREQUISITES: (What is required of students to attend the class.) None

REQUIRED STUDENT MATERIALS: (Handouts/Textbooks/Note Taking Materials, etc.) N/A

REFERENCE MATERIALS: (Materials used by the instructor – Books, Papers, Cases, etc.) "Emotional Survival for Law Enforcement" by Dr. Gilmartin, Badge of Life Statistics, APD Peer Support, Dr. Carol Logan-APD Psychologist.

COURSE GOAL: The class will engage the students in guided discussions about how they are spending the 128 hours left over in the week after working a 40 hour work week. The class will cover topics including, the police career cycle, infidelity and divorce, alcoholism, drug abuse, suicide, hypervigilance, and being multifaceted instead of overly identifying with the profession.

COURSE TITLE

I. INTRODUCTION STAGE

INTRODUCE SELF & COURSE OBJECTIVES:

Lesson Goal 1.0- Background Information of course

> **Lesson Objective 1.1- The student will be able to identify/share things they do outside of the 40 hour work week.**

Lesson Goal 2.0- The Police Career Cycle

> **Lesson Objective 2.1- The student will be able to identify the cycle that most police officers experience throughout their careers and describe experiences at each phase.**
>
> **Lesson Objective 2.2- Comfortably Numb/Hitting the Wall. The student will be able to recognize patterns of behavior that indicate the person/self is becoming comfortably numb, a crucial point in their career.**
>
> **Lesson Objective 2.3- Awareness. The student will be able to recognize the need for awareness and the outcome of becoming aware of certain issues.**

Lesson Goal 3.0- The student will be able to identify various strains of Police Work

> **Lesson Objective 3.1- The student will be able to recognize common pitfalls that officers fall into.**
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> **Lesson Objective 3.2- The student will be able to identify the rate of divorce in law enforcement.**
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> **Lesson Objective 3.3- The student will be able to recognize the life expenctancy of police officers and common health conditions associated with the profession.**
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> **Lesson Objective 3.4- The student will be able to identify the number of law enforcement suicides over the past few years.**

Lesson Goal 4.0- Hypervigilance.

> **Lesson Objective 4.1-The student will be able to define hypervigilance as it pertains to law enforcement and identify biological changes experienced by the body.**
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> **Lesson Objective 4.2-The student will recognize Newton's 3rd law to describe the reaction to a constant hypervigilant state (Hypervigilance Rollercoaster).**

Lesson Objective 4.3-The student will identify the type of exercise that assists in bringing individuals back to normal levels of risk taking.

Lesson Goal 5.0- Money and Overtime

Lesson Objective 5.1-The student will recognize the pitfalls of having to rely on overtime to cover all the bills, living beyond your means.

Lesson Goal 6.0- Being Multifaced and the Ego State Theory

Lesson Objective 6.1-The student will recognize that they are made up of several Ego States, some of which can grow while others become a smaller part of you.

II. PRESENTATION STAGE

Lesson Goal 1.0- Introduce the class, 168 hours in a week minus, 40 hour work week equals The Other 128.

Lesson Objective 1.1 -There needs to be open discussion about how we spend our time away from work. Time permitting for the size of classroom, have students verbalize their hobbies outside of work. Ask how often they get to do these hobbies, and if that differs from prior to becoming an Officer. Police work in general happens when normal people (Officers) are put in abnormal circumstances (fights, car accidents, shootings, mass chaos etc.), all of which is abnormal behavior, and yet this becomes a normal part of the job. There are changes that occur, some "side effects", when you become a police officer.

Lesson Goal 2.0- The vast majority of Police Officers will go through these phases throughout their career. Depending on the individual, the amount of years listed in the diagram may vary, but only slightly. It is important for Cadets to hear this now, as it may provide tools and general knowledge to avoid major pitfalls.

Lesson Objective 2.1- Stage 1: Idealistic (0-2 years). Most Officers graduate from the Academy and high expectations for their job. They want to help and give back to their community, perhaps even an "I'm going to save the world" or "I can change the world" mentality. During this time, young Officers may end up putting their career ahead of their family and even ahead of some of their hobbies or activities done outside of work. At this phase, Officers are confident about their Values, yet may be too inexperienced to fully understand how the job has the potential to change someone.

Stage 2: Settling In (2-3 years). At this point, most officers feel there is no call they have not been to and cannot handle. I call it "The Salty 2 year Veteran", as those with many years of experience will remember being in this stage early on. Because the officer feels they have "been there, done that", there is a sense of confidence which frees them from stress and anxiety. Some may over-identify with the profession, where perhaps their Social Media and even their homes will be overly consumed with Law Enforcement type of signs, slogans, memorabilia, etc. These folks are cops first, forgetting that sometimes you need to be a father, a mother, a sibling, a coach. Officers at this stage may develop and "Us vs. Them" mentality, where they have bonded with

their Unit, have adjusted to their role within, and perhaps may develop more loyalty to the unit that with Supervisors. They may become cynical towards people who are not Officers, simply because "they don't know what it's like", a form of victimization by way of Socialization.

Stage 3: Frustration (3-5 years) – the sponge analogy. Our brains are like a sponge. When we learn something new and exciting we are soaking it all up, can wring it out, and can soak up even more information/experience from policing from the time we were cadets up until the 3-5 year mark. Not only does it soak up information, but it also soaks up stress. It's great when it's new, but what happens to a sponge after it gets older and with many wring outs, how much does it actually soak up? If our brain is not soaking up and able to deal with the stress, our bodies begin to soak it up and deteriorate. This could potentially lead to a long pattern of unhealthy living, from eating all the wrong foods, to working out fewer times simply because you feel tired all the time (your body soaking up stress). This is an important stage in our careers because it may determine the quality of life we will have for the rest of our careers.

Lesson Objective 2.2- Stage 4 Hitting the Wall (becoming Comfortably Numb). Failure to recognize your exposure to different levels of stress in your work and perhaps in your personal life could potentially lead you to develop a very damaging pattern of behavior that could be dangerous. An officer at this stage could become late more or be absent more than they ever used to. The officer may experience a higher rate of complaints for rudeness, and it may stem from them being cynical or negative and irritable towards most people. These officers will have a bitter resentment towards the administration, more so than your average cop, will let you know, and are unable to see a situation from the departments perspective. They may be losing control of their personal life, might be drinking at odd times, and it is common for these officers to have anxiety attacks and fall into depression. One of the things to look out for an increased degree of risk taking. Not waiting on backup to clear a house or building, trying to run in "guns blazing" in to a situation, advising on calls where any rookie would know more officers at the scene would be better, are just some of the things one can look for as an indicator that something else may be going on.

An Officer who becomes comfortably numb may exhibit some of the following behaviors:

-Embellish Overtime Records – by underreporting or not even reporting.
-Steal money from Drug Dealers
-Using drugs (illegal or legal), sometimes on duty
-Sense of entitlement – may feel like society owes them something, and in turn may justify any Wrong-doing with this argument.
-Personal life is a mystery- in that not even their closest friends know how they are using their Personal time.
-Their world becomes lethal
-Develop their own magic circle of detachment
-Undercurrent of anxiety when intruded upon -
-Rationalization becomes second nature – in an extreme case where they feel the need to justify everything because nothing seems right.
-Aggressive component to their behavior – always mad at the entire world
-Begin to Wander through Profession aimlessly – no real direction, no goals or aspirations to move up
-Suicidal

A person who has resigned and checked out while on duty may end up not reporting minor infractions, simply because it does not matter to them. In comparison to the Officer they were

before, there may be a pattern of reduced productivity, low interest in improving relationships with anyone, has a "whatever"attitude and may resent any type of constructive criticism regardless of rank. A person at this point will probably retire or quit. In certain cases, the decisions made by these Officers may get them terminated or they may end up in prison.

**Note to the instructor: Provide examples of former Austin Police department Officers that made the news and ended up losing their freedom. Some sample headlines as follows, but the instructor can use more current cases as they see fit.

- Austin Police Officer Arrested and Fired Over Budget-Friendly Encounter with Prostitute
- Former Texas Officer Tried to Hire Hit Man to Kill Pregnant Lover
- Prostitutes and Wife Testify In Former Texas Officer's Trial
- Austin detective indicted on child porn charges.

Lesson Objective 2.3- Stage 5-Awareness. It is important for all Officers to remember that they cycle does not end at hitting the wall or becoming comfortably numb, retiring on duty. As long as the officer recognizes where they are on the continuum, assumes responsibility for moving forward and sustaining a positive commitment, one can push through and turn things around. In particular, when one realized the destructive nature of their behavior, whether the message is delivered by the Department or by a loved one. The need to change will become apparent when things begin to snowball out of control. The officer must practice patience to maintain control, yet this is one area that seems very difficult for Officers to do. We are supposed to always be in control, whether it is on the scene of a call or sustaining a quality personal life, we feel we need to be in control. As one becomes aware of things that need to change, control that which you can control, start small, practive patience, and the problems will become few and far between. At some point the Officer may Change their "victim" perspective, possibly showing more empathy during calls.

Awareness is not just about recognizing where you may be on the police cycle, but it is also about awareness of who you are as an individual, the person YOU see in the mirror. The question very few of us ever ask is "Does everyone see the same person I see when I look in the mirror?" Surround yourselves with strong people who are not aftraid to be brutally honest with you, for these are the folks that can and will notice if you start going down a slippery slope and will have the guts to speak to you openly about it. As Officers, we have the courage to run into a gun fight, but having a crucial conversation with our fellow brothers and sisters seems to be a lot more difficult. Develop relationships with folks, so that honest conversations can occur and be prepared to hear the opposite of the type of person you THINK you are. The decision is yours: how do you want to be remembered, if at all?

Lesson Goal 3.0- The chronic strain of Police work can be overwhelming and creates tremendous stress for Officers over the years. Some of the stress is internal, as in perceived "knee jerk reactions" from the Department, varying styels of leadership and handling things with different chains of command, and so forth. Some stressors are external, like the media for example when it appears there is a certain agenda when reporting certain issues. The appearance of constantly being in the spotlight may contribute to the "us vs. them" mentality. Our job forces us to see people at their worst, and yet we are required to stay in control of the scene *and* our emotions, for over the years the perception of showing emotion while on the job could label one as weak. When something occurs that requires the department to look into it, some officers feel like they are treated like children and are isolated when given "Do not discuss" orders. Officers are attempting to leave the patrol as quickly as possible, leaving no veterans to show the way and possibly having less healthy venting when getting off a shift at the end of the night. The result of all of this is a less sense of support for the job that we do, and the stress continues to build. So how do Officers deal with stress and blow off some steam?

Lesson 3.1- Unfortunately, many Officers end up dealing with stress in unhealthy ways. Some may turn to alcohol, others to drugs (prescription or otherwise), and others end up engaging in more promiscuous behaviors.

Lesson 3.2- Divorce. National average for divorce across all occupations was 16.96
- 14.47 percent for law enforcement careers.
- 15.01 percent for police and patrol officers
- just over 12 percent for both detectives and police supervisors.
- Animal control officers at 19.02 percent,
- Fish and game wardens at 25.53 percent,
- Parking enforcement officers at 26.25 percent.
- Railroad transit police at 5.26 percent (lowest rate for LE)

The five jobs with the highest rate of divorce are machine setters, gaming cage (casino) workers, massage therapists and, topping the list, dancers and choreographers.

Lesson 3.3- Many excuses can be made for the deteriorating level of health that most Officers experience, but the following statistics are unavoidable. The life expectancy of Police Officers is now 66 years or roughly 10.6 years after retirement. The life Expectancy of a US male is 76, female is 81.

Police Officers are top ranking in Heart Disease, Hypertension, and Diabetes. Engage the class to discuss why they think this happens in our profession.

Lesson 3.4- Suicide. Most Departments do not talk about this much because, quite frankly, no one likes to talk about it. We can definitely see a pattern towards the positive over the years, but the numbers show that as Officers we need to have a support group, people we can trust, people that we can open up to regarding whatever demons may be haunting you inside.

As Officers, we become really good at compartmentalizing everything: our emotions from one call cannot be dragged onto the next call because it most probably will not be appropriate. What you feel as an Officer at a scene when a baby died has to be boxed up for later as you go and take the next call, which could be a noise complaint or a barking dog. We get so good at hiding our emotions that we end up hiding those emotions from those that we are closest to, our family and our co-workers.

Note to Instructor- The example in this lesson highlights the fact that it does not just affect an Officer on Patrol. Suicide can occur with anyone anywhere, even at the Academy, where daily contact was made with almost no real indication that something was wrong. Learned Skills unit was approached and approved using the loss of Officer Mike Youngs for this purpose

Lesson Objective 4.0- Hypervigilance. Engage the class in a short discussion by asking the questions of is this WHAT Officers see in the world or it this HOW Officers must learn to see the world.

Lesson Objective 4.1- Hypervigilance. is a state of increased alertness, and also the condition of maintaining an abnormal awareness of environmental stimuli.

Hypervigilance is the necessary manner of viewing the world from a threat-based perspective, having the mindset to see the events unfolding as potentially hazardous. Permits the on-duty officer to develop the perceptual skill set required for maximum officer safety. Every decision the officer makes is dependent on the perceptual set of hypervigilance. This is the reason why you notice where all the entry/exits are at a restaurant when you are with your family and then sit with your back to a wall while facing the front door, waiting/ready for anything to happen, but nothing usually does.

Hypervigilance is a Biological State where our bodies go through natural changes that provides us with:

Increased Peripheral vision
Improved Hearing
Faster Reaction Times
Increased Blood Pressure
Sense of Energy
Rapid thinking/quick decision making.

Our bodies get filled with adrenaline, which is why one feels "High" working as an Officer. This is what gives you the high energy, quick thinking feeling that makes the reds redder and blues bluer, it's all happening inside your body.

Lesson 4.2- Newton's 3rd Law. For every action, there is an equal and opposite reaction. What goes up, must come down. Because every action has an equal and opposite reaction, the HIGH demand for more elevated alertness that is required for on-duty police work will produce, unless corrected, an extreme reaction in the opposite direction when off duty.

What starts out as fun and exciting is a major factor to the significant change that emotionally affects many police officers. Every single Officer has experienced this. If the Officer on duty is a heat seaker, alert and alive, off duty (at home) they are a couch potato, tired and detached. At work they may be quick thinking and have a good sense of humor, while at home they are apathetic and perhaps even angry all the time. While at work, there is a strong sense of Camaraderie, while at home the officer prefers to be isolated, even from their own children and other loved ones.

All Officers have a Normal Range of Risk that they would take as individuals. While on duty, the levels of risk taking are much higher simply because we feel alive, alert, energetic and involved. By contrast, when we go home our risk taking levels drop below the normal range significantly because of Newton's 3rd law: we are tired, feel detached and isolated and will be apathetic to whatever the day brings on our day off.

A normal person will self-correct back to the normal range of risk taking in about 18-24 hours. Ask the class "What are Police Officers doing 18-24 hours after getting off a shift?" The usual answer will be already back at work, or getting off of another shift, which creates the hypervigilance rollercoaster. Officers go to work where they feel alive and energetic, get off duty and go home where they feel depressed. Then they go back to work again on that high, get off duty and go home where they feel miserable. So how do you break the cycle?

Some officers choose not to go home as an unconscious way of breaking the cycle. Not a conscious way of avoiding home as much as a conscious awareness that while on duty the world is alive, stimulating, and invigorating, while at home off duty,it is subdued, depressing, and isolating. Some officers go to Choir Practice or may end up in dance/strip clubs. Some officers end up taking hobbies involving high risks to maintain that "high", like reckless motorcycle riding, sky diving. Others end up picking up overtime, extra duty, or special details since they "feel" better while at work.

It is important for the officer to recognize the symptoms of the hypervigilance rollercoaster:

- The desire for social isolation at home
- Unwillingness to engage in conversation or activities that are not police related
- Reduced interaction with non-police friends and acquaintances
- Procrastination in decision making not related to work.
- Infidelity
- Noninvolvement in children's needs and activities
- Loss of interest in hobbies or recreational activities.

The thing many Officers do not know is that exercise is the key to returning to the normal range of risk. Simply moderate aerobic exercise - 30 to 40 minutes of aerobic activity, four to five times a week is all it takes to get one back in the normal range. If one is married, get the spouse on board to allow for this 30-40 minute downtime to decompress with exercise.

Lesson Goal 5.0- Money and Overtime. Ask the rhetorical question of "Do you control the money or is it the other way around?"

Lesson 5.1- It never fails that Officers end up looking at how much better their paychecks look with overtime, that it causes some of them to live beyond their means. There will always be something bigger and better out there, a 65 inch televion vs a 100 inch projector!! New cars, or perhaps the job has you so stressed out that you feel you need to buy new toys to help relieve some of that stress. Except that those toys come with payments and now you find yourself having to work extra to make those payments and really don't enjoy taking them out as much as you would like. This cycle will rob you of any sense of financial security across the span of your career if one does not take the time to determine their needs vs. their wants.

Lesson 6.0- Being Multifaceted and the Ego State Theory. If you hate the role of a police officer and at the same time you define yourself only by the role of police officer, you begin a cycle of self-hatred and destructiveness. You must, if you are going to survive, become a multifaceted individual with an identity that is not only defined by the police role. The difference is the persons that answer the question of "Who are you?" the following way: I'm a father and a husband, who happens to be a police officer as opposed to simply I'm a cop…..!

The Ego State Theory is another way to describe something most of us already know happens in each of us as we proceed through our careers in law enforcement. Our personality is made up of several ego states: Your ego state as a parent, would differ from your ego state when surrounded by friends playing poker, which differs from your ego state when you are with your parents, or at a PTA meeting, etc. When we first decided to become police officers, our police ego states were small. As we moved through the Academy, feeding this ego state with information, it grew and grew and as we went out on Patrol, new experiences helped it grow and continue to grow as the job evolved. Pretty soon, the police ego state is the largest part of who you are, with other ego states having to shrink or perhaps even vanish from your personality. These are the Officers that live, eat, breath, and snack on police related work 24/7, because it has in essence grown to the point that they do not know who else to be.

Being multifaceted in life (like coaching or hobbies not police related) can help bring back some of those ego states we lost along the way and will bring your police ego state to a more manageable size. We recognize that being a police officer is a large part of your life- both personal and professional, but there is a need to make room for other ego states within you to be able to function. Think of it this way, if you are coaching kids but speaking to them as if they were suspects in a crime, you have some work to do.The goal of this class is to open up the Officer's eyes to several challenges being faced today and provide tools to allow for a balanced life, both at home and at work.

III. APPLICATION STAGE

This is an awareness type of class, providing tools and knowledge that can be used by Officers over the course of their careers. The students will enagage in discussions throughout this class, as it pertains to the course content, and apply things learned to their personal lives

IV. SUMMARY STAGE

The class will engage the students in guided discussions about how they are spending the 128 hours left over in the week after working a 40 hour work week. The class will cover topics including, the police career cycle, infidelity and divorce, alcoholism, drug abuse, suicide, hypervigilance, and being multifaceted instead of overly identifying with the profession.

V. EVALUATION STAGE

The students will be asked questions by the instructor and can offer their relevant input and feedback during open discussions in the class. The instructor can ask questions regarding the various stages of the Police Cycle, they type of exercise and how much is needed to get back to normal levels of risk taking, etc. This will confirm the information was received/retained.