



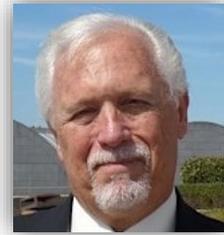
IADLEST 2022 Year-End Report

February 2023

From the Executive Director



This past year has been especially busy and as I look back, I am amazed at all the work that was done by the program managers and staff at IADLEST. I am blessed to have such skillful staff with capabilities much greater than I have. We continue to focus on programs and products that benefit both our members and the law enforcement community



Mike Becar

IADLEST 2022 – By the Numbers

- Standards & Training Directors magazine recipient list: 37,186
- NDI webpage user accessed: 32,101
- IADLEST Newsletter recipient list: 11,000
- NLEARN email list: 7,836

- Social Media reach:
 - **Facebook** engaged users: 2,915 (up 45% over 2021)
 - Facebook post impressions: 43,885 (up 17% over 2021)
 - Facebook link clicks: 534 (up 59% over 2021)
 - **LinkedIn** followers: 2,870 (up 63% over 2021)
 - LinkedIn impressions: 156,422 (up 102% over 2021)
 - **Twitter** tweets: 532 (up 53,200 % over 2021)
 - Twitter retweets: 316 (up 31,600% over 2021)
 - Twitter impressions: 32,529

- DDACTS and TxDOT Social Media Grant Program:
 - DDACTS Facebook Likes: 424
 - DDACTS Twitter Likes: 250
 - DDACTS YouTube total views: 254
 - DDACTS Money earned from YouTube: \$4,764.91
 - DDACTS value of volunteer hours on Social Media: \$4,923.00

- Conference Attendees (Fort Worth, TX): 397
- Number of grants IADLEST worked in 2022: 17

Grant Funds Awarded

IADLEST managed 17 new and ongoing grants and cooperative agreements and was awarded \$3,262,548.13 in new funding during 2022.



Yvonne Pfeifer

Yvonne Pfeifer, promoted to Chief Financial Officer (CFO), managed these awards and passed a Federal Audit as well as a complete IADLEST audit of all grants and programs without any negative findings or recommendations. Yvonne continues to lead IADLEST financially and operationally.

New Faces



Brian Grisham

Brian Grisham, Deputy Director, joined the IADLEST staff in early 2022. He is tasked with general administrative and legal issues and is involved in many projects for IADLEST including the Ohio Peace Officer Training Commission (OPOTC) Audit.

IADLEST hired **Leah Besonen** as a receptionist for our front office and an assistant to the CFO and Director of Operations. Leah has also been assisting the Executive Director and Chief Financial Officer with conference tasks. Leah moved to Idaho from Arizona, bringing office and organizational experience.



Leah Besonen



Jana Kemp

Contractor **Jana Kemp** joined IADLEST as the IPAC project manager. She is an Idaho POST graduate from December 2002. Jana's first work with IADLEST was in 2009 to report to NHTSA what POSTs require of vendors to have their courses accepted to academies.

Kelly Alzaharna, past Executive Director of Alaska Peace Officer Standards and Training, and retired Executive Director of New Mexico Peace Officer Standards and Training, manages the IADLEST National Instructor Certification Program and the International Instructor Certification. Kelly is also part of the Accreditation Committee.



Kelly Alzaharna



Thomas Ridgwell joined the IADLEST team as our Sales and Marketing Manager. Thomas brings significant knowledge and experience in marketing to assist other IADLEST staff in obtaining sponsorships for the conference as well as advertising for the *Training and Standards Director* magazine and support for NLEARN.

Thomas Ridgwell

Laurie Jackson joined the IADLEST team as Conference Coordinator. Laurie served for over 14 years with the Texas Commission on Law Enforcement (TCOLE) and over the last several years, Laurie volunteered for important roles as a part of the annual IADLEST conferences.



Laurie Jackson



Carl Risheim

Carl Risheim is the Project Manager for the Colombian National Police Training and Program Development. The goal of this program is to help the Colombian National Police develop a Standards and Training Center much like a POST Commission. Carl leads the project from his office within Colombia.

Jim Gordon is the Project Manager for the National Certification Program (NCP). Jim leads a dynamic and innovative team comprised of training program reviewers, content experts, instructors, and software specialists committed to ensuring that criminal justice training content and delivery methods comply with nationally accepted standards.



Jim Gordon

IADLEST Programs & Projects 2022



Mark Damitio

Mark Damitio, IADLEST Program Manager, was instrumental in managing the following projects.

Every Officer is a Leader:

This was a 2018 cooperative agreement from the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office). The COPS Office asked IADLEST to develop and deliver leadership training nationwide. The project was completed in August 2022. The 5 sets of class offerings (Participant, Executive and Train-the-Trainer) were completed in 2021. In 2022, the final deliverables of a conference presentation (to the 2022 IADLEST Annual Conference in Ft. Worth, TX), an article for the COPS Dispatch Magazine on the project outcomes and the 360-degree evaluation from students and their supervisors were completed. There were 322 total students in the classes and conference presentations.

COPS Regional Training Hubs:

This was a 2018 cooperative agreement from the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office). The COPS Office asked IADLEST to identify six training hubs where training courses under development could be tested and audited with meetings and roundtable discussions held regionally across the United States. The project was completed in August 2022. IADLEST selected 50 training hubs; one was added in 2022. In addition, the project has facilitated the placement of 27 courses in the regional Hubs through coordination with COPS Office partners, three of those occurring during 2022. Ultimately, 432 students attended classes during the project.

COPS Office Agency Certification:

In 2022, Presidential Executive Order Advancing Effective, Accountable Policing and Criminal Justice Practices To Enhance Public Trust and Public Safety (Executive Order No. 14074) afforded IADLEST the opportunity to re-imagine a previous award by the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office). 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 Executive Order (EO). The model standards were drafted in September-December, and stakeholder forums were scheduled for feedback.



Below 100:

IADLEST has a 2019 cooperative agreement with the National Highway Traffic Safety Administration (NHTSA) to facilitate Below 100 seminars in partnership with the nonprofit Below 100 organization. Below 100 is a law enforcement training program to influence law enforcement culture by providing innovative training and awareness on identifying the leading causes and current trends in preventable line of duty death and injuries. There are 4-hour Below 100 Intensive classes and Below 100 Train-the-Trainer classes. In 2022, there were 15 Below 100 intensive classes held in 8 different states attended by 416 students and 4 Below 100 Train-the-Trainer classes held in 4 states attended by 49 students.



Instructor Development Webinars: IADLEST produces monthly advanced instructor development webinars, and in 2022 we delivered 11 webinars attended by 1213 students.

- January 20th Learning Transfer Evaluation Model (LTEM) – 128 students
- February 24th Using Engagement Tools to Activate Your Participants – 121 students
- March 31st ADDIE Course Evaluation Model (Part I: Analysis) – 116 students
- April 26th ADDIE Course Evaluation Model (Part II: Design) – 113 students
- May 26th ADDIE Course Evaluation Model (Part III: Development) - 141 students
- June 30th ADDIE Course Evaluation Model (Part IV: Implementation) – 136 students
- July 28th ADDIE Course Evaluation Model (Part V: Evaluation) – 107 students
- August 22nd An Enhanced 6-State Model of Competence & Learning – 108 students
- September 23rd Research, Replication and Reality: Incorporating Evidence-Practice into the Operational Realities of Training – 81 students
- November 10th What is REALLY Training? – 89 students
- December 15th Problem-Based Learning – 73 students

Six of the webinars were sponsored by Vector Solutions/Acadis, members of the IADLEST Partner Advisory Committee (IPAC). We are grateful to our sponsors for their support.



Accreditation:

IADLEST completed two law enforcement academy accreditations in 2022:

- Idaho POST Academy. The accreditation resulted in the Award of Excellence for the academy.
- Dubai Police Criminal Investigations Department Training Center.

Two new accreditations began in 2022:

- Dominican Republic National Police, Institute for Police Education
- Arkansas DPS Northwest Arkansas Law Enforcement Training Academy.

There are several accreditations anticipated in 2023 from consultations and work performed by IADLEST staff in 2022:

- Police College of the United Arab Emirates.
IADLEST has an on-site evaluation scheduled for the accreditation of the UAE Police College in the first week of February 2023.



- Colombian National Police Standards Center: The IADLEST staff have been engaged by the US Embassy in Bogota to assist the Colombian National Police in establishing a POST-type agency for the country. This ultimately will include IADLEST POST accreditation for the newly formed agency. The agency is currently in the process of self-assessment.
- Jamaican Constabulary Force National Police Academy, Trinidad and Tobago Police Services Academy, Trinidad, and Tobago Homeland Security Academy. All three of these agencies are in the process of self-assessment.

IADLEST has received a sub-award to perform technical assistance with the Pan American Development Foundation to conduct accreditation and other consulting services to the listed academies. This project is a portion of a more significant Caribbean Basin Security Initiative by the US State Department that may lead to additional accreditations to the Bahamas, Suriname, and Guyana nations.

IADLEST has been contacted by the US State Department INL staff to support the reaccreditation of these 2 academies:

- Ministry of Internal Affairs Police Academy
- the Agency for Ministry of Security Training reaccreditation for the nation of Bosnia and Herzegovina.

In addition to the Self-Assessments mentioned above, there were Law Enforcement Academy Self-Assessments started in 2022 for:

- Hawkeye College Law Enforcement Academy, Iowa
- Technical College of the Rockies Law Enforcement Academy, Colorado

- Walden Security Academy, Tennessee
- Vermont Police Academy, Vermont.

In addition to the Self-Assessments mentioned above for Colombia, there was a POST Agency Self-Assessment started in 2022 for:

- Dubai Police Training Department
- Idaho POST.

Census of Law Enforcement Training Academies:

Every 5 years, the U.S. 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 2022, 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 2023, 2024 and 2025, there will be further stakeholder engagement and assistance provided to the researchers with the interpretation of the results.

World Police Summit:

In March 2022, Mark participated as a speaker on “Training Risk Assessment” at the World Police Summit in Dubai, UAE. There was representation from over 60 countries at the event, with over 1200 participants. IADLEST’s participation in this event has resulted in an invitation for an IADLEST representative to sit on the World Police Summit Board of Directors. IADLEST Deputy Director Brian Grisham has been appointed to that position.

Brian Grisham, Deputy Director, manages the following projects.



Brian Grisham

Ohio Peace Officer Training Commission (OPOTC) Audit:



For the last seven months of 2022 and into 2023, Brian has managed a requested audit of OPOTC’s operations, primarily how they oversee approximately 80 basic law enforcement recruit academies. The results of this review will be published in early 2023.

Constitutional Policing Initiative:

Brian continues to assist in this exciting project managed by Dianne Beer-Maxwell and an exciting team of subject matter experts.

World Police Summit



Brian has been named to the Board of Directors for the Dubai World Police Summit. The second summit is scheduled for early 2023 and IADLEST will be attending and presenting at this conference of global law enforcement leaders.

Surveys and Special Projects

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

- LAPSEN youth in law enforcement program
- NDI National POST Commission Survey with Hamline University
- National POST Physical Fitness Standard Survey with two California Universities
- National Staffing and Recruitment Study—NIJ and Michigan State University.

IADLEST Outreach and Collaboration

Brian was able to travel to Washington D.C. on three 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 are actively being sought to raise awareness of IADLEST, its membership, and its mission.



2022 IADLEST Conference, Fort Worth, Texas

National Law Enforcement Academy Resource Network (NLEARN):



Dan Setzer

Dan Setzer manages NLEARN and provides a valuable service to the Law Enforcement Academies and trainers worldwide. He adds new content and sends out a weekly email to all NLEARN members informing them of recent additions and articles. In addition, he highlights new training opportunities, National Certified Courses, and federal and 3rd party training. Other topics covered include instructor development, academy management, officer wellness, and traffic safety. Over the last year, our email list has expanded from 4,851 to 7,836, reaching deep into the law enforcement community nationally and internationally. The NLEARN website averages approximately 1,500 page views monthly.

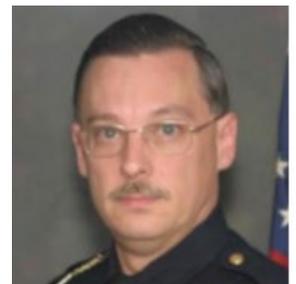
Upon the retirement of Becky Reynolds, Dan assumed responsibility for publishing the quarterly IADLEST Newsletter. He completed the April 2022 issue and continued the work by publishing the July and October 2022 issues. Notice of the publication’s availability is sent out to over 11,000 law enforcement professionals.

Daniel A. Howard manages the following projects:

NHTSA- Data-Driven Approaches to Crime & Traffic Safety



Our DDACTS team and SMEs have been busy this year fulfilling all of our NHTSA grant deliverables. Funding for this project has been extended until at least March 2023.



Daniel A. Howard

- Continued to aggressively market and leverage previously developed online webinars and training series including:
 - NHTSA DDACTS Analyst Seven-Part Mastermind Series
 - NHTSA Automation A-Z Webinar series
 - 8-Part DDACTS Webinar Series
- Worked with 24 agencies **throughout the US and the Virgin Islands providing 160 hours of one-on-one analytical assistance and support.**

Below is the breakdown of DDACTS activity this calendar year.

Analytical and Technical Assistance

- Agencies receiving assistance - 30
- Total number of hours of assistance provided – 288.5

DDACTS Workshops - 8 hours:

- Number of NCP certified training workshops - 15
- Number of personnel trained - 307
- Total number hours of training – 3,096

Analyst Training: 2-day in-person workshops

Courses: Basic Analytical - Level I (2 workshops)

Intermediate Analytical - Level II

- Number of workshops - 3
- Number of personnel trained - 51
- Number of hours of training - 714



Analyst Training: Virtual Online Training Courses

Courses: <i>Data Analysis Using Microsoft Access - Level I</i>	14 hours
<i>Tactical Analysis for Crashes and Crime</i>	14 hours
<i>Creating Analytical Capacity 4-part Webinar series</i>	1 hour each

- Number of workshops - 6
- Number of personnel trained - 77
- Number of hours of training - 388

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

Analysis Driven Deployment - 2-day in person workshop 14-hours

- Number of workshops - 3
- Number of personnel trained - 87
- Number of hours of training – 1218





Jim Gordon manages:

National Certified Training (NCP)

- Reviewed 567 courses
 - Failed 45 – 8%
 - Trained 148 reviewers
- Worked with 489 training providers
- Over 29,000 web page visits
- Quality of training is increasing
- 2022 data:
 - Certified 127 courses, failed eight
 - Worked with 47 Providers
 - Trained 6 reviewers
 - Delivered ADDIE five-part series training webinars:



National Decertification Index:

IADLEST, with Program Manager **Victor McCraw**, continued to offer the NDI as a free resource to law enforcement agency background investigators.

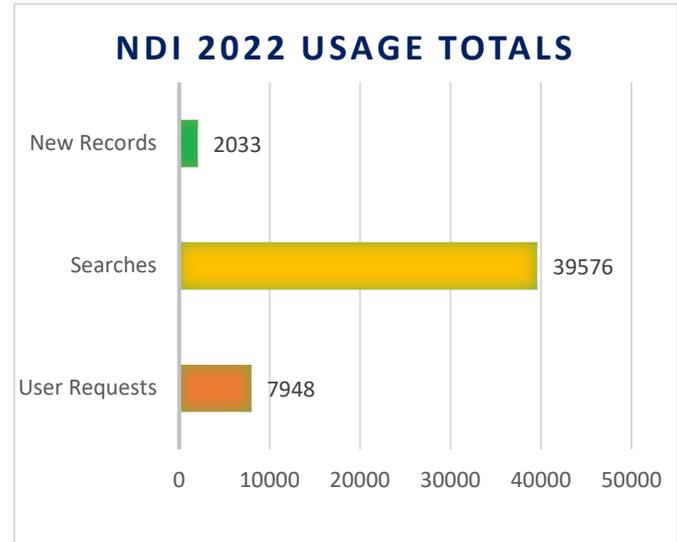


Victor McCraw

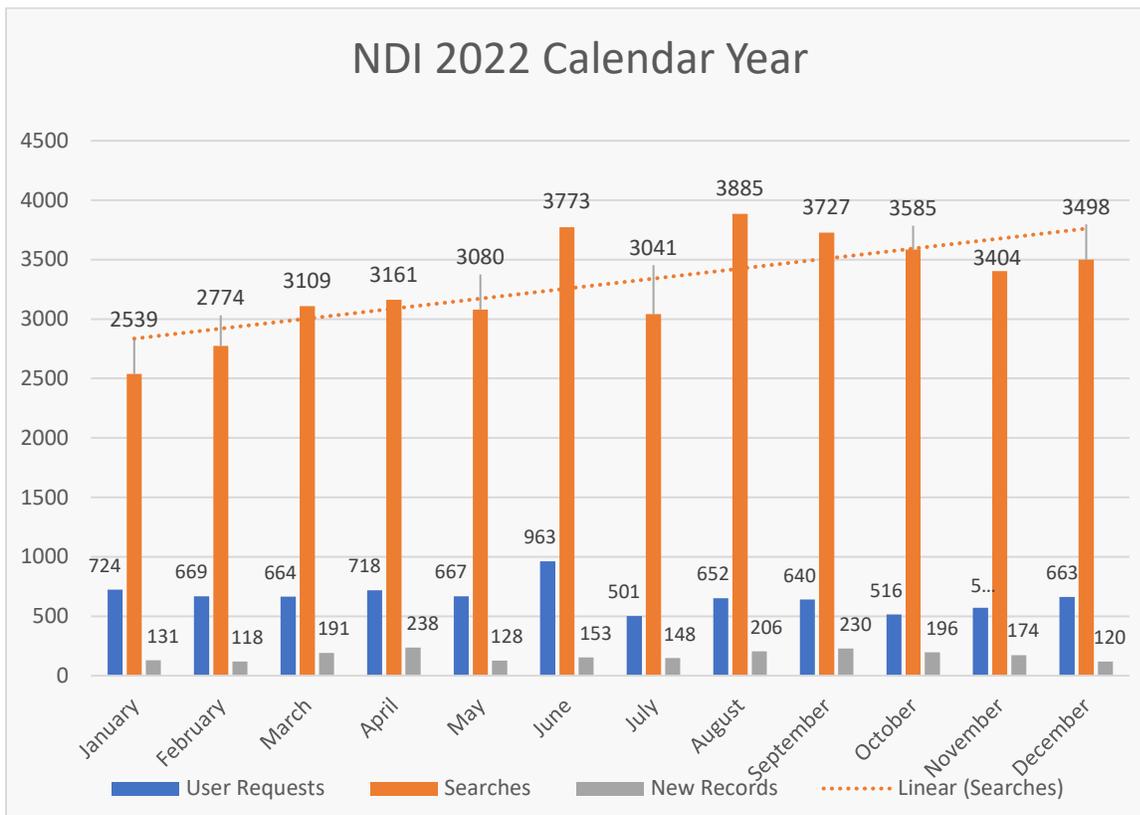
NDI Usage During 2022 Indicated a Continuous Upward Trend. The growing success of the NDI is a result of IADLEST’s promotion of the NDI and the diligence of our member POST organizations and their constituent agencies in each state. In a December 20, 2022 article in *The Journal, A Civic Issues Magazine*, IADLEST Executive Director Michael Becar is quoted: “A lot of agencies didn’t even know about the (national decertification index), and we’ve been getting the word out. We’ve done a lot of podcasts and things like that to try to let them know that this is a free service that’s helped.” Dawn Layman, the Chief of Police for the city of Lenexa in the southwest Kansas City metro area stated “officers can be fired or leave for many reasons that don’t disqualify them for future work. But when it comes to misconduct, trust me, if anybody needs to be on that list, we would report that. We check every new hire with IADLEST.” (Source: <https://klcjourn.com/police-database-standards/>)

At the close of the 2022 calendar year, IADLEST's continued support and tracking of NDI usage resulted in the following statistics and charts.

- Currently, there are a total of 33,500 actions reported to the NDI by 46 certifying agencies.
- New NDI record submissions averaged 169 each month for a total of 2,033 for the year.
- There was a total of 39,576 searches of the NDI conducted during 2022.
- A total of 7,948 new users requested NDI access.



- The number of users accessing the NDI webpage was 2,697 in December 2022; a total of 32,101 during 2022.



Dianne Beer-Maxwell manages the following projects.



Dianne Beer-Maxwell

Academy Innovations:

IADLEST completed the first-of-its-kind study, with support from the COPS Office, in five academies to research the impact of different learning modalities. For example, will students retain LEO content if

reinforced in strategic instructional blocks, and do they remember more content with in-person or online delivery? These are the primary research questions. A practitioner’s guide reviewing the study design and results as well as initial steps to implementing an integrated instructional approach is expected to be published in Spring/Summer 2023.



Constitutional Policing Curriculum – Support to Academies: IADLEST was awarded a new 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. This project will officially kickoff in 2023.



IACP Elevate Blue: 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. IADLEST is working to provide subject matter experts and curriculum developers to support this critical work. The topics available will include:

- Community Engagement and Trust
- De-Escalation/Use of Force
- Leadership, Management & Supervision
- Managing Mass Demonstrations & Protecting Civil Rights
- Recruitment, Hiring, Training & Retention
- Strategies to Prevent Violent Crime.

As of December 2022, **Jana Kemp** manages:



IADLEST Partner Advisory Committee (IPAC):

The IPAC held two virtual meetings and one in-person meeting with the partners this year. In 2020, the IPAC developed and published the popular, *Why Law Enforcement Needs to take a Science-Based Approach*

to *Training and Education*, which was accessed nearly 1,600 times through the IADLEST website in 2022. Our partners are also sharing this document through their platforms.

IPAC Members:

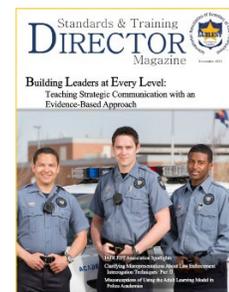
- Acadis by Vector Solutions
- AXON
- Columbia Southern University
- Direct Action Resilience
- FORCE Concepts
- Force Science
- Guardian Alliance Technologies
- National Command & Staff College
- NW3C
- Police One/Lexipol
- Polis Solutions
- Strategies for Youth
- VirTra
- Virtual Academy

Standards & Training Director Magazine



Bill Flink

William “Bill” Flink continues to publish IADLEST’s quarterly digital *Standards and Training Director* magazine that focuses on advancing quality training, policy, and services.



National Instructor Certification Program and International Instructor Certification



As of Fall 2022, **Kelly Alzaharna** manages the National Instructor Certification Program and the International Instructor Certification.

- **National Certified Instructors:**
87 Certified
- **International Certified Instructors**
41 Certified



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



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

Pam Cammarata manages the following programs.



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 very beginning of the officer's career. Health Educator John Combs (Army Wellness Center) led the development of the course, guided by a Working Group of several POST Directors and staff.

In 2022, with assistance from the Arizona and Colorado POSTs, the course, titled "*What Does Wellness Look Like?*" was piloted in Phoenix, with 30 recruits, and in Denver, with 18 recruits.

CRI-TAC:

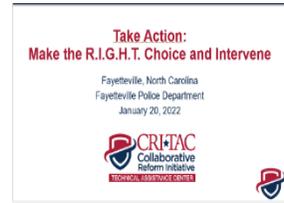
IADLEST continued to partner with IACP and several national law enforcement organizations, with support from the U.S. Department of Justice's COPS Office, to provide technical assistance and training on a wide variety of topics "by the field and for the field." In 2022, IADLEST advised on and actively supported several site engagements, helping CRI-TAC to reach the milestone of serving 805 law enforcement agencies since its inception in 2018.

In 2022, one of the agency's served by CRI-TAC, was the Wyoming Law Enforcement Academy (WLEA) in partnership with Wyoming Game and Fish Department. Dianne Beer-Maxwell, along with IACP and other subject matter experts, provided consultation to enhance WLEA's basic academy training curriculum

Through CRI-TAC, IADLEST piloted several new curricula.

For the peer intervention/active bystandership curriculum, IADLEST:

- Piloted the curriculum and made revisions based on pilot feedback
- Developed a plan for train-the-trainer instruction to build a national cadre of instructors
- Piloted the *Take Action: Make the R.I.G.H.T. Choice & Intervene*” course at Fayetteville Police Department, NC.



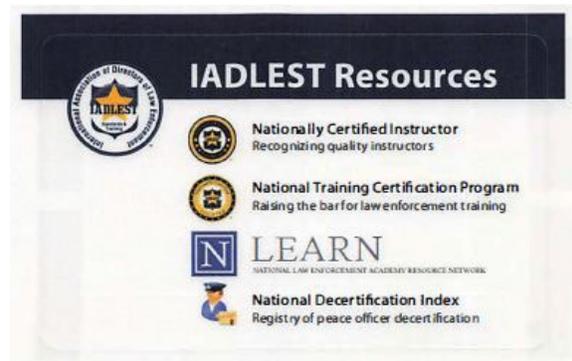
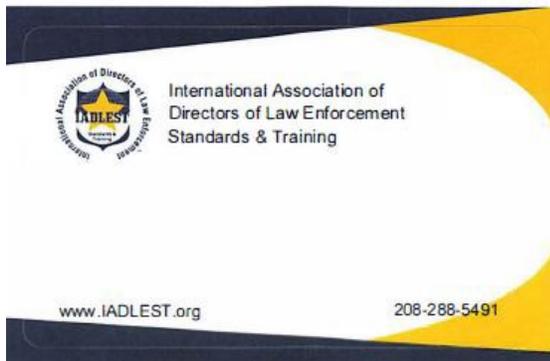
IADLEST also supported the development of a Hate Crimes basic curriculum and is creating a Hate Crimes Investigative instructional block.

In 2022, FORCE Concepts CEO, Jon Blum, and IADLEST Project Manager, Peggy Schaefer led the development and pilot delivery of “*Take Action: Make the R.I.G.H.T. Choice & Intervene*” training in Fayetteville, NC, Police Department to 33 attendees.

IADLEST continues to work with IACP and the COPS Office to develop a pool of national instructors to deliver this critical training nationwide.

Membership Cards – new and renewing members

Leah Besonen issued 649 members cards in 2022. Here’s the card.



Annual IADLEST Conference

We look forward to seeing you at the 2023 IADLEST Conference in Denver, Colorado, May 14-17. If you haven’t already registered, please do: [Conference 2023 \(iadlest.org\)](https://iadlest.org/conference-2023)

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>	Ohio Peace Officer Training Commission (OPOTC) Audit	brian@iadlest.org
 <p>Leah Besonen Administrative Assistant</p>	Administrative Assistant Receptionist	leah@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 CRI-TAC Elevate Blue	dianne@iadlest.org
 <p>Pam Cammarata Project Manager</p>	CRI-TAC Officer Safety & Wellness	pam@iadlest.org
 <p>William "Bill" Flink Project Manager</p>	<i>Standards & Training Director Magazine</i>	wflink@iadlest.org
 <p>Daniel Howard Project Manager</p>	TxDOT- Truck & Bus TxDOT- DDACTS NHTSA- DDACTS	danhoward@iadlest.org

	Mark Damitio Project Manager	Academy Accreditation Below 100 COPS Regional Training Hubs Every Officer is a Leader Instructor Development Webinars Use of Force Policy Certification	markdamitio@iadlest.org
	Jana Kemp Project Manager	IPAC Coordination Proofing Magazine & Newsletter	jana@iadlest.org
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	Dan Setzer Project Manager	NLEARN IADLEST Newsletter	dsetzer@iadlest.org
	Jim Gordon Project Manager	National Certified Program (NCP)	jimgordon@iadlest.org
	Laurie Jackson Conference Coordinator	Conference	laurie@iadlest.org
	Carl Risheim Project Manager	Colombia National Police Training and Program Development	carlrisheim@iadlest.org
	Thomas Ridgwell Sales & Marketing Manager	Sales Marketing	thomas@iadlest.org



IADLEST Headquarters

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

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