



# Newsletter

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International Association of Directors of Law Enforcement Standards and Training

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**POST DIRECTOR CHANGES**



**Montana:**

Eric Gilbertson attended Montana State University in Bozeman Montana and graduated with a Bachelor of Science in Sociology with a Criminal Justice Emphasis in 1997. He attended two years of Law School at Willamette University College of Law before deciding “a career as a lawyer wasn’t a good fit”. In 2004, he applied to be a Reserve Deputy with the Lewis and Clark County Sheriff’s Office in Helena, Montana. In January of 2006, he was hired as a full time Deputy Sheriff with the Lewis and Clark County Sheriff’s Office. He recently resigned from that office with just under 16 years. During his time at the LCSO, he served as the Canyon Ferry Lake Deputy and the Augusta Montana substation deputy in both the Patrol and Criminal Investigations Divisions.

In November of 2015, Eric was promoted to Captain of the Patrol Division, where he served in that capacity until January of 2017. In January of 2017, he requested to be placed in charge of the Criminal Investigations Division, a role which required a voluntary rank reduction to achieve. He worked in that Division as the Sergeant in charge of the division until October 8, 2021.

During his time with the office, Eric had the opportunity to be a part of several collateral duties. He was on the Joint LCSO/Helena Police Department SWAT Team for a little over ten years and was the SWAT Team leader for the past year and a half. He was also a member, Team Leader, and Field Operations Commander of the Explosive Ordnance Disposal (EOD) Team, and a Law Enforcement Bomb Technician for approximately 7 years. He was on the Board of Directors of the Montana Sheriffs and Peace Officers Association from June of 2016 until he resigned from the LCSO. He also served on the Board of the Montana Law Enforcement Museum and was a member of the Montana Sex Assault Kit Initiative Task Force (SAKI).



**West Virginia:**

Jess Gundy is a lifetime West Virginia resident and served in the US Army as a military police officer. He enlisted in the West Virginia State Police and retired with the rank of Captain, as the Director of Training at the West Virginia State Police Academy. After retiring, he served as the Deputy Director of court security at the West Virginia Supreme Court. On October 25, 2021, he was appointed as the WV POST Director.

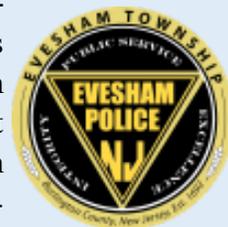
He has a MS in Public Administration and various instructor certifications. He has been married for 30 years and has two children. He currently resides in Goldtown, WV.

*If your POST has a change of Director, we would like to feature him or her in the next issue of the IADLEST Newsletter. Please forward a bio and picture to [becky@iadlest.org](mailto:becky@iadlest.org)*



## DDACTS 2.0 Success in Evesham, NJ!

*By: Peggy Schaefer, DDACTS Project  
Manager & Chief Chris Chew,  
Evesham NJ Police Department*



The Evesham Township NJ Police Department recently underwent its 4<sup>th</sup> CALEA Accreditation certification with unanimous approval from all the reviewing Commissioners. The assessors focused heavily on several key areas of the Agency. One of the primary areas dealt with the staff and resource deployment in strategic zones based on a data-driven approach to decrease vehicle crashes and reduce crime. In addition, they were very impressed with our DDACTS operational plan, especially in today’s climate, where agencies need to build community trust while being transparent with decision-making.

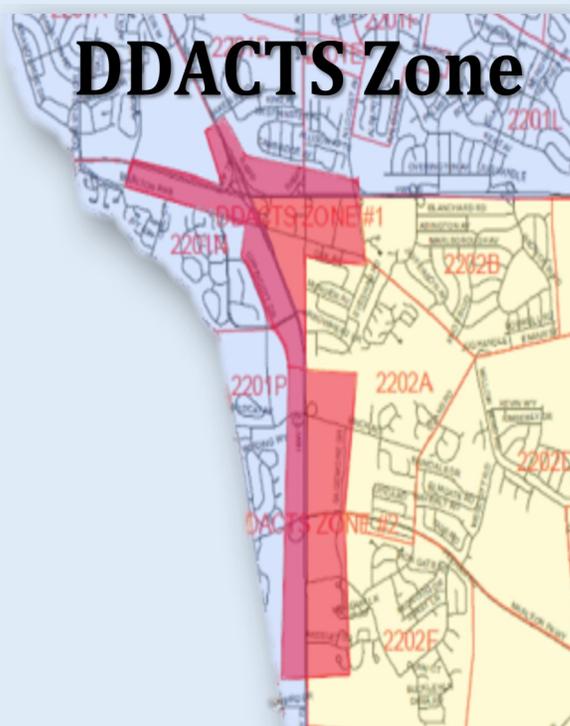
DDACTS is a thriving national model using a high visibility approach to addressing crime and has been utilized by Evesham since March of 2012. Evesham’s crime analyst, Kyle Moyer, runs statistical reports on crime data and crash reports to identify the areas of the Township which have a high number of motor vehicle crashes and spikes in crime. Moyer creates an annual plan to set benchmarks for the Department. And each year, before the plan is activated, local media is invited to participate in a patrol ride-along to get updated information on the locations of the focus areas and to relay other crime prevention information. Evesham then deploys its personnel according to the analysis. In general, the officers must complete two contacts per hour with citizens in the designated areas while patrolling the DDACTS area. For example, the analysis has identified a two-square-mile area that includes major interstate and commercial businesses as an area of focus for DDACTS. Moyer continuously updates the officers with current information via emails, bulletins, and briefings on the areas of focus and the primary crimes committed. The DDACTS model is also used to address public complaints related to traffic issues. The traffic study team conducts evidence-based reviews of the areas from citizen complaints and shares the results. Officers respond more often when the analysis indicates a sustained complaint.

Moyer conducts DDACTS analysis on a monthly, quarterly, and annual basis and compiles a bi-weekly crime

report for the entire Agency. The bi-weekly report shows all crime trends and patterns and includes information from surrounding jurisdictions that could impact the Agency’s efforts. In addition, patrol officers attend quarterly meetings with agency Command staff, allowing for more direct involvement and communication flow. This data-driven approach to crime and traffic reduction within the Township, enables the Agency to maximize its resources and better serve all citizens.

Moreover, Evesham is developing a reporting process where officers and the public can see data in *real-time* that keeps the community and the officers aware of the events affecting everyone. And another innovative strategy happens every Wednesday from the spring to the fall, in a parking lot in the DDACTS zone where the Department hosts a “farmer’s market.” These events draw a large crowd, and the officers informally meet with the citizens to build camaraderie and listen to citizen issues.

Working with the community, listening to concerns, being transparent with data, and deploying officers where they are needed most are the hallmarks of the DDACTS model. As a result, the Evesham Township Police Department maximizes the model’s impact!



## Social Learning Theory and How It Applies to Law Enforcement

*By: Lon Bartel, VirTra*

How a person learns evolves over time, yet simultaneously stays the same. Learning is also complicated, yet one of the simplest concepts to understand. And though learning is both easy and difficult, it is up to instructors to understand its nuances and create the best learning environment for their trainees.

In creating the best learning environment, instructors can rely on the social learning theory described by Albert Bandura. It describes how people learn socially through observing, modeling, then imitating the behavior and reactions of those around us. Or simply, monkey see, monkey do. It can also be from the perspective, “Don’t do what that monkey did!”

For a moment, think of a child. How do they learn how to act, move, communicate, the ‘rights’ and ‘wrongs’, and the rules of life? It is all learned through observation. Children follow their models, which often begins with parents and siblings and later branches out to friends, teachers, book and TV characters and so forth. After observation comes action, where children mimic the learned behaviors. Depending on if the behavior is met with a punishment or a reward, the behavior is then reinforced or discarded.

As children grow up, so does their form of learning. Now, observational learning comes with an extra step: thought before action. This new consideration helps people to improve themselves, as they think through possible outcomes rather than immediately imitating a presented behavior. After determining and performing the best course of action, they then become a model for others—bringing the social learning theory full circle.

While officers are full-grown adults, and not the children in this example, social learning theory still applies to training. Starting at the beginning, the V-VICTA™ curriculum my team and I created, heavily promotes observation. It is recommended to have one officer complete a skill drill or training scenario with the rest of the class watching using a rubric for evaluation. Depending on how the first officer performed, those watching know which actions are important, which actions to mimic, which to avoid and overall, how to create a better outcome. While the first few officers may stumble and err, the remaining officers improve techniques and together everyone learns. This allows for larger numbers of officers to obtain high quality training with great time management.

Throughout this training, instructors act as the “parents” or the “prime”, so to speak. It is the instructor’s job to reward positive actions or ‘correct’ potentially dangerous actions—either praising the behavior, describing the error in debrief or immediately providing a real-life consequence, such as an electric shock delivered by a Threat-Fire® device. Training after this manner helps reinforce correct training and make these lessons second-nature once officers are in the field.

Learning can be either complicated or simple; it all depends on how instructors approach the task. Creating an environment that places a heavier emphasis on observation before performing—our earliest form of learning—could be the greatest asset in your classroom.

*Lon Bartel spent 20 years as an officer, where he spent 12 of those years as a Rangemaster and 18 years as a certified law enforcement trainer. Now, as an IADLEST Nationally Certified Instructor and Force Science certified Use of Force Analyst and Advanced Specialist, Lon works to create powerful training curriculum for law enforcement.*

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### References:

Bandura, Albert. “Social-Learning Theory of Identificatory Processes.” Handbook of Socialization Theory and Research, Rand McNally & Company, 1969.

## Don't leave hiring up to chance. Check the NDI in advance.



### The National Decertification Index (NDI) Is a Powerful Tool for Background Checks

The NDI is a national registry of certificate or license revocation actions relating to officer misconduct. It is FREE for law enforcement hiring managers to search.

### Use This Tool Before Every Hire

Only 5,100 of the nation's 18,000 law enforcement agencies have used the NDI to check if a candidate has been decertified as pre-employment screening of new recruits/lateral hires.



### Screen Out "Bad Apples"

Nobody wants to hire someone else's problem. This system helps identify candidates that could be a liability for an agency and can help promote transparency, accountability, and community trust.



### Request FREE Access

Members of law enforcement agencies and POST organizations should visit [iadlest.org/our-services/NDI](http://iadlest.org/our-services/NDI) and complete the brief form to request access at no cost. Once requests are approved by the state POST director, login credentials will be sent.



# NDI

National Decertification Index

<https://www.iadlest.org/our-services/ndi/about-ndi>

31k  
records

### Reliable Records From Across the Country

Records are only created once an officer is afforded due process.

45  
states

BBM  
Podcast



### BBM Podcast Available

Please check out BBM's latest podcast – A Discussion with IADLEST on the NDI.

During this episode, Mike Becar – the Executive Director of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) – joins us to share information on the National Decertification Index (NDI). We discuss what information is included in the NDI, who is entering records, who has access to conduct searches, and the basics on how it works.

### Listen Here:

[New BBM Podcast: Discussion with IADLEST on the NDI – Brooks Bawden Moore Blog \(bbm-dcblog.com\)](http://bbm-dcblog.com)

## **Why Guardian Alliance Technologies Made Easy Access to the National Decertification Index a Standard Part of its Free Triage Center**

*By: Justin Biedinger, founder, president and director of Guardian Alliance Technologies, Inc.*

Recently, we announced that we made easy access to the National Decertification Index (NDI), a standard part of the free Triage Center in Guardian's Background Investigation Software Platform. We believe that huge strides can be made in keeping bad apples out of the law enforcement profession by putting more information at the fingertips of law enforcement agencies nationwide. We believe this, because it's a fact.

When I founded Guardian Alliance Technologies, I did it because I saw first-hand, the inefficiencies and risks associated with the background investigation processes we used during my time as a background investigator and I felt like there had to be a better way. In time, I learned that the same type of process was, and still is, in use by thousands of agencies across the country. These processes are not only obsolete and wasteful of time and resources, but they present unintended dangers to the communities served. The repercussions of accidentally allowing a bad apple onto a force can be seen in today's headlines almost weekly, and there is something we can do about it. The key is greater access to information for all agencies, and the resources to provide that access already exist.

Initially at Guardian, our goal was to provide software that made the background process faster, but along the way, we discovered we had an opportunity to create a system that would also lead to better outcomes. This has been happening thanks in great part to input from law enforcement professionals all over the country, particularly from our customers and members of our advisory board. Among all of the improvements and all of the feature updates, however, it has become obvious that efficient access to more information on the applicant being evaluated is often the most valuable. We are committed to the continued development of an ecosystem where agencies have greater ability to easily identify wandering officers and applicants who are trying to lie their way onto a police force.

Following, are some excerpts from an article that appeared in the Yale Law Journal in 2020, entitled ["The Wandering Officer"](#):

*"In some instances, an agency may hire a wandering officer simply because it does not know about the officer's past."*

*"The favored solution here is to build a robust national decertification database." and "To be sure, a national database does already exist—the NDI described in Part I (Yale Law Journal article)."*

*"Our data and findings highlight both the importance and limits of a national decertification database as a tool to stop wandering officers. On the one hand, our finding that wandering officers are more likely than other officers to be fired, including for misconduct, and more likely to be subject to serious misconduct complaints, underscores the importance of some kind of national—and mandatory—tracking system. Such a tool could help agencies avoid hiring wandering officers who saunter in from other states."*

There is no mystery here. Only more information at the fingertips of law enforcement agencies will eliminate the core problem - accidentally hiring bad apples. Providing greater visibility on officers who have left employment in the midst of a misconduct incident or have been terminated for misconduct, will not just cut down on these instances,

*(Continued on page 7)*

it holds the potential to completely eliminate the “wandering officer”.

Imagine the case in Ohio, where a newly hired officer was involved in a controversial fatal shooting. It was later discovered that he had been deemed unfit for duty by his previous employer, but before he was terminated, he resigned. His new employer was unaware of the specifics of his separation from his previous job. They were not required to inspect his personnel file and he did not disclose the details. Had the NDI been in use by both agencies, he likely would never have been hired by the second agency. This is a real-world example of how sharing information - or not - could be a life-or-death matter.

The NDI and Guardian’s NAIC are the only two national databases (both can be used for free) which provide agencies with access to (a) information on officers who have been terminated or who resigned in connection with a misconduct incident or investigation (if they have been entered into the NDI), and (b) bad apples who are trying to lie their way through the hiring process in order to gain a spot on the force. Because we believe that greater access to information, and the sharing of information between agencies, is the only proven and immediately available way to maximize the efficacy of efforts aimed at keeping bad apples off the force. Making access to the NDI part of the Guardian solution was an automatic decision, and we take pride in promoting it as we promote the Guardian solution in general.

Guardian’s goal is to help dramatically increase the use of the NDI nationally. As of this writing, it is estimated that only about 3,700 (21%) of the nation's 18,000 law enforcement agencies have used the NDI during pre-employment screening. Considering the value it represents and the ease of use, we believe this can and should change very rapidly. It is proven that use of it pays dividends in the form of greater public safety on local, state, and national levels and holds the power to save lives, and it’s free.

To learn more, visit [Guardian's website](#) and request an online demonstration of our software.

***About the author:***

*Justin Biedinger is the founder, president and director of Guardian Alliance Technologies, Inc. and a director of Guardian Alliance Holdings, Inc. Justin spent four years in the U.S. Navy working in the intelligence community before joining the Stockton Police Department in Stockton, California, where he worked for 13 years. Justin spent most of his policing career working in different assignments within patrol before joining the background investigation unit to assist in hiring new officers.*



**National Decertification Index (NDI)**

The purpose of the National Decertification Index (NDI) is to serve as a national registry of certificate or license revocation actions relating to officer misconduct. The records contained in the NDI are provided by participating state government agencies and should be verified with the contributing authority. Inclusion in the database does not necessarily preclude any individual from appointment as an officer.

**To request access to the NDI, click here:** <https://www.iadlest.org/our-services/ndi/about-ndi>

## Missed Promotions and Emotionally Wounded Officers

By: Ron Bayne- Arizona Peace Officers Standards & Training, Advanced Training Unit

Most of us, at the onset of our careers, are “all in” and completely invested (too often over-invested) in being the best law enforcement officers we can be and making personal sacrifice not only for the communities we serve, but for our organizations as well. We are very intrinsically driven, willing to pay our dues and sprinting on the proverbial treadmill known as our career.

At some point, however, reality sets in and we have a tendency to lose sight of our reasons for having pursued what we once believed to be a calling, and come to believe that we are owed more from our organizations in return for our dedication and sacrifice beyond a paycheck. Inevitably, when the return on our investment falls short of our expectations we are left with the discovery that our payout has been nothing more than the development of emotional scar tissue. This personal discovery too often manifests itself in the form of toxic behavior not only harmful to ourselves and our personal lives, but to our organizations, our communities, and the profession we once were so honored to serve.

Having conducted leadership classes with police employees both sworn and civilian from across the country nearly every week for the past decade, it has become apparent to my training colleagues and I that without question, this dynamic is the number one source of emotionally wounded employees within our profession. Organizations everywhere are filled with members at every level feeling and exhibiting poor morale for not having received the promotions or assignments they felt they deserved. I believe this dynamic is continuously overlooked or ignored and should be addressed. Internally, we easily see the consequences to our teams. Externally, so too does society. With employee wellness being one of the most talked about concerns within our profession, and police misconduct one of the greatest social concerns of our country; this is a matter that cannot be left ignored. Addressing the matter is one of both personal accountability as well as a leadership responsibility:

### Personal Accountability

**Fixed vs. Growth Mindset** - Most of us, when we fall short of receiving from our agencies what we believe we deserve, we fail to recognize the value within the experience of not getting our way. We become emotionally wounded and simply view the matter from the *fixed mindset* of failure. The feeling of “not being worthy” can be consuming, causing us to harbor resentment towards our agencies and lack motivation, passion and commitment we once possessed for the job.

Too often, the culture of our organizations breed this mindset and fail to promote the *growth mindset*, which focuses on the benefit that can accompany letdown. Gained resilience from not receiving what we believe we “deserved”, can become a gifted attribute of this experience that cannot be reached as the result of any training we attend or formal education we can buy. At some point, we must ask ourselves, why am I facing this experience and how will it serve my personal benefit moving forward? Achieving this mindset will not only greatly benefit ourselves, but those around us as well. Sharing our accumulated career scar tissue with others may one day spare them from developing some of their own.

**Painful Events are Inevitable/Suffering is a Personal Choice** - We understand that the circumstances of not getting our way have brought us unwanted pain, but often fail to recognize that our continued dwelling on circumstances beyond our control causes continued suffering as the result of a personal choice on our part. When we choose to suffer over what we have lost or not gained, we can feel hopeless. Our career clocks move slower, and the career we once loved becomes a lengthy burden to which we become chained. I suggest that an employee should focus on what we control versus what we cannot. This becomes personally empowering. This realization allows us to take

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control of our lives and careers, most often with positive results. For example, you did not receive the promotion you felt you deserved, what are you going to do moving forward?

### Leadership Responsibility

**Use Gained Resiliency to Our Leadership Benefit** - Each week in our classes, attendees list attributes they value in their most admired leaders and invariably *empathy* makes the list. Leaders having experienced their own career setbacks and obstacles are those most capable of exhibiting empathy to their employees who will eventually experience the same at some point during their careers. As employees we tend to remember the leadership we received, both good and bad, during our times of crisis. The crisis of our employees may very well come in the form of missed promotions. Having had these experiences ourselves in our careers can allow us to relate to our employees when they too experience setbacks. These opportunities allow us to help them through these situations, ultimately achieving their followership.

**Emphasize Employee Value to Our Organizations** - Research from Patrick Lencioni and other leadership gurus indicates that what most employees want from their organizations is to feel valued and to have meaningful work. It is commonplace for us to feel as though we are undervalued when we do not receive the promotions we feel we deserve. Many of our course attendees refer to a lack of positive mentoring both before and after promotional processes. This results in them feeling undervalued by their organizations. When leaders take the time to prepare their employees for not just the successful promotional opportunities, but also potential promotional letdown prior to a process, as well as taking time to convey to them their value after disappointment, this can go a long way in keeping employees positive, productive and engaged.

As we know too well, policing in America is experiencing challenging times. Just like circumstances with a long career, challenges can be the result of matters beyond our control. Focusing on what we can manage, combined with effective police leadership, could just be the needed solution to healing ourselves, our organizations, and our profession, as well as with the communities we serve.

**Below 100** is a law enforcement officer safety program that focuses on the reduction of the number of law enforcement related deaths to below 100 per year; a number that has not been reached since 1943.

Below 100 has a vision “to permanently eliminate line of duty deaths and injuries through innovative training and awareness” and a mission “to influence law enforcement culture by providing innovative training and awareness, through presentations, social media, and webinars on identifying the leading causes and current trends in preventable line of duty death and injuries.”

The focus of this effort is to address line-of-duty deaths which are a direct result of motor vehicle crashes using the Below 100 program’s five tenets:

1. Wear your seatbelt
2. Watch your speed
3. Wear your vest
4. WIN: *What’s Important Now*
5. Complacency kills

To learn more about the Below 100 program, visit: <https://www.iadlest.org/training/below100>



WE'RE READY, ARE YOU?

# IADLEST 2022 Conference

Fort Worth, Texas  
May 15-18, 2022



300+ Law Enforcement Executives, Training Managers, POST Directors & Academy Directors. 50 States. 16+ Countries. 3 days. 1 Keynote. 20 Training Tracks. Roundtable Discussions. 25 Exhibits. 2 Social Events.

IADLEST is committed to transforming policing by pursuing excellence in training and the development of professional standards; and each year, the annual conference showcases this commitment by focusing on the most pressing issues for training managers and executives.

## Topics Include:

- Recruitment & Retention
- Officer Safety & Wellness
- Effective Curriculum Development
- Scenario-Based Training
- Data Based Policing
- Cultural Challenges
- Instructor Development
- Leadership

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**REGISTER NOW AT**

<https://www.iadlest.org/conf-2022>



Contact: [yvonne@iadlest.org](mailto:yvonne@iadlest.org)

# Member Spotlights

## Larry Plott & Mike Becar

By: Brad Johnson, Idaho POST

During the quarterly Idaho POST Council meeting on December 2<sup>nd</sup> at 10 am, Council Chair Sheriff Shaun Goff presented former POST Executive Directors Larry Plott and Mike Becar certificates designating both as Executive Directors Emeritus. The Council passed resolutions recognizing Plott and Becar for their many years of service to the POST and the law enforcement profession in Idaho, and specifically their long tenures as Executive Director.

Larry Plott was hired at POST at its inception in 1970 as the Training Coordinator following service with the Twin Falls County Sheriff's Office and the Idaho State Police. He was promoted to Executive Director two years later, leading the agency for the next 23 years, retiring in 1995.

Mike Becar, who is now the Executive Director of IADLEST, was hired by POST in 1979 as an Academy Coordinator, later serving as a Regional Training Coordinator. He succeeded Plott as Executive Director in 1995, a position he held for 11 years until his retirement in 2006. Prior to his career at POST, Becar had served as a police officer and Sergeant with the Caldwell Police Department for 12 years.

The POST Council recognized their service, professionalism, selflessness and passion and conveyed their thanks and honored their exceptional service. As a result of their new status and title, Plott and Becar are afforded the following privileges:

- Authority to use emeritus designation on business cards;
- Authority to use POST affiliation and emeritus identification on scholarly books, journal articles, conference papers, and the like;
- Invited participation in selected POST functions;
- Invitation to serve in a consultative capacity to POST and the POST Council;
- Attendance at public POST functions and celebrations such as academy graduations, proclamation ceremonies, etc.

### Congratulations to Executive Directors Emeritus Larry Plott and Mike Becar!



## **The C.A.L.M. Approach, "Comprehensive De-Escalation" at a Time it is Needed Most**

*By: Robert King, Con10gency Consulting*

In policing, there are numerous high-profile, controversial uses of force involving people in crisis, many of which have led to severe injuries or even death. One of the most recent examples is the murder of Mr. George Floyd, arrested for a counterfeit twenty-dollar bill. As a result, of Mr. Floyd's death, the entire country erupted in many weeks of violence. Unfortunately, another similar event would most likely produce worse outcomes.

In the aftermath of these tragic events, communities and police departments need healing, unity, and trust-building. In addition, police agencies and communities are looking for comprehensive solutions to improve public safety responses.

Police typically use force in less than 1% of all community contacts. But when higher levels of force are used involving people in crisis, or when the threat level is low, and injuries or death occur, the legitimacy of policing is called into question. There is no doubt policing can be extremely dangerous, and officers deal with numerous complex challenges. However, training should evolve to address these challenges and concerns.

Traditional "verbal" de-escalation training is designed for the on-set of an encounter and does not provide comprehensive direction if or when it fails. In addition, current training concepts do not address officers' emotions, which is a critical element for a successful outcome.

In direct response to these current challenges facing law enforcement, Con10gency president and retired police officer of 27 years, Rick Smith, brought together subject matter experts to develop the C.A.L.M. Approach™. Under his guidance, they created a comprehensive response matrix for law enforcement professionals to use with a non-compliant subject(s) who do not exhibit a weapon.

The C.A.L.M. methodology underscores the need to avoid physical confrontation whenever possible; however, should such confrontations be unavoidable, this concept provides critical direction to increase the safety of everyone involved, including the subject(s). It also introduces a new position, Lateral Recovery Restraint™, designed by Con10gency's law enforcement and medical experts to reduce injury or death of subject(s).

The C.A.L.M. Approach incorporates four basic principles that serve as essential tools for a progressive law enforcement agency:

- Communication**
- Active Physical Control Maneuvers**
- Lateral Recovery Restraint**
- Monitor**

The C.A.L.M. Approach emphasizes decreasing emotionality (on both sides of the conversation) and increasing rationality, teaches verbal and nonverbal skills to reduce agitation, seeks to develop rapport by engaging in empathetic, active listening from initial contact to the end of the police encounter.

The C.A.L.M Approach is a deliberate attempt to prevent or reduce the amount of force necessary to resolve a confrontation by using time, talk, and tactics to produce safer outcomes for all involved. However, if physical

*(Continued on page 13)*

force is unavoidable, C.A.L.M. provides active physical control methods with medical monitoring that reduces injuries or death.

C.A.L.M. stresses efforts at persuasion and influence to gain a subject's cooperation, which increases safety and effectiveness, whenever possible, to de-escalation throughout the entire encounter.

The C.A.L.M. Approach is timely as communities are now demanding law enforcement agencies embrace actual de-escalation, reduce the need to use force, and gain voluntary cooperation when possible.

Recent academic literature finds that proper de-escalation training programs can reduce officer and community member injuries and reduce the use of force.

The C.A.L.M. Approach has recently been awarded National Certification by the International Association of Directors of Law Enforcement Standards and Training. [IADLEST National Certification Program \(NCP\) | Home \(iadlest-ncp.org\)](https://iadlest-ncp.org) National Certification Program.

The National Certification Program (NCP) establishes law enforcement training standards and "best practices" relating to improved professionalism and skillsets for our nations' first responders. NCP courses are recognized nationally and designed to count towards officers' mandatory in-service training requirements.

*About the Author:*

*Commander Robert King retired from the Portland Police Bureau after serving 30 years. After his retirement, he worked as the Portland Public Safety Advisor to Mayor Wheeler during the tumultuous summer-long demonstrations of 2020. This last summer, he joined Con10gency Consulting as their National Director of Training.*

## **National Consensus Policy on the Use of Force**

This policy template was developed as a cooperative effort by the following organizations: ASCIA, CALEA, FLEOA, FOP, HAPCOA, IACP, IADLEST, NAPO, NAWLEE, NOBLE, NTOA.

*Revised July 2020 (Originally published October 2017)*

[2020 Policy on Use of Force](#)

## **National Law Enforcement Academy Resource Network (NLEARN)**

The National Law Enforcement Academy Resource Network (NLEARN) is a free resource for America's police and sheriffs, academy directors, managers, coordinators and trainers.

The mission of NLEARN is to provide a national forum for the sharing of ideas, methods, materials and best practices among the over 700 U.S. training academies identified by the National Census of Law Enforcement Training Academies conducted by the Bureau of Justice Statistics.

NLEARN belongs to its members. Its success is only due to the involvement and participation of its registered user base. It is our goal to continually increase our membership of professional academy personnel and improve the services we offer. It is our pledge to provide the highest quality content, technical and user services, on par with the important mission of law enforcement training.

**To request access to NLEARN, click here: <https://www.iadlest.org/our-services/nlearn/about-nlearn>**

## NCP Rubric *Online* Standards – Section C, Standard 10 Skipping Through Online Training

By: Peggy Schaefer, NCP Program Director



Training providers and curriculum designers occasionally ask for clarity on our NCP rubric standards. This article covers Section C, Standard 10 for *Online* delivery.

The South Carolina Criminal Justice Training Academy staff recently investigated several officers for “fast-forwarding” through a Domestic Violence training program and not experiencing the entire course.<sup>1</sup> One of the Pass/Fail standards IADLEST adopted deals specifically with this concern:

**C-10: Participant should not be able to skip through the program and take completion exam without experiencing/reading course materials.\***

To achieve the “best practice” score in this standard, providers must make certain that the participants take the entire course:

**Participant must experience/read the entire course before being able to take the final exam and/or receive a completion certificate. (This does not include ancillary learning/instructional materials provided in the learning management system.)**

IADLEST adopted this standard to ensure that officers cannot fast-forward and “click” through the program without digesting the materials, completing the exercises, or watching the videos. This standard may be challenging for some online providers, but it safeguards against officers who may try to bypass or get through their training quickly. In addition, the standard ensures that the officer experiences all of the screens, content and takes a completion exam documenting knowledge transfer. As the opening article suggests, this standard for online learning can save officers from getting into trouble.

**SCCJA Director Jackie Swindler** said, “The NCP program standards help verify that training programs cannot be completed in the wrong ways. We want our officers to acquire the training they need and are required to take honestly and ethically.”

It’s up to every online provider to develop visually engaging content that will hold the officer’s attention, with structured activities that must be completed throughout the program. These are the types of courses that earn the IADLEST NCP seal.

For more information about the NCP and “Our Standards” click [here](#).

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<sup>1</sup> “Training Chief: SC Officers Cheated by Speeding up Videos.” (2021, December 9). *The Associated Press*. Found Online at: <https://www.usnews.com/news/best-states/south-carolina/articles/2021-12-08/training-chief-sc-officers-cheated-by-speeding-up-videos>

## De-Escalation and Realistic Expectations

*By: Brad Young, Get Safe USA*

De-escalation is a complex word. In some contexts, it is a communication strategy that grounds a person in a moment of crisis. In others, it is a use of force tactic. De-escalation can look like a lot of things, but what it really means is to prevent further escalation.

There is no magic training that will teach every cop in America to use verbal tactics to disarm, reorient, and gain compliance in every situation. Sometimes the fastest way to prevent further escalation is for an officer to use one of their force options. De-escalation isn't easy.

Cops face armed criminals who prey on the weak and take what does not belong to them. They bounce from call to call involving suicidal subjects, family violence, sexual predators, and a myriad of other uniquely challenging situations. They miss holidays, events, and precious moments in the lives of their loved ones to ensure the safety of their community. The job is a roller coaster of emotion and floods of adrenaline that impact sleep cycles, thought processes, and of course, coping mechanisms.

How could anyone expect a peace officer to effectively manage the chaos of others if they are struggling to deal with the chaos in themselves? At Get Safe, we believe de-escalation training starts with the officer. It is critical to recognize how the traumas of the job, the stress of family troubles, and the burden of financial responsibilities impact daily interactions. Bringing self-awareness to line level officers, mid-level supervisors, and senior leadership allows opportunities for conversation and camaraderie. It allows the individual to challenge themselves and how they manage the struggles that come with the job.

For an officer to truly de-escalate a situation, they need to be self-aware and equipped with the right resources to manage their own emotions, feelings, thoughts, and struggles. It is important to recognize having biases doesn't mean officers are racist, prejudiced, or whatever negative connotation is associated with the word. Bias simply means an inclination or predisposition for or against something.

Yes, biases can be focused on race, disabilities, sexual orientation, mental illness, or anything else highlighted by the media. But biases can also be a tendency to eat certain foods or avoid certain colors. Bias isn't inherently negative. The point is that self-awareness of what these biases are help us better control our emotions, make better and more impartial decisions, and more effectively de-escalate people and situations.

There is no one-size-fits-all de-escalation training. Fancy acronyms and theories don't make better officers. What does make a better officer? Training that prepares them for what comes next and that can be implemented the second the officer leaves the classroom. Training that enables the officer to be more aware of themselves and those around them, which leads to better understanding. With better understanding, officers can approach situations with a different mindset. It is our belief that with this change in mindset, there is an opportunity to change outcomes for the better.

While there is no magic training, there is Get Safe.



## IADLEST'S INTERNATIONAL and NATIONALLY CERTIFIED INSTRUCTOR UPDATE

*By: William Flink, IADLEST  
Program Manager*

2021 ended with several new International and National Certified Instructors being awarded to some of the most competent trainers in the country. It is our pleasure to present to you some of the individuals who have recently qualified as IADLEST Certified Instructors. All of the IADLEST certified instructors are highly recommended by their peers and IADLEST members. They all have significant training and development experience and are spending much of their careers improving the criminal justice training system.

In this edition of the IADLEST Newsletter, we are recognizing the following IADLEST International Certified Instructor:



**Adam Kinakin:** Adam is the Managing Director and founder of the International Law Enforcement Training (ILET) Network, a community-based training platform designed for creating and facilitating international Law Enforcement training. He is a former Training Officer with the Canadian Armed Forces. Prior to his time with the armed forces, he was awarded instructor qualifications from many Canadian Provincial Justice Department and international organizations specializing in Use of Force, Defensive Tactics, CBRN, Instruction Design, Security Operations, and Security Management.

The ILET Networks sole purpose is to bring holistic actionable training and resources to officers and agencies by providing access to world-leading experts and organizations. They have created multiple partnerships with Federal, State/Provincial, and Municipal agencies, and NGOs worldwide which support the evolution of training for Law Enforcement and First Responders.

Adam is an accredited instructor and trainer under both the Justice and Solicitor General for Alberta and the Manitoba Department of Justice, and is a proud member of the International Law Enforcement Educators & Trainers Association (ILEETA) and other instructor organizations.

Our National Certified Instructors include the following individuals:



**Ron Bayne:** Ron is a nationally recognized law enforcement leadership instructor and coach. Mr. Bayne works with Arizona Peace Officer Standards and Training (AZPOST) and his credentials include presenting instruction to thousands of police personnel from hundreds of law enforcement agencies in nearly all 50 states across North America including Puerto Rico. He has been a leadership coach/trainer for FBI-Law Enforcement Executive Development Association (LEEDA) since 2014, and previously a Public Safety Spanish language instructor.

While working for AZPOST, he developed what has become known as the AZPOST Basic Leadership Academy. It is a 4-day class designed to introduce students to the fundamental concepts and skills of professionalism, organizational culture and management, characteristics of

*(Continued on page 17)*

of Arizona and this training is becoming known as the flagship leadership training for first-line police supervisors in Arizona law enforcement, as well as for the Arizona Department of Corrections. Ron is also a certified Center for Police Leadership & Ethics DISC instructor and has administered the DISC behavioral profile to thousands of police personnel across North America.

Ron coaches new leadership instructors for both FBI-LEEDA and AZPOST. In this role at AZPOST he has designed and implemented a 5-step START process for identifying, recruiting, and training new leadership instructors in order to ensure a sustainable law enforcement leadership program for the State of Arizona.

Ron is retired from Arizona law enforcement at the rank of commander after having served in the profession for 30 years. He began his career in law enforcement in the United States Army in 1987 at the age of 17. He is a graduate of the FBI National Academy Session 260.



**Gary Goines:** Gary is a graduate of The Chicago School of Professional Psychology and is currently an adjunct professor for the Forensic Psychology Online & Washington, D.C. Campuses. He is also the Chair of the Alumni Council, a Board Member of the University Adjunct Advisory Board, Adjunct Mentor, and Technical Instructor at Homeland Security, Cheltenham, MD. He studies the psychological aspects of active shooter/active threat profiling and analyzing active shooter case studies from a police psychologist's perspective. He examines law enforcement topics such as police selection/screening process, fit for duty, stress management skills, conflict resolution skills, crisis debriefing techniques, police interacting with emotionally disturbed and mentally ill individuals, necessary negotiation skills, hostage negotiation teams, law enforcement counselor/coach, and threat & risk assessment management. Professor Goines has one potential research project in planning how law enforcement relates to counselors and law enforcement training.

Before joining The Chicago School as an Adjunct Professor, he was Supervisory Special Agent with the United States Capitol Police for over thirty years. He is currently a U.S. Capitol Police Agency Trustee on the Executive Board of the Fraternal Order of Police D.C. Lodge #1. Professor Goines is a certified instructor of the Maryland Police and Correctional Training Commission.

Additionally, Professor Goines serves on the board as the Director of Training for Protect and Serve LLC, a law enforcement and security professional consulting firm. During his career at the U.S. Capitol Police, he was a Crime Scene Search Officer, Patrol Officer, member of the Containment Emergency Response Team (hostage rescue team), Chair of the Fraternal Order of Police USCP Labor Committee, and on the Dignitary Protection Division. He has taught the following subjects: Psychology of Law Enforcement, Psychology of Hostage Negotiation, and Threat & Risk Assessment. He has conducted numerous active-shooter presentations for the Homeland Security meeting in Bristol County, MA, and an active shooter presentation at the Forensic Mental Health Awareness Conference in the past years. He is a member of the APA, the Fraternal Order of Police, and the Association of Threat Assessment Professionals (ATAP).



**Beth A. Mohr:** Beth is a Managing Partner with the McHard Firm. She is a Certified Fraud Examiner, a certification bestowed upon examination by the Association of Certified Fraud Examiners (ACFE). She is a Certified Financial Crimes Specialist, a credential awarded upon testing, by the Association of Certified Financial Crimes Specialists. She is also a Certified Anti-Money Laundering Specialist (CAMS), an internationally recognized certification awarded upon an examination which denotes one as an authority in the AML field. Beth is among the first to be awarded the Certified Cyber Crimes Investigator (CCCI) credential, which is awarded by the International Association of Financial Crimes Investigators (IAFCI). She has

*(Continued on page 18)*

*(Continued from page 17)*

testified as an expert witness in three states on a variety of matters. Ms. Mohr has a Master of Public Administration from the University of New Mexico, and holds a Bachelor of Science from Pacific Western University. She is a private investigator licensed by the states of New Mexico, Arizona and California.

Ms. Mohr has taught courses nationwide, including interviewing techniques, financial and fraud investigations, investigative ethics, Bitcoin, and many others. Her fraud and ethics courses are certified for law enforcement credit by the states of New Mexico and California (POST), and she has instructed continuing legal education courses, as well as continuing professional education courses certified by NASBA. She is a nationally recognized speaker, receiving glowing feedback from attendees of all backgrounds. She has written and presented dozens of webinars, including webinars for the Association of Certified Fraud Examiners. She has authored and co-authored articles that were published in Fraud Magazine, as well as articles for numerous bar journals, and other magazines.

Ms. Mohr served as an investigator for the City of Albuquerque's Independent Review Office, where she investigated allegations of police misconduct against the Albuquerque Police Department (APD). Notably, she conducted investigations concerning the events and police response surrounding the 2003 anti-war protests and the APD's crime lab and evidence room. Those cases included allegations of financial mismanagement, white collar crimes, excessive force, civil rights violations, tampering with evidence and destruction of evidence.

Beth is a retired San Diego Police Officer. During her career, she was awarded three Commanding Officer's Citations, which are the highest awards offered by the San Diego Police Department (SDPD). While working with the Whatcom County (Washington) Public Defender's Office, Beth investigated smuggling and tax evasion cases that involved US and Canadian Customs agencies. Beth's experience includes having conducted cause of death investigations, homicide and death penalty mitigation investigations.

Beth also has significant experience in the area of performance management, performance improvement and management quality review. As part of her commitment to performance measurement and quality education, she served as a Peer Reviewer for the National Association for Schools of Public Affairs and Administration. She is a past member of the ICMA (formerly the International City/County Management Association) and was a member of ICMA's Advisory Board on Graduate Education. She recently chaired the City of Albuquerque's Police Oversight Board, amidst the settlement of a Department of Justice consent decree, and guided that fledgling agency and board to a successful start.



**Cartis R. Stephens:** Cartis began his federal law enforcement career in California in 2009 after working as an Executive Protection Agent. He was quickly promoted to Patrol Lieutenant, where he also served as his department's defensive tactics, firearms, and active shooter response instructor. He was again promoted in 2013 and currently works as a Special Agent in North Little Rock, Arkansas. He manages numerous leadership courses within the Advanced Programs Division at the Law Enforcement Training Center. He specializes in use of force concepts, defensive tactics, tactical firearms application, and leadership methodologies.

He has a broad range of experience, which began with service in the United States Marine Corps in 2001. During his tenure with the Marines, he completed two combat tours supporting Operation Iraqi Freedom and received various awards. Mr. Stephens also obtained a 2<sup>nd</sup> Degree Black Belt Instructor Trainer certification in the USMC Martial Arts Program. He was one of the few individuals to be uniquely certified in the Army, Air Force and Special Operations Combative Instructor Programs. His current hobbies include instruct-

*(Continued on page 19)*

ing martial arts, and he possesses a Brazilian Jiu-Jitsu Black Belt. Mr. Stephens's primary focus is to help others become the best version of themselves.



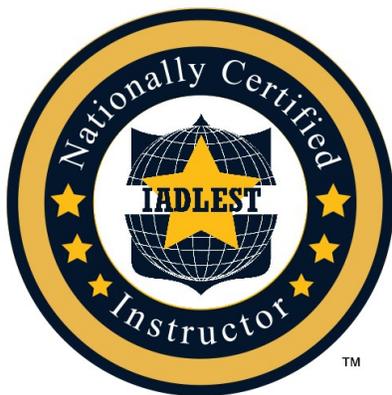
**Stewart Curry:** Stewart has more than 20 years of public safety experience. He currently serves as the Director of the Law Enforcement Academy for Colorado Mountain College and oversees academies in both Glenwood Springs and Breckenridge Colorado. He also created the Associates of Applied Science Degree in Criminal Justice for Colorado Mountain College.

Prior to his employment with the academy, he was a Dispatcher, Code Enforcement Officer, Patrol Officer, Patrol Sergeant, Administrative Sergeant and Interim Chief of Police. He is a full time POST instructor in Driving, Arrest Control and Firearms. He has been a member of the driving Subject Matter Expert Committee for Colorado POST since 2017.

Stewart is an instructor in the following areas: SFST, Taser, S.T.O.P.S. (strategies and tactics of patrol stops), Use of Force Simulator, Introduction to Marijuana 101, NRA Handgun/Shotgun, FBI Defensive Tactics, Knife Defense, Responder Strong and Community Policing.

Stewart holds a Bachelors of Arts Degree in Criminal Justice with a minor in Sociology from the University of Wisconsin Oshkosh. He also holds a Master of Science degree in Criminal Justice from the University of Wisconsin Platteville. He is a graduate of the Supervisory Institute, Command Staff Institute, FBI Command College, First Line Supervision and Roaring Fork Leadership programs. He has been recognized as a law enforcement use of force expert in Colorado District Court and SFST expert witness in Colorado County Court.

Contact information for all IADLEST Certified Instructors can be found on the IADLEST Instructor Web Pages at either <https://www.iadlest.org/training/instructor-certifications/national-certified-instructor/inci-instructors> or <https://www.iadlest.org/training/instructor-certifications/international-certification/iici-instructors>





**IADLEST**  
**National Certification Program**  
**Certified Courses**

For more information, contact  
[peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org)  
<https://iadlest-ncp.org/>

See a complete list of certified courses here:  
<https://iadlest-ncp.org/ncp-catalog/>



**PREMIER POLICE TRAINING, LLC**

**12/26/2023**

Confident Non-Escalation: This is Where De-Escalation Training Begins

[Catalog Link](#)

Class: Classroom Length: 24 hours

The alarming increase in lawsuits against officers and agencies is crippling the image of the law enforcement profession nationwide. Law enforcement officers and agencies are more vulnerable today than ever before.

Regardless of rank, many officers make critical mistakes during police-citizen contacts. These mistakes are happening more often than agencies realize, and place officers, agencies, and communities at risk every day.

Protect your officers and agency with these proven techniques and strategies. Officers must be confident and articulate in their lawful authority through every step of a citizen contact from beginning to end. This is key to obtaining voluntary compliance and it works.

Offered only through Premier Police Training, LLC, Confident Non-Escalation is specifically designed to prevent unlawful stops, detentions, frisks, arrests, applications of force, and officer-induced escalation.

Confident Non-Escalation can significantly reduce the incidence of lawsuits, restore community trust, and save the careers of otherwise good and decent officers.



## NATIONAL WHITE COLLAR CRIME CENTER (NW3C)

12/23/2023

Ransomware: An Introduction

[Catalog Link](#)

Class: External Training Length: 1 hour

According to the FBI's Internet Crime Complaint Center (IC3), ransomware attacks lead to several billion dollars lost each year. Law enforcement officers should know how to respond to and protect their agencies and communities from these attacks. This interactive module teaches participants how to recognize and respond to a ransomware attack and discusses how ransomware can affect devices and networks and how to prevent ransomware attacks.

\*\*To access this free course, you will need to log in to NW3C.org. If you do not have a membership, you will need to sign up at NW3C.org.\*\*



## NATIONAL WHITE COLLAR CRIME CENTER (NW3C)

12/23/2023

Deepfakes: An Introduction to Synthetic Media

[Catalog Link](#)

Class: External Training Length: 1.5 hours

This course introduces learners to the colloquially used term, deepfakes, and the technology that makes synthetic media possible.

\*\*To access this free course, you will need to log in to NW3C.org. If you do not have a membership, you will need to sign up at NW3C.org\*\*



## INSTITUTE FOR INTERGOVERNMENTAL RESEARCH

12/20/2023

SAFELO Line Officer Training

[Catalog Link](#)

Class: Classroom Length: 8 hours

Once the agency's executive leadership commits to the implementation of comprehensive wellness and suicide prevention program and paves the way by removing impediments, adopting new paradigms, and initiating policy change, it is critical that the officers who perform day-to-day law enforcement tasks be included in the organization's vision and strategies for reducing the stigma of help-seeking

and harmful attitudes and behaviors. This highly interactive training gives participants the opportunity to learn about the underlying causes of suicide, why the National Suicide Awareness for Law Enforcement Officers (SAFLEO) Program is needed, solutions to barriers to help-seeking, their vital role in the successful implementation of a wellness and suicide prevention program, and how to nurture the program long-term. In addition, participants will be given the opportunity to exchange ideas, strategies, and best practices and conclude by creating specific and individualized action plans



## SECURITY EQUIPMENT CORPORATION (SABRE)

12/17/2023

SABRE Aerosol Irritant Projector Instructor Course

[Catalog Link](#)

Class: Classroom Length: 5 hours

Please Register at <https://www.sabrered.com/law-enforcement-classes> or email [vmoores@sabrered.com](mailto:vmoores@sabrered.com)

\$90.00 per student

This 2-day (2 x 2.5 hour sessions) Live Virtual Instructor level certification program focuses on deploying, handling, and documenting the use of Aerosol Irritant Projectors (AIP). Medical issues and legal liability will be addressed. This course will enhance the instructor's development in the use and training of AIP tactics and will help departments increase the safety of their officers, students, and subjects. This program addresses proper deployment techniques, available products, the SABRE Contamination Waiver, student voluntary contamination guidelines, proper decontamination, reporting force, and tactics for surviving an AIP attack. This certification is valid for two calendar years from successfully completing this course.

### COURSE TOPICS INCLUDE:

Intro to Aerosol Irritant Projectors & Understanding OC & CS

SABRE Product Info

SABRE Law Enforcement Formulations

SABRE Delivery Systems, Point of Aim, & Minimum Deployment Distances

SABRE Inert Drills

Subject Care



## PRIMAL RESPONSE TRAINING GROUP

12/10/2023

Pistol Red Dot Instructor Course

[Catalog Link](#)

Class: Classroom Length: 16 hours

This course will provide Law Enforcement Officers the knowledge and capabilities to understand, teach and deploy micro red dot optic systems on handguns while fulfilling the POST Instructor Course requirements. This course will assist the officer to develop the necessary tactical knowledge, awareness, and skills to safely and effectively utilize the micro red dot sight (MRDS) and all of its capabilities and be able to instruct others on the same skillset.



## OFFICE FOR BOMBING PREVENTION

12/08/2023

Response to Suspicious Behaviors and Items for Bombing Prevention

[Catalog Link](#)

Class: External Length: 1 hour

**\*\*Course is provided free of charge.\*\***

*\*\*To access this free course, you will need to log in to NW3C.org. If you do not have a membership, you will need to sign up at NW3C.org.\*\**

\*This is a Virtual Instructor-Led Training (VILT) course. For registration, please visit <https://cdp.dhs.gov/training/course/AWR-335>. VILT registration requires a FEMA Student ID (SID); to complete the one-time registration process for a FEMA SID, please visit: <https://cdp.dhs.gov/femasid/register>. Note: Registration will close 2-business days prior to the scheduled start date.\*

The Response to Suspicious Behaviors and Items for Bombing Prevention course provides participants with a foundational introduction to recognizing and responding to suspicious behaviors and activities related to terrorist or criminal activities. This course also highlights what to do when encountering an unattended or suspicious item and to whom to report it.

This 60-minute VILT is delivered through live instruction to cover the following topics:

- Normal behavior and suspicious behavior indicators
- Physical characteristics that can or cannot be easily changed
- Unattended and suspicious items
- Appropriate responses to suspicious behaviors, unattended items, and suspicious items



## AUSCHWITZ INSTITUTE FOR THE PREVENTION OF GENOCIDE AND MASS ATROCITIES

12/01/2023

Introduction to Redefining Policing to Affirm and Instill Human Rights

[Catalog Link](#)

Class: External Length: 8 hours

The Auschwitz Institute for the Prevention of Genocide and Mass Atrocities (AIPG) and the National Center for Civil and Human Rights (NCCHR) share a national and global concern that the increasingly hostile environment of exclusion and social fragmentation in the US is heightening the risk and occurrence of identity-based marginalization and violence. As history shows us, such threats to civil and human rights can, if unchecked, become part of an escalating process of destruction that may lead to mass atrocity. This course uses the lessons learned from the field of atrocity prevention to help build capacity in our law enforcement partners to detect relevant risk factors for civil and human rights abuses, identify appropriate response tools to promote and protect those rights, and recognize the best practices to foster resiliency in Targeted communities.



## POLIS SOLUTIONS, INC.

11/23/2023

T3—Tact, Tactics, and Trust Basic User Course

[Catalog Link](#)

Class: Classroom Length: 8 hours

[www.GracieSurvivalTactics.com](http://www.GracieSurvivalTactics.com)

T3 is an evidence-based police training system that combines tactical, social, and decision-making skills into a unified program. T3 uses scientifically validated methods to strengthen officers' capacity to be agile, adaptable, and creative in situations where safety, communication, and trust are essential. Our classes take an interactive, hands-on approach that systematically develops officers' ability to integrate tact, tactics, and trust. T3 is built on the belief that expert performance in demanding professions like policing requires an individual and organizational commitment to deliberate practice of core skills.

After completing this course, officers will be able to:

- Explain and apply the Seven Core Principles of Tact, Tactics, and Trust
- Explain and apply dynamic balance of influence and control
- Practice decision-making using Tactical Decision Exercises (TDEs)

-Explain and apply the "GIR-In" method to rapidly assess and engage strangers

-Explain and apply the dynamic force options transitions

This class is suitable for all levels of experience. Trainers, FTOs, and supervisors are especially encourage to attend.



## AUSCHWITZ INSTITUTE FOR THE PREVENTION OF GENOCIDE AND MASS ATROCITIES

11/19/2023

Redefining Policing to Affirm and Instill Human Rights

[Catalog Link](#)

Class: External Length: 24 hours

The Auschwitz Institute for the Prevention of Genocide and Mass Atrocities (AIPG) and the National Center for Civil and Human Rights (NCCHR) share a national and global concern that the increasingly hostile environment of exclusion and social fragmentation in the US is heightening the risk and occurrence of identity-based marginalization and violence. As history shows us, such threats to civil and human rights can, if unchecked, become part of an escalating process of destruction that may lead to mass atrocity. This course uses the lessons learned from the field of atrocity prevention to help build capacity in our law enforcement partners to detect relevant risk factors for civil and human rights abuses, identify appropriate response tools to promote and protect those rights, and recognize the best practices to foster resiliency in targeted communities.

## BLUE TO GOLD LAW ENFORCEMENT TRAINING, LLC

11/15/2023

Bulletproof Report Writing

[Catalog Link](#)

Class: Classroom Length: 8 hours

The goal of Bulletproof Report Writing is to teach experienced police officers solid fundamentals that will help them write defensible police reports. Additionally, officers need the skills to write a report that will allow prosecutors to charge defendants without asking for follow-up information. Law enforcement officers need to know how to be fully prepared to not only answer the direct questions asked by the prosecutor but also answer the cross-examination questions by the defense attorney and know how to respond to impeachment attempts.





## FORCE SCIENCE INSTITUTE

11/11/2023

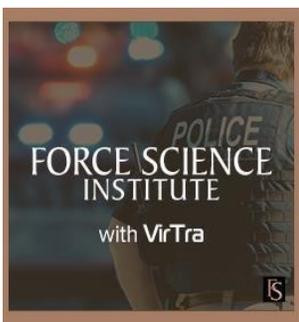
### Realistic De-escalation for Corrections Professionals

[Catalog Link](#)

Class: Classroom Length: 8 hours

Law enforcement and corrections professionals have come under intense pressure in recent years to prioritize its efforts at “de-escalation.” We will discuss the often-challenging expectations of law corrections professionals to gain compliance without using physical force and how oftentimes, this may not be realistic or safe. The legitimate goal of de-escalation tactics is to resolve problems with minimal harm. This distinction is critical.

The course will present concepts and methods to support de-escalation efforts when personal connections can be made. Attendees will be provided with knowledge to apply to, and to address the needs of those in mental health crisis or those whose perception of reality is altered. The course is designed to improve the corrections professional’s ability to manage human beings by enhancing skills to establish contact, build rapport, and gain influence to achieve a police objective. The course provides knowledge on how to apply core skills of incident stabilization, tactics, and decision-making and verbal and non-verbal skills to establish contact, build rapport and create influence with difficult subjects



## VirTra

11/09/2023

### Realistic De-Escalation by Force Science Institute and VirTra

[Catalog Link](#)

Class: External Length: 2 hours

This interactive and captivating course gets to the root of what is needed for realistic de-escalation. It will cover safety considerations, psychological needs, and evaluation tools to establish the best course of action in difficult and potentially high-risk events. This course is provided 100% online.



## CON10GENCY CONSULTING LLC

11/08/2023

The C.A.L.M. Approach

[Catalog Link](#)

Class: Classroom Length: 8 hours

A response matrix for law enforcement professionals to use with non-compliant subject(s) who do not exhibit a weapon, the C.A.L.M. Approach™ was developed by Con10gency experts in response to community needs.

This methodology underscores the need to avoid physical confrontation whenever possible; however, should such confrontation be unavoidable, this concept provides critical direction to increase the safety of everyone involved, including the subject(s).

It also introduces a new position, LRR™, designed by Con10gency's law enforcement and medical experts to reduce injury or death of subject(s).

The C.A.L.M. Approach incorporates four basic principles that serve as essential tools for today's progressive law enforcement agency:

- C – Communication
- A – Active Physical Control Maneuvers
- L – Lateral Recovery Restraint TM
- M – Monitor

This curriculum has been developed by subject matter experts in psychology, emergency medicine, non-lethal defensive tactics, and law enforcement de-escalation strategies, and results in a certification program available to departments nationwide.

## BLUE TO GOLD LAW ENFORCEMENT TRAINING, LLC

10/31/2023

Advanced Traffic Stops

[Catalog Link](#)

Class: Classroom Length: 8 hours

This advanced course covers practically every legal issue regarding traffic stops. Topics include community caretaking and reasonable suspicion stops, warrantless searches, Miranda, consent searches, inventories, and much more. The latest cases regarding K9 searches is also taught. Students completing this course will know how to handle practically every search and seizure scenario they run into involving vehicles.



Active Threat/Active Killer (ATAK): Basic Principals  
(Module 1)

[Catalog Link](#)

Class: Classroom Length: 3 hours

This course is module 1 of a series to prepare officers for the challenges of responding to an Active Threat/Active Killer (ATAK) event. This first module set the foundation and compares and contrasts an ATAK response to that of a armed hostage barricade.



## INSTITUTE FOR INTERGOVERNMENTAL RESEARCH

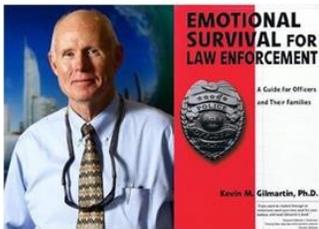
10/22/2023

VALOR Survive and Thrive

[Catalog Link](#)

Class: Classroom Length: 16 hours

The VALOR Survive and Thrive course is comprehensive training that enhances law enforcement officer safety by addressing topics that focus on emerging threats and challenges that officers routinely face in the line of duty. Topics explore concepts such as the safety mindset, professionalism and preparedness, identifying concealed weapons, and pre-incident indicators of and surviving a potential assault. Other topics include recognizing and defusing/de-escalating dangerous situations, implementing casualty care and rescue-training tactics, and implementing professional policing and balancing the roles of scholar, communicator, and protector. Additional topics stress the importance of protecting and improving the physical and mental health and well-being of law enforcement officers and, consequently, the communities they serve. Lastly, select instructors offer their firsthand accounts of surviving armed encounters. These motivating presentations tie all the previous topics and concepts together. The course ends with a challenge to all participants to take the information they have learned and apply it to their lives, both on and off duty.



## POLICEONE ACADEMY

10/15/2023

Emotional Survival for Law Enforcement

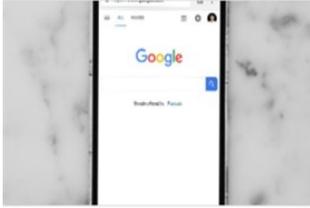
[Catalog Link](#)

Class: External Length: 2 hours

\*\*To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com. \*\*

There is a cost to public safety work and other high stress jobs.

Everyone knows someone whose life, career, or family has been affected by the unique demands of this job. Let's face it: the job can affect you even when you're not on the clock. Burnout and stress, if unmanaged, can affect your happiness, your career performance, and your relationship with loved ones. In this course, you'll learn about how stress and a career in law enforcement comes with both physical and emotional demands. You'll also have the opportunity to hear Dr. Kevin Gilmartin share some of the most effective strategies for managing stress, preventing career burnout, and protecting yourself and your family from becoming casualties of a career in law enforcement.



## BLUEFORCE LEARNING

10/14/2023

### Using Google Location Data in Your Investigations

[Catalog Link](#)

Class: External Length: 3 hours

Do you have an old criminal case that was never solved, but you still think about? Do you have a current case for which no traditional evidence is available? Did one of your unsolved homicide or other violent crime cases happen at a known specific location, date, and time? Maybe this is the time to take another look at those case files using a Google geofence warrant.

Law enforcement is more and more frequently requesting information from Google to gain critical evidence for their cases. However, the process of writing a geofence warrant can be overwhelming, and incorrectly written warrants can lead to judicial rejections.

In this specialized training, you will learn how to write a geofence search warrant to obtain Google location data regarding cell phones present at the place and time where a particular crime occurred. You will also learn how to analyze and map the data you receive from Google using tools that you already have available without having to spend any extra money on fancy technology. Through this analysis, we will show you how to narrow down and finally identify your suspect(s).



## BLUE TO GOLD LAW ENFORCEMENT TRAINING, LLC

10/06/2023

Real World De-Escalation

[Catalog Link](#)

Class: Classroom Length: 4 hours

Decades of police training have made officers experts at using force to overcome resistance. But little attention has been paid to training officers in being experts at de-escalation. It's clear that overcoming resistance is not enough. This training will give you practical and workable tactics to help de-escalate many encounters.



## BLUE TO GOLD LAW ENFORCEMENT TRAINING, LLC

10/06/2023

Duty to Intervene

[Catalog Link](#)

Class: Classroom Length: 4 hours

The vast majority of officers are ethical. But some aren't and the law requires real-time intervention. Failure to intervene may result in termination, criminal charges, and civil rights lawsuits. Every officer must attend this course - their job and freedom depend on it.



## THE INNOCENT JUSTICE FOUNDATION

12/23/2023

SHIFT Virtual—Supporting Heroes in Mental Health Foundational Training

[Catalog Link](#)

Class: Classroom Length: 7 hours

This workshop is for individuals exposed to traumatic material and situations and the mental health professionals working with them. Team taught by a mental health professional and a law enforcement officer, this course offers professionals who are exposed to traumatic material and stressful situations at work and who may interact often with offenders (e.g., law enforcement officers, forensic analysts, prosecutors, etc.), the opportunity to learn about the causes and symptoms of the negative effects that may occur as a result of their duties and effective ways to mitigate them. Participants will learn about vicarious trauma, understand the potential psychological impacts from being exposed to child sexual exploitation during an investigation, explore the signs and symptoms of stress reactions, identify resiliency tools, and learn how to incorporate others, such as family, colleagues, and mental health professionals in the overall approach to wellness.



Introduction to Previewing

[Catalog Link](#)

Class: External Length: .5 hours

\*\*To access this free course, you will need to log in to NW3C.org. If you do not have a membership, you will need to sign up at NW3C.org.\*\*

This interactive module provides an overview of the basic concepts behind secure previewing of digital devices. Students become familiar with both onsite and offsite secure previewing and learn to identify the two states in which a preview can be conducted (live-box and dead-box previewing). At the completion of the course, students will be able to recognize the recommended collection order of volatile data (the "order of volatility").

### SOCIAL MEDIA SPOTLIGHTS

POST Directors and their organizations are spotlighted monthly on Facebook, Twitter and LinkedIn. The following were spotlighted last quarter:

**October 2021:**

10/4—William Bowen, Pennsylvania State Police MPOETC

10/18—Karen Boisvert, Connecticut Police Officer Standards and Training Council

**November 2021:**

11/1—John Scippa, New Hampshire Police Standards & Training Council

11/15—Matthew Giordano, Arizona (AZ) Peace Officers Standards and Training

11/29—Jansen “Scott” Cheek, Department of Defense Peace Officers Standards and Training (DODPOST)

**December 2021:**

12/13—Michael Wood, New York State Division of Criminal Justice Services

12/27—Dwight Holcomb, Ohio Peace Officer Training Commission/Academy

### IADLEST SOCIAL MEDIA SITES

We encourage you to visit IADLEST’s robust set of social media sites, that can assist your search for training and standards information. These site addresses are provided for your convenience:

- <https://www.facebook.com/IADLEST/>
- <https://www.linkedin.com/company/iadlest/>
- <https://twitter.com/iadlest/status/1248353754539311108>
- <https://www.youtube.com/channel/UCObihGYvwEV0uedgbyBuEIA>

**Editorial Note:**

*The IADLEST Newsletter is published quarterly. It is distributed to IADLEST members and other interested persons and agencies involved in the selection and training of law enforcement officers.*

*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.*

*All professional training managers and educators are welcome to become members. Additionally, any individual, partnership, foundation, corporation, or other entities involved with the development or training of law enforcement or criminal justice personnel are eligible for membership. Recognizing the obligations and opportunities of international cooperation, IADLEST extends its membership invitation to professionals in other democratic nations.*

*Newsletter articles should be emailed to the Editor at [becky@iadlest.org](mailto:becky@iadlest.org) You may also mail your articles to IADLEST; 152 S. Kestrel Place, Suite 102; Eagle, ID 83616-5137. Comments or concerns should be sent to [yvonne@iadlest.org](mailto:yvonne@iadlest.org) or via the mailing address. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.*

*IADLEST reserves its right to select and publish articles, announcements, and comments. The viewpoints and opinions of contributors are those of the author and do not necessarily represent the views of IADLEST.*

**IADLEST Newsletter Author Guidelines**

Newsletter articles should be directed towards the interests to the state POST agencies, the academies they regulate, instructors of law enforcement or criminal justice officers.

Articles should be two pages or less, formatted in Word, 12pt Times New Roman font.

The IADLEST newsletter is distributed digitally to approximately 8000 POST and Academy Directors, law enforcement trainers and training providers worldwide.

We do not print or mail out any copies of the newsletter. The quarterly newsletters back to January 2007 are stored on our website: <https://www.iadlest.org/news/newsletters>

**IADLEST Magazine Publication**

IADLEST has a publication entitled: *Standards & Training Director Magazine*.

The publication is a free resource for all IADLEST members and to our law enforcement constituents.

In addition to news about the activities of IADLEST, the magazine contains articles of interest to all law enforcement professionals.



The magazine can be viewed at: <https://www.iadlest.org/>