



Newsletter

Michael Becar, Executive Director, CEO

International Association of Directors of Law Enforcement Standards and Training

152 S. Kestrel Place, Suite 102, Eagle, ID 83616-5137

(208) 288-5491, <https://www.iadlest.org>

Volume 36, Number 2

April 2024

Table of Contents

Page

POST Director Changes	2
Highlights from the IADLEST Executive Committee Meeting Minutes	4
IADLEST 2024 Training Conference Registration	6
IADLEST Does More Than You Know: Project Updates	7
IADLEST Reciprocity Handbook Updated 2024	8
Texas - Creating Analytical Capacity Virtual Training Series	12
Texas - Truck and Bus Enforcement Training	13
Academy and POST Accreditation	17
IADLEST Has an Important Seat at the Table	20
IADLEST's Nationally Certified Instructor Update	27
New Internationally Certified Instructors Update	30
New Certified Youth Instructors Update	31
IADLEST Nationally Certified Training Courses Update	34
Additional Reading	45

IADLEST National Representatives

MIKE AYERS

President
Georgia Peace Officers Standards and Training
P.O. Box 349
Clarkdale, GA 30111
(706) 421-8217
mike.ayers@gapost.org

CHRIS WALSH

First Vice President
Wyoming Peace Officer Standards & Training
1556 Riverbend Drive
Douglas, WY 82633
(307) 358-8215
Chris.Walsh1@wyo.gov

JEFFREY SMYTHE

Second Vice President
North Carolina Criminal Justice Standards Division
1700 Tryon Park Drive
Raleigh, NC 27610
(336) 343-7504
jsmythe@ncdoj.gov

STEPHANIE PEDERSON

Secretary
Wisconsin Department of Justice Training and Standards
17 West Main Street
P.O. Box 7070
Madison, WI 53707
(608) 261-8641
pedersonse@doj.state.wi.us

TREVOR ALLEN

Treasurer
North Carolina Justice Academy
200 West College Street
Salemberg, NC 28385
(919) 926-6000
tjallen@ncdoj.gov

ERIK BOURGERIE

First Immediate Past President
Colorado Peace Officer Standards and Training Board
1300 Broadway, 9th FL
Denver, CO 80203
(720) 508-6737
erik.bourgerie@coag.gov



POST DIRECTOR CHANGES



New Mexico: Sonya K. Chavez

Sonya K. Chavez began her appointment as the Director of the New Mexico Law Enforcement Academy on October 30, 2023. In her role at the Academy, Director Chavez is leading the state’s efforts to provide comprehensive training to New Mexico’s law enforcement officers, including basic and advanced training. Her commitment to promote a broad sense of service and commitment to our police agencies is an example of the priorities she has set for herself and her teams in her previous roles in our law enforcement community – building teams and partnerships. She also provides support and oversight to the nine satellite police academies in New Mexico, ensuring consistent curriculum implementation and training excellence. Her role also includes the review of all police misconduct cases in the state, making recommendations on these highly sensitive situations to the Law Enforcement Certification Board.

Shortly after becoming a U.S. Marshal, she was appointed to the Federal Judiciary’s Committee on Southwest Border matters and to the Director’s U.S. Marshals Advisory Committee, where she played an instrumental role in leading the Marshals’ efforts to raise the entry level pay scale for new deputies and was asked by the Director to lead the Marshal’s Service’s effort to increase the number of women in the organization by implementing the 3030 initiative.

Prior to serving as New Mexico’s U.S. Marshal, Ms. Chavez spent 22 years as a Special Agent with the FBI. Ms. Chavez joined the FBI in April 1996 and was assigned to the Chicago Field Office, where she was a member of the Division’s Joint Task Force on Gangs. She developed multiple complex investigations targeting some of the largest and most violent street gangs in the country and spent the majority of her Bureau career focusing on the operation of criminal street gangs in the United States. She has participated in the arrest of some of the most violent gang members and drug distributors during her tenure with the FBI. Ms. Chavez has been recognized by the FBI, and by state and local law enforcement and professional associations for her investigative work.



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

POST DIRECTOR CHANGES

Texas: Greg Stevens



Director Stevens was appointed as the sixth Executive Director of the Texas Commission on Law Enforcement (TCOLE) on July 8, 2024. He has over 35 years of law enforcement experience, including more than eight years as a Texas Chief of Police. Most recently, Director Stevens served as the Police Chief in Rockport, Texas, from June 2019 until his appointment with TCOLE. He spent the majority of his career with the Lubbock, Texas Police Department from 1992 until he retired as the Lubbock Police Chief in 2019. Director Stevens is also a retired Naval Intelligence Officer, having served a nearly 25-year active and reserve military career.

Director Stevens holds a Bachelor of Science degree in Criminal Justice from Wayland Baptist University and a Master of Business Administration degree from Texas Tech University. He is a graduate of the FBI National Academy and the FBI Law Enforcement Executive Development Seminar program. He has completed the Law Enforcement Management Institute of Texas Leadership Command College through Sam Houston State University in Huntsville, Texas. Director Stevens has been recognized as an expert witness in law enforcement poli-

cy, search and seizure, use of force, illicit drug manufacturing and trafficking, as well as other law enforcement matters in several Texas District Courts and in the United States District Court. He has over two decades of experience as an instructor in law enforcement and leadership related subjects and continues to teach and speak publicly on a multitude of topics.

Director Stevens lives with his wife, Randi, in Austin, Texas where he enjoys golf, fishing, running, cooking, scuba diving, and traveling. Together they have four grown children, a son in Austin, a daughter in Kansas, and twin daughters attending college in Texas.



Other New POST Directors:

Ohio: Thomas Quinlan

Guam: John Q. Lizama

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 via email to: [Dan Setzer](mailto:Dan.Setzer@adl.org)

Highlights from the IADLEST Executive Committee Meeting Minutes

October 15, 2023, San Diego, CA

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

(Minutes approved by the Committee February 2024)

Guests

A number of distinguished individuals asked to address the Executive Committee to inform us about new federal programs of benefit to the law enforcement community:

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

Joshua A. Ederheimer, Deputy Director
Federal Protective Service
U.S. Department of Homeland Security

Ashley Devlaminck
National Threat Evaluation and Reporting Office
Office of Intelligence and Analysis
Department of Homeland Security.

Vince Davenport, Associate Deputy Director
Deborah Meeder, Senior Policy Advisor
Law Enforcement Operations
Bureau of Justice Assistance

Christine Frank, Highway Safety Specialist
Enforcement and Justice Services Division
National Highway Traffic Safety Administration

Executive Director Mike Becar briefed the Committee on new IADLEST Projects:

- Mark Damitio participated in an interview with the Federal Research Division within the Library of Congress on Law Enforcement Accreditation.
- Brian Grisham presented best practices regarding Police Complaints Regulations and Online Systems (NDI) for the Transparency Institute.
- Mark Damitio is working with the Bureau of International Narcotics and Law Enforcement Affairs (INL) to fund reaccreditation for the Mostar Academy in Bosnia and the Herzegovina Ministry of Internal Affairs Academy in Sarajevo.
- Academy Accreditation pre-assessments are currently underway in Arkansas, Jamaica, Guyana, Ukraine, Saudi Arabia, and the Bahamas.
- Partnership with Command Presence for Leadership training for 3 ½ years.
- Leadership certification training program courses:
 - Lead Yourself so You Can Lead Others – 16 hours.
 - Leading During Times of Crisis – 24 hours.
 - Creating the Culture Your Agency and Community Deserves – 32 hours.

- IADLEST will receive 20% of Net Profits from these courses – must have legal review of documents for college credit.
- Brian Grisham presented on the Yale Justice Collaboratory Project which should be completed by years end. He presented to the law class on October 11, 2023.
- Mark Damitio is working with the Pan American Development Foundation (PADF) to put together a proposal for Use of Force Train-the-Trainer curriculum and Police Functions Train-the-Trainer in the Dominican Republic.
- Brian Grisham will be available to attend all regional meetings. IADLEST has some projects and surveys that need some work at the regional level and Brian Grisham is spearheading those at each meeting.

Grants and Requests for Tender (RFTs)


- Awarded \$115,000 for a Job Task Analysis (JTA) for New Mexico POST.
- Received a sole source Request for Proposal (RFP) for Tunisia Pre-Accreditation from the Department of State and INL for \$15,000.
- Grant from the State Department for Re-accreditation for Mostar Police Academy with travel for two assessors.

Other

- Royalties for Law Enforcement Youth Program.
IADLEST received \$1,610.68 in Royalties since January 2023

Possible Legislation on POST Access to Criminal History

Deputy Executive Director Brian Grisham and Past President Bo Bourgerie spoke to the IACP Criminal Justice Information Services (CJIS) committee prior to the Executive Committee meeting to explain the reasons that POSTs need access to criminal history reports and explained that there is interest in the House and Senate to create some legislation that would allow POST access to criminal history reports.

The FBI has interpreted the current policy to exclude POSTs because they do not spend at least 51% of their budget on law enforcement activities such as making arrests, fighting crime, etc. It seems that the IACP committee is supportive of POSTs having access, however, the FBI continues to block POSTs' access. 



International Association of Directors of Law Enforcement Standards and Training 2024 Conference

You are invited to the International Association of Directors of Law Enforcement Standards and Training 2024 Conference on **June 2, 2024**.

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.

This year, the IADLEST Conference will be held in Phoenix, Arizona. Join fellow Law Enforcement Executives, Training Managers, POST Directors, and Academy Directors for the following highlights:

- Training tracks include the latest innovations on training and technology as well as specifically designed training tracks for POST Directors, Academy Directors and Law Enforcement Trainers such as:
 - How to Develop and Write Scenarios
 - Artificial Intelligence (AI) in Police Training
 - Best Practices in Recruitment and Retention
- Scheduled round-table discussions to exchange ideas and experiences regarding standards, certifications, legal and course development.
- Social activities, such as the main dinner event at The Duce & Special Olympics Live Auction fundraiser.
- State of the art products- Over 25 companies, organizations and government agencies exhibit their latest products, services, programs, and/or publications.
- Networking- This event only happens once a year, so don't miss your opportunity to network with some of the states' leading law enforcement standards and training directors, academy managers and trainers throughout the Nation.

June 2, 2024, 9:00 AM - June 5, 2024, 12:00 PM (Mountain Time)

Where: Arizona Grand Resort 8000 South Arizona Grand, Phoenix, Arizona, 85044, USA

For More Information and Registration See: [Event Registration and Agenda](#)

Registration Deadline May 27, 2024

IADLEST Does More Than You Know

Project Updates

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

IADLEST is active in the following areas:

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

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



IADLEST Reciprocity Handbook

Updated 2024

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

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

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

For Members: [2024 Reciprocity Handbook](#)

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

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



IADLEST Instructor Development Webinars



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

Revisiting Qualified Immunity

Common Instructional Mistakes in the LE Classroom

What Does the Research Say? The Science of Learning

Performance Objectives that REALLY Measure Performance



Elevate Blue Essential Training for Law Enforcement

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

Topics available will include:

Community Engagement and Trust

De-Escalation/Use of Force

Leadership, Management, and Supervision

Managing Mass Demonstrations & Protecting Civil Rights

Recruiting, Hiring, Training, and Retention



CRI-TAC



IADLEST continued to partner with IACP and several national law enforcement organizations, with support from the U.S. Department of Justice’s COPS Office, to provide technical assistance and training on a wide variety of topics “by the field and for the field.”

[Learn More about CRI-TAC](#)



Officer Safety and Wellness



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

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



Vermont JTL and Curriculum Development



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



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

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

UPDATE:

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

January 2024	Intermediate Analyst Workshop	January 9th - 10th
January 2024	Data-Driven Decision Making Workshop	January 11th - 12th
March 2024	Humble Police Department	March 5th
	Humble Police Department	March 6th



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

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

UPDATE:


See page 13 for more about these classes

January 2024	Harris Co. Sheriffs Office Academy	1/24/2024	4-Hr Course - (TtT)
	Harris Co. Sheriffs Office Academy	1/25/2024	4-Hr Course - (TtT)
	Bryan Police Department	1/30/2024	4-Hr Course - (TtT)
	Bryan Police Department	1/31/2024	4-Hr Course - (TtT)
February 2024	Manor Police Department	2/13/2024	4-Hr Course - (TtT)
	Manor Police Department	2/14/2024	4-Hr Course - (TtT)
	Grand Prairie Police Department	2/27/2024	4-Hr Course - (TtT)
	Grand Prairie Police Department	2/28/2024	4-Hr Course - (TtT)




IT'S NOT TOO LATE!

This No-Cost webinar training series is sure to be of interest and value to your data analysts!



*The International Association of Directors of
Law Enforcement Standards and Training,
with support from the
Texas Department of Transportation*



Analysis in Action: Crashes & Crime

Creating Analytical Capacity- Virtual Training Series

Course Description:
IADLEST in cooperation with TXDOT is offering a **FREE** virtual 4-part training series (**14 credit hours**) that focuses putting analytical knowledge and skills into action and truly supporting your agency in strategic and effective analysis-driven operations.

This training series provides instruction and practical exercises and focuses on the concepts of tactical analysis as a means to provide field personnel with actionable information to reduce crashes, crimes and other social harms.

Skill Development:

- Identification of crime hot spots and crash high-activity locations
- Identification of environmental and other factors driving activity within the identified clusters
- Conducting threshold analysis specific to districts, beats, zones, street segments, to support effective and efficient deployment of resources
- Application of temporal factors and other advanced analysis
- Monitoring, evaluating and adjusting operations to achieve desired impact

Workshop Structure:

- Weekly Self-Study Assignments
 - Session 1: Thursday, April 18, 2024**
- Live Training Sessions


• Session 2: Thursday, April 25, 2024	1:00 pm – 3:00 pm (cst)
• Session 3: Thursday, May 2, 2024	1:00 pm – 3:00 pm (cst)
• Session 4: Thursday, May 9, 2024	1:00 pm – 3:00 pm (cst)

NOTE: Virtual one on one tutorial sessions and assistance will be provided throughout the training.

Instructors:
Debra J. Piehl, IADLEST- DDACTS Analytical Director and DDACTS Subject Matter Expert
Christopher W. Bruce: Assistant Professor, Husson University and Analytical Subject Matter Expert

Registration and Contact Information:
To register for this training contact Daniel Howard, TxDOT- Project Manager at danhoward@iadlest.org or for more information go to [Analytical Training/Resources](#).




 Nationally Certified

Truck and Bus Traffic Enforcement Training : Train-the-Trainer Course



IADLEST - TRAFFIC SAFETY COURSES

 CLASSROOM TRAINING

FREE

[See a list of classes](#)

[Return to Marketplace](#)



COURSE INFORMATION

Description Texas consistently leads the nation in large truck fatalities and has one of the highest rates of bus fatalities each year. Even though there are designated officers who focus on commercial motor vehicle traffic enforcement, there are simply not enough to reduce the number of crashes, so they continue to increase. A successful strategy being adopted throughout the nation is to train and encourage non-CMV certified officers, to include local and county law enforcement members, to actively enforce common operator violations, i.e., speeding, disregard of a traffic signal, etc., by the drivers of trucks and buses, thereby reducing crashes and fatalities.

The Truck & Bus Traffic Enforcement Training Program is presented at no cost to the participant and re-emphasizes the need for all sworn officers to engage large trucks and buses safely and effectively to reduce the rate of crash injuries and fatalities. The program will prepare attendees to deliver a 2-hour in-service training program to local officers and county sheriff deputies. Attendees who complete the training will be eligible to receive TCOLE CEU credits.

Training Hours 4 hours

Expected Class Size 15 to 30 students with 1 instructors

Disciplines Law Enforcement

Topic Areas Traffic & Highway Patrol

Host a Workshop

To bring this nationally certified training course to your agency contact Cmdr. (ret.) Daniel Howard, IADLEST Texas- Project Manager at danhoward@iadlest.org or 609-284-6019



Nationally Certified Training Program (NCP)

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

During 2022, IADLEST certified 127 training courses.

To see a listing of the courses approved during the last three months go to page 34.



IADLEST National Certified Instructor (INCI)

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

To see a listing of the instructors nationally certified during the last three months go to page 27.



IADLEST Internationally Certified Instructor (IICI)

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

To see a listing of the international instructors certified during the last three months go to page 30.



IADLEST/LAPSEN Certified Youth Instructor

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

To see a listing of the youth instructors certified during the last three months go to page 31.



IADLEST Use-of-Force Policy Certification

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

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

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



Photo Credit:

US Marine Corps

OVER 250,000 COPIES OF THIS ISSUE PRINTED AND DISTRIBUTED

RADIO NEWS

REG. U.S. PAT. OFF.

25 Cents
January

1924

Over 200 Illustrations

Edited by H. GERNSBACK

THE RADIO POLICE CAR

See Page 870



IN THIS ISSUE

Lieut. Col. J. O. Mauborgne

Capt. H. W. Webbe

Dr. Albert Neuburger

John L. Reinartz, 1 QP

THE 100% WIRELESS MAGAZINE



IADLEST Academy Accreditation

IADLEST POST Accreditation

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

Accredited Academies:

National:

- Idaho Peace Officer Standards and Training
- Washtenaw Community College

International:

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

In Progress:

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



The Academy Innovations research project is supported by the U.S. Department of Justice COPS Office. The project is designed to develop evidence-based training methods for the law enforcement industry. The goal is to identify improved methodologies for delivering entry-level law enforcement training content.

Project Results

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

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

The results have been published in two formats:

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

And

A technical paper published in The Policing Journal.

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

[Academy Innovations: Project Results](#)



Constitutional Policing Curriculum Support to Academies

IADLEST was awarded a 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.



Model Standards

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

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

[Model Standards for POST Agencies](#)

[Firearms Instructor Certification](#)

[IADLEST Training Standards](#)

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

[Military Police Training and Reciprocity](#)

[US Army Physical Readiness Requirements](#)

[Federal Training Reciprocity Manual](#)



Early Mug Shot

Photo Credit:

U.S. National Archives

IADLEST Has an Important Seat at the Table

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

As an example, here are some of the committees, agencies and events that our Deputy Director, Brian Grisham has attended recently:

- ♦ He presented best practices regarding Police Complaints Regulations and Online Systems (NDI) for the Transparency.
- ♦ He presented on the Yale Justice Collaboratory Project law class.
- ♦ Brian is working with the Bureau of Justice Assistance (BJA) on funding for the expansion of the NDI.
- ♦ He spoke with the IACP Criminal Justice Information System (CJIS) Committee about the POST access to criminal histories issue.



IADLEST Partner Advisory Committee (IPAC)

The IADLEST Partner Advisory Committee (IPAC) is comprised of fifteen organizations that provide services to Law Enforcement and Corrections Officers and their organizations. Members of the IPAC help ensure that training and standards meet the needs of the Public Safety industry, help to promote the adoption of best practices, and provide IADLEST with perspectives and recommendations regarding selected IADLEST projects and initiatives. The IPAC also offers support and recommendations for assisting IADLEST with attaining its annual funding objectives to ensure the viability and continuity of IADLEST for the benefit of the public safety community.

IPAC Member meet during the IADLEST Conference in May 2023





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

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

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

Over the life of the system a total of over **52,566 records** have been entered by **49 certifying agencies**.

UPDATE:

At the beginning of April the IADLEST evaluators listened to presentations from the three vendors who have submitted proposals for the NDI expansion project.

IADLEST expects to award the contract in May 2024.

Expansion Project

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

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

We are anticipating adding more federal agencies to the system.

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

[IADLEST National Decertification Index](#)



National Law Enforcement Academy Resource Network (NLEARN)

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

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

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

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

The email list currently includes over 12,300 recipients.

Recent posts include:

COPS Office Review of the Uvalde Shooting

DHS Starter Kit for LE regarding Election Security

Anti-Defamation League Resources for Law Enforcement

Advancing Women in Policing: What Works

Cops in Court (Video Training) from TSRP Prosecutors and NHTSA

Leading Through a Crisis

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

[NLEARN Website](#)

About IADLEST

Mission

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

Focus

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

Activities

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



Additional IADLEST Activities

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

For example here are some recent initiatives:

Nationwide Suspicious Activity Reporting

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

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

World Police Summit

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

Website Engagement

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

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



IADLEST'S NATIONALLY CERTIFIED INSTRUCTOR UPDATE

by: Kelly Alzaharna, IADLEST Program Manager

Each quarter, we recognize our newest recipients of IADLEST's National Certified Instructor (INCI) Program certification. They are subject matter experts (SME) who have focused their talents on law enforcement training, increasing IADLEST's influence on training excellence, and making a continued, positive impact on the work of law enforcement officers. IADLEST's National Certified Instructors come highly recommended by their peers or IADLEST members.



Their credentials include significant training and curriculum development experience and a demonstrated commitment to improving criminal justice training and society.

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



Paul Watkins, III

Paul is a Captain with the Verona PD in New Jersey. He has been in law enforcement since 2003. In his agency he is the Professional Standards Commander, has oversight of the FTO program, background investigations, policy maintenance and is the accreditation manager.



Marvin Colson, II

For the past 24 years as a member of the Baltimore City PD, Marvin has served in many capacities. He is currently assigned to the Mayor's Executive Protection Unit. He teaches Executive Protection and provides services through his firm, M.L. Colson & Associates, LLC.



Phillip White

Phillip served for 26 years with the San Jose, CA PD. He was the Department's CA POST certified FTO program coordinator and lead instructor. He is currently the Director of Operations and Head of Instruction for Granite State Police Career Counseling, and continues to teach FTO courses.



Joseph Menoni

Joe is currently a senior technical trainer, instructing law enforcement agencies on license plate reader systems for Motorola Solutions Inc. Before becoming a Manager for Customer Training and Development at Motorola Solutions, Joe spent twenty-one years with the Chicago Police Department before retiring from the department's Office of Constitutional Policing and Reform.



Ken Abrams

Ken Abrams has dedicated 30 years to government service, starting in the Air Force, then the Federal Bureau of Prisons, and the DEA, retiring as a Supervisor. Currently, he is an Adjunct Professor at Northern Virginia Community College, holds advanced degrees, and founded Tactical52 LLC. He is bilingual and he specializes in teaching courses in Ethics, Leadership, Communication Skills, and Emotional Intelligence.



Jeffrey Scholz

Jeffrey is a retired NY State Trooper with over 28 years experience in LE. He has developed and taught programs including crisis negotiation, crisis intervention, de-escalation, interrogation, and hate crimes, to name a few. He currently instructs officers and civilians on officer safety and wellness, crisis intervention and de-escalation. He owns 886 Consulting, and is a NY State Office of Mental Health consultant.



Nathan Rodriguez

Nathan began his career in 2005 as a sheriff's deputy before moving on to the Texas Highway Patrol. He is certified in ALERRT training, Tactical Emergency Casualty Care, Master Taser, Firearms, Defensive Tactics, Baton, Cultural Diversity, and SFST, to name a few.



Reuben Ramirez

Reuben Ramirez is an Assistant Chief with the Dallas Police Department. He currently serves as the Commander of the Tactical and Special Operations Bureau. December 2023 marked his 28th year with the Dallas PD. He also serves as the Dallas PD's Legislative Affairs Coordinator where he represents the concerns and interests of Law Enforcement throughout the state to the Texas State Legislature.



Travis Stansell

Travis began his law enforcement career as a patrol officer with the Morristown PD in 2002. He holds a Bachelor's degree in Communications, a Master's in Justice Administration, and is a graduate of the National Forensic Academy at the University of Tennessee. He is certified as an instructor in SFST, Firearms, and Patrol Stops. He is the Director of the Walters State Regional LE Training Academy.



Scott N. Smarsh

Scott is a retired NJ law enforcement professional after serving 26 years. During his career he was assigned to Patrol, Community Services, Traffic and Training Divisions. He was also a lead firearms instructor on multiple weapons platforms, armorer, Assistant Range Master, Tactical Combat Casualty Instructor, Active Threat Instructor, Tactics/CQB instructor and a SWAT/RDT member.



Michael K. Hehl

Mike is a 21-year police veteran. He also served as an instructor while in the Marine Corps. He has taught FTO, tactics and firearms. He is a certified SWAT school instructor, team trainer and training coordinator. Room Entry/Clearing, Team movement and Tactical Mindset are within his core expertise.



Matthew J. Stegner

Matthew is a retired Senior Investigator with the New York State Police Bureau of Criminal Investigation. He designed their Sexual Assault Investigations module and is the lead instructor on this topic. Other topics of interest and expertise are Child Abuse and Internet Crimes against Children.



NEW INTERNATIONALLY CERTIFIED INSTRUCTORS UPDATE

By: Kelly Alzaharna, IADLEST Program Manager



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



EdRicardo J. Gandara

United States of America

Languages: English

EdRicardo is currently the Community Educator for Emergence Health Network.

Additionally, he works with the El Paso County Sheriff's Office Training Academy to teach the following courses that are mandated by the State of Texas: Suicide Detection and Prevention, Mental Health for Officers, Mental Health for Jailers and Mental Health First Aid.



Billy Grogan

United States of America

Languages: English

Billy was the inaugural Chief of Police for the Dunwoody PD in 2008, capping off a distinguished 28-year tenure with the Marietta PD, where he rose to the rank of Deputy Chief. He is a facilitator through the IACP Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) certified to deliver Hate Crimes: Recognition and Reporting training as well as Take Action: Make the R.I.G.H. T. Choice.



Charles C. Humes, Jr.

United States of America

Languages: English

Charles served on a large urban Ohio police department for 32 years, and as Chief for 6 years. He is a charter member of ILEETA. He is internationally recognized as one of the pioneers of modern, realistic police tactical training. He has authored police training articles that have been published in a wide range of police journals.



IADLEST/LAPSEN Certified Youth Instructor



We congratulate educator, Alejandro Gutierrez, the latest individual to receive Certified Youth Instructor certification from IADLEST.

Alejandro is a first-generation college student that started his career in 2012 with the Firebaugh Las Deltas School District (California). He is the Criminal Justice Instructor at the Firebaugh High School

and adjunct faculty at West Hills Community College. Over the years his students have competed in county-level CSI competitions and many have moved on to careers in Public Safety. His program was Nationally Certified through LAPSEN in 2023.

In addition to teaching, he is a nationally recognized football coach.

He loves playing golf and traveling with his family.

Teaching:

It is one thing to train officers on fighting crime. It is a whole other thing to train them to build friendships and relationships, which are integral to fighting crime. This takes time, effort, and patience on the part of police officers.

~ Rahm Emanuel



IADLEST

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

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

Did you know ?

One of the primary functions of the NCP review is to ensure the course learning objectives are aligned with demonstrated student learning.

Often, we see courses with numerous learning objectives that are not fully addressed or supported in the course curriculum, nor is there evidence of student learning to demonstrate the objectives have been met.

NCP staff routinely work with training providers to align their course materials and activities to ensure the objectives are met, and that the objectives require the student to apply what they have learned through demonstration or facilitated critical thinking questions.

This way we ensure the student not only KNOWS the material but can APPLY it.

* * * * *

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

View the NCP Certified courses at: FirstForward.com



IADLEST Nationally Certified Training Courses Update



IADLEST

National Certification Program Certified Courses

For more information, contact

JimGordon@iadlest.org

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

Leadership



Vector Solutions

[The Art of Effective Communication](#)

1 Hour

Online



Command Presence

[Leading Without Rank: The Emerging Leader](#)

8 Hour

Classroom



SAFLEO

[Line Officer Training](#)

4 Hour

Classroom

[Leadership and Supervision](#)

4 Hour

Classroom

[Leadership and Supervision](#)

8 Hour

Classroom

Criminal Investigation



Second Sight Training System

[Threat Awareness for Law Enforcement](#)

8 Hour Online



National White Collar Crime Center

[Financial Records Investigative Skills](#)

24 Hour Classroom Free

[How Computers Work and Store Data](#)

3 Hour Online Free

[Introduction to Cell Phone Investigations](#)

1.5 Hour Online Free

[Introduction to Social Media](#)

1.5 Hour Online Free

[Virtual Currency](#)

1 Hour Online Free

[Encryption](#)

1 Hour Online Free

[OSINT Module 1: Advanced Search Engine Techniques](#)

1 Hour Online Free

[OSINT Module 2: Deep Web Searching](#)

2 Hour Online Free

[OSINT Module 3: Social Media Searching](#)

2 Hour Online Free



R.L. Oatman & Associates

[Dignitary and Executive Protection Program](#)

24 Hour Classroom

Criminal Investigation (cont'd)



Truckers Against Trafficking

[Human Trafficking 101](#)

1 Hour Online Free

[Unlikely Allies: The Importance of the CV Industry in Combatting Trafficking](#)

1 Hour Online Free

[Engaging Trafficking Victims: Best Practices](#)

2 Hour Online Free

[Addressing Demand: No Buyer = No Victim](#)

1 Hour Online Free

[Human Trafficking Indicators and LE Case Studies](#)

1 Hour Online Free



Vigilant/Motorola Solutions

[License Plate Recognition Technology and Best Practices](#)

8 Hour Classroom Free



Vector Solutions

[Sexual Assault Investigations](#)

1 Hour Online



International Association of Chiefs of Police

[Volunteer Engagement for American Indian and Alaska Native Missing Person Cases](#)

8 Hour Classroom Free

Criminal Investigation (cont'd)



Institute for Intergovernmental Research

[GunStat](#)

1 Hour Online Free

[Navigating NIBIN Leads via the GETS System](#)

2 Hour Online Free

[Ghost Guns](#)

2 Hour Online Free

[Law Enforcement Guide to Crime Guns](#)

2 Hour Online Free

[Crime S.C.E.N.E. Excellence](#)

4 Hour Online Free

[Three Dimensions of Constitutional Policing](#)

2.5 Hour Online Free



FEMA

Office for Bombing Prevention

[Homemade Explosives Awareness and Precursor Awareness](#)

1 Hour Virtual Classroom Free

[Surveillance Detection for Bombing Prevention](#)

20 Hour Classroom Free

[IED Construction and Classification](#)

1 Hour Virtual Classroom Free

AHA Foundation



[Female Genital Mutilation - A Local US Problem](#)

1.5 Hour Online Free

Officer Wellness



RR7345 Consulting, LLC

[Checkpoints: Building Cultural Health](#)

4 Hour Classroom

Emergency Services



Virtual Academy

[Telecommunicator CPR](#)

3 Hour Classroom



Grant Writing Skills

Police Grant Writing

[Law Enforcement Grant Writing 101](#)

14 Hour Classroom

NCP Benefits

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

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

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

Traffic Safety

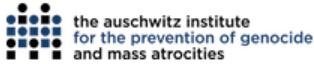


Operation Lifesaver

[Railroad Investigation and Safety Course](#)

4 Hour Classroom Free

Civil and Human Rights



Auschwitz Institute for the Prevention of Genocide

[Redefining Policing to Affirm and Distill Human Rights](#)

24 Hour Online

[Trauma-Informed Policing](#)

12 Hour Online

Use-of-Force



Ti Training LE LLC

[Training Lab™ Master Instructor Initial Certification Course](#)

16 Hour Classroom



Force Science

[Fundamentals of Force Encounters](#)

8 Hour Classroom

Civilization is nothing more than the effort to reduce the use of force to the last resort.

~ Jose Ortega y Gasset

Weapons Training

VirTra

VirTra

[Active Threat/Active Killer: Decision Making \(Module 2\)](#)

3 Hour Classroom

[Red Dot Optic Training & Sustainment](#)

4 Hour Classroom

SABRE

Sabre

[Aerosol Irritant Projector Instructor Course \(In Person\)](#)

8 Hour Classroom

[Aerosol Irritant Projector Instructor Course \(Virtual Classroom\)](#)

5 Hour Classroom





De-Escalation

National De-Escalation Training Center

[De-escalation Fundamentals](#)

8 Hour Online

[De-Escalation Principles and Practice Train-the-Trainer](#)

40 Hour Classroom



Con10gency Consulting, LLC.

[The C.A.L.M. Approach](#)

8 Hour Classroom



Vector Solutions

[Understanding Autism Spectrum Disorder for First Responders](#)

1 Hour Online

[Interactions with Individuals with Disabilities](#)

1 Hour Online

These are just the courses that have been recently approved.

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

[Nationally Certified Programs](#)



Standards & Training DIRECTOR Magazine



Overhauling the Training System of the Tunisian National Guard: The Road to Building a Resilient Public Service-Oriented Policing Model



In This Issue

Page 38

Improving the Quality of Training Through Targeted Instructor Development

Page 46

The Efficacy of Online Training in a Basic Academy
Page 49
Micro Learning

Page 70

Dual Roles: The Purposeful Choice Between Presenting and Facilitating in Law Enforcement Training

Page 73

Instructor Tips: Connecting with Law Enforcement Learners in Classroom Settings

Page 87

Connecticut: Conduct that Undermines Public Confidence in Law Enforcement

Get Published with IADLEST

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

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

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

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

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



IADLEST Standards & Training Director Magazine

Author Guidelines

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

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

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

Preparation

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

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

Upload submissions and any photographs or graphics attached to an email addressed to: STDM@iadlest.org

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

Relevance to the Audience and Factual Accuracy

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

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

Send article submissions to:

E-Mail Address:

STDM@iadlest.org

Comments or inquiries can be mailed to:

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

Website:

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



Additional Reading



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

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

The Fourth Amendment and Motel Rooms (Page 18)

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

Stopping a Vehicle for No Insurance: 5th Circuit Legal Question (Page 21)

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

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



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