



# Newsletter

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International Association of Directors of Law Enforcement Standards and Training

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Volume 35, Number 3

July 2023

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**POST DIRECTOR CHANGES**



**New York: Michael A. Bonse**

Deputy Commissioner Michael A. Bonse oversees the Office of Public Safety (OPS) for the New York State Division of Criminal Justice Services (DCJS). OPS is responsible for the administration of both mandated police and peace officer certified training programs as well as initiatives developed to enhance the productivity and professionalism of public and private law enforcement and public safety personnel in New York.

Before joining DCJS, Michael provided 25 years of dedicated law enforcement leadership to the City of Kingston Police Department (New York), where he retired as the Deputy Chief of Police. He held numerous key leadership positions, including director for a regional police academy, master instructor of municipal police training, SWAT team commander, agency accreditation program manager, state accreditation assessor, and project manager for his agency’s gun-involved violence elimination (GIVE) efforts.

Michael dedicates himself to improving law enforcement professionalism, enhancing executive-level police leadership, and promoting evidenced-based policing strategies to improve public safety and community trust.

Throughout his career, he has received numerous professional awards and certificates for public service, professional education, and community engagement. Michael is a proud graduate of the FBI National Academy (Session #284) and the IACP Leadership in Police Organizations. He earned his Bachelor of Science in Organizational Leadership & Communication and Master of Public Administration in Ethical Leadership at Marist College. He has served as an Executive Board member of CASA of Ulster County and as a Fellow at Hudson Valley Patterns for Progress, working with community stakeholders in addressing the impact of institutional racism on community and police relations.

**Other Newly Appointed POST Directors:**

**Pennsylvania: Major William Brown**

**Oklahoma: Darry Stacy**

**Hawaii: Manuel Hernandez**

**Maine: Jack Peck, Jr.**

*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@adlts.org)*

# We Welcome A New Member to the IADLEST Staff

## Jon Blum

Program Manager: Vermont JTA & Curriculum Development



Jon's 32-year law enforcement career began with the Winston-Salem, N.C. Police Department, with duty assignments that included uniform patrol, SWAT, FTO, first-line supervisor, and academy instructor. Jon was also the training Commander for the Garner, N.C. Police Department and served with the North Carolina Department of Justice as the State's Basic Law Enforcement Training Coordinator.

Over the last decade, Jon has conducted training needs assessments and job task analyses for individual law enforcement and POST agencies throughout the United States. He has developed 700+ hour entry-level POST certification curriculums and dozens of in-service courses for industry leaders like the IACP, COPS Office, BJA, and NIJ. As a qualified expert, Jon has also helped defend law enforcement officers in 70+ civil and criminal cases.

Jon earned a Master of Public Administration from the University of North Carolina at Greensboro and a Bachelor of Science in Criminal Justice from the University of North Carolina at Charlotte. He is also a graduate of the NC Institute of Political Leadership. Outside of work, Jon enjoys spending time with his family, traveling, and running, a hobby that has led him to complete four 26.2-mile marathons. He and his wife live with their two children in the Raleigh, North Carolina, metro area. ★

# IADLEST Does More Than You Know

## Project Updates

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

IADLEST is active in the following areas:

- ◆ Training
- ◆ Certification
- ◆ Standards
- ◆ Accreditation
- ◆ Audits
- ◆ Research
- ◆ Informational

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



# IADLEST Instructor Development Webinars



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

- The End of the Course Survey: There is a Better Way!
- Thinking Differently about Simulation Training
- A SHIFT in Policing: Motivating the Senior Officer
- Learning & Leading: Incorporating After-Action and Lessons Learned into Training



## Below 100



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.

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:

- Wear your seatbelt
- Watch your speed
- Wear your vest
- WIN: What's Important Now

### Update

Last year IADLEST delivered 15 classes to 416 students, and 4 Train-the-Trainer classes to 49 instructors.



## 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



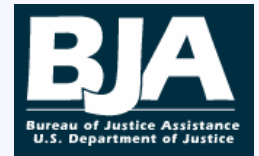
# CRI-TAC



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.”



# Officer Safety and Wellness



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



# 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.

### UPDATE:

TX Chiefs of Police Conference - Presentation	April 4th
Rowlett Police Department	May 3rd
Rowlett Police Department	May 4th
Galveston County Sheriff's	May 22nd



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 signal, 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.

### Update:

NTCCOG-Regional Police Academy	5/9/2023
Hutto Police Department	5/9/2023
Hutto Police Department	5/10/2023
Liberty County Sheriffs Office	5/9/2023
Liberty County Sheriffs Office	5/18/2023
Edinburg Police Academy	6/8/23
Angleton Police Department	6/22/23
Gainsville Police Department	6/27/23
Rowlett Police Department	6/28/23
Rowlett Police Department	6/28/23



## 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 43.



## 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 certified during the last three months go to page 30.



## IADLEST Internationally Certified Instructor (IICI)

The IADLEST International Certified Instructor 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 41.





# IADLEST/LAPSSEN Certified Youth Instructor

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



## IADLEST Use-of-Force Policy Certification

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

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:  
Wikipedia Commons



# 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

### **Update:**

The Academy Accreditation process begins with the delivery of a self-assessment package.

The following academies have begun the process:

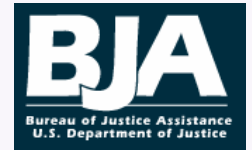
- Hawkeye College Law Enforcement Academy, Iowa
- Technical College of the Rockies Law Enforcement Academy, Colorado
- Walden Security Academy, Tennessee
- Vermont Police Academy, Vermont
- Ouachita Baptist University Part-Time Police Academy, Arkansas
- Front Range Community College Law Enforcement Academy, Colorado
- Albania Ministry of Internal Affairs Security Academy.



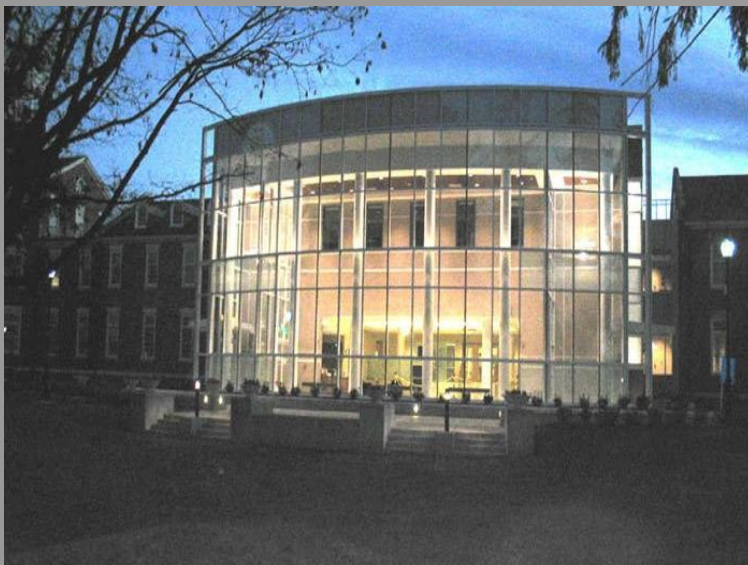
The Academy Innovations research project is supported by the U.S. Department of Justice COPS Office. The project is designed to develop evidence-based training methods for the law enforcement industry. The goal is to identify improved methodologies for delivering entry-level law enforcement training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



## 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 this spirit of growth and responsiveness that the International Association of Directors of Law Enforcement Standards & 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](#)

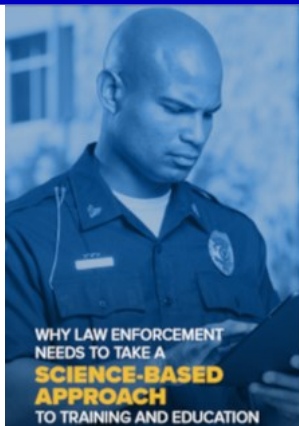
[US Army Physical Readiness Requirements](#)

[Federal Training Reciprocity Manual](#)



## 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.



IADLEST and its Partner Advisory Committee (IPAC) have created a digital report as a reference guide for chiefs, sheriffs, mayors, risk managers, Peace Officer Standards and Training (POST) Directors, training academy directors and all those who have an investment in police training and education.

[Science-Based Approach to Training and Education](#)





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 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 **34,000 records** have been entered by **47 certifying agencies**.

### **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 9,000 names.

Recent posts include:

Enhancing Skills Training with Virtual Learning

Directing Traffic - Autonomous Vehicles

Barriers Women Face Entering Policing

Six Things You're Doing Wrong in PowerPoint

Motorcyclist's Guide to Law Enforcement

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

[NLEARN Website](#)

# Highlights from the IADLEST Executive Committee Meeting

February 5, 2023

View the full document here:

[Executive Committee Minutes February 2023](#)

*President Erik “Bo” Bourgerie (CO) called the meeting to order, and Secretary Pederson confirmed by roll-call that a quorum was present to conduct business.*

*A number of distinguished guests addressed those present, and shared with us new programs and projects developed by their respective organizations.*

## **Introduction of Guests (Bo Bourgerie (CO))**

**Karhlton F. Moore, Director  
Bureau of Justice Assistance (BJA)  
U.S. Department of Justice**

Director Moore explained how he values the relationship between BJA and IADLEST and recognizes that the BJA staff has worked with IADLEST on several important projects and initiatives over the years. Director Moore stated that training is more important than ever and that it is each of our responsibility to provide the best possible training that we can to law enforcement around the country.

BJA has invested a lot of resources, knowledge, and time into officer wellness. Wellness needs to be at the center of law enforcement culture. IADLEST’s work to develop a 7 ½ hour training block for law enforcement academies on “What does Wellness Look Like?” is to be commended.

**Hugh Clements, Director  
Community Oriented Policing Services (COPS)  
U.S. Department of Justice**

The COPS office budget is \$662 million to use towards the COPS Hiring Program, the CRI-TAC Program, law enforcement officer wellness and mental wellness training, and \$45 million directed to the community policing development. Director Clements is looking forward to working with IADLEST.

**Lori Sims,  
Director of Resource Integration  
Office for State and Local Law Enforcement  
Office of Partnership and Engagement  
U.S. Department of Homeland Security**

Director Sims stated that IADLEST is a critical asset in the Department of Homeland Security (DHS) best practices. Director Sims wanted to recognize IADLEST for being on the forefront of a lot of critical issues in bias-based policing, use of force and other related matters. Recently, DHS invited IADLEST to come to a simulated experiment briefing on understanding biases and implicit biases and how this type of training is making an impact in communities. IADLEST was able to provide feedback to their federally funded research development center to help scope and design the project going forward, which DHS is grateful for.



**Ivan Pabon,  
Division Director, Training Management and Professional Development  
Federal Protective Services (FPS)  
U.S. Department of Homeland Security**

FPS cannot do their jobs without partnerships such as the one with IADLEST. They began looking at standardizing training with FLETC and FLETA accreditation and now they are starting to look at best practices that IADLEST discusses with law enforcement training across the country.

FPS has been on the forefront of projects such as public order policing. FPS, with the help of other law enforcement organizations and members of IADLEST, came up with their first train-the-trainer course for public order policing. IADLEST also helped them develop the Training Academy Management System (TAMS).

**Alexia Cooper, Chief Law Enforcement Statistics  
Emily Buehler, BJS Statistician  
Bureau of Justice Statistics  
U.S. Department of Justice**

Ms. Buehler discussed the data they collect every 4-5 years on law enforcement academies. A survey is sent to every law enforcement academy in the country to collect data on basic training. The BJS relies on IADLEST to help contact approximately 750 academies nationwide. The current survey is set to begin in March 2023. IADLEST provided valuable advice on what data to collect to better capture the current issues in the field. This data will be used to produce national estimates describing the basic training curricula, the characteristics of trained recruits, and the instructor qualifications of these academies.

**Jim Austrich, Program Manager  
Traffic Incident Management (TIM), Federal Highway Administration (FHWA)  
U.S. Department of Transportation**

IADLEST was one of the first supporters of Traffic Incident Management (TIM) training, but FHWA recently found out that there are trained officers and recruits that were not being reported to FHWA as trained. Mr. Austrich is wondering what else FHWA does not know about what states and POSTs are doing about TIM training. Are they promoting TIM training, mandating the training, etc.? FHWA is trying to do more outreach and offer trainings not only in person but virtually as well but asks that IADLEST share information with POSTs about this training and report the number of officers trained.

**Christine Franks  
Program Manager  
National Highway Traffic Safety Administration (NHTSA)**

Ms. Franks discussed programs offered by NHTSA. They currently have free Transportation Safety Institute (TSI) programs (on their website) that include motorcycle safety for law enforcement, bicycle safety for law enforcement, pedestrian safety for law enforcement, an updated course in "Cops in Court," and have rolled out two new courses for impaired driving (ARIDE and an ARIDE refresher). They just released an online class on expert testimony for Drug Recognition Experts (DREs). The updated Impaired Driving curriculum is being finalized now. They already ran some pilot courses, and they will be releasing the new curriculum in February 2023.

Ms. Franks also mentioned the National Traffic Law Center has several courses on their website for law enforcement as well. Their website will connect you to the free courses they have available.

Ms. Franks explained they currently have funding for agencies that want to implement or further develop their DRE programs. They will also be hosting summits in each region to discuss traffic enforcement issues and to work on how to solve them.

## Executive Director's Briefing (Mike Becar)

### IADLEST Projects

IADLEST partnered with the Law and Public Safety Education Network (LAPSEN) to develop a Law Enforcement Youth Curriculum and exam that was endorsed by IADLEST. Students pay for the final exam and IADLEST receives a 10% royalty from that fee. IADLEST already received a check for \$1,975 out of the \$19,744 LAPSEN charged for their spring 2022 testing and they just finished their fall testing so IADLEST will receive another check.

### Other Projects

Sourcebook – The Sourcebook is a document that contains general information from each POST on how they conduct business in each state. It used to be updated every 3-5 years and included about 700 questions for each POST to answer.

Executive Director Becar asked Bill Flink to take on the project. Mr. Flink will not send out the whole document at once. Instead, he will break it into smaller pieces to make it easier for POSTs to enter their information. Once the updated Sourcebook is complete, IADLEST will make it available to all POSTs. It will be a good resource for POSTs and answer many of the survey questions that POSTs send out.

International accreditation has really taken off and the international academies see a lot of benefits from it.

Mark Damitio and Dan Howard are on-site in Abu Dhabi to complete an accreditation assessment on their academy.

IADLEST has been meeting with Trinidad and Tobago Homeland Security Academies to discuss accreditation. Assessors will be headed there in March 2023.

IADLEST has also been meeting with Jamacia on accreditation.

IADLEST had a virtual meeting with ICITAP on accrediting three academies in Ukraine.

Bosnia has also reached out and would like to get reaccredited.

IADLEST now offers to do Job Tasks Analyses (JTAs) and develop curriculum. A complete JTA and curriculum development would be a three-year project. IADLEST has done that for three academies so far and is in the process of developing curriculum for an academy in Virginia. The Vermont POST wants IADLEST to complete a full JTA and complete curriculum development, instructor development course, etc. IADLEST put together a budget which was approximately \$1.4 million to complete that project and the Governor from Vermont provided funding for that project.

*[Editor's Note: This project has been awarded to IADLEST.]*

IADLEST has a grant for \$1.5 million to set up a Columbia National Police Standards Center (similar to a POST) for the Columbia Police. Carl Risheim who lives in Columbia is working with the Columbia Police on this project. IADLEST will send a team of instructors there to teach them how to develop standards and they will be sending a team of instructors to the United States to visit several academies and POSTs to see how they operate.

## **Treasurer's Report (Trevor Allen (NC))**

Treasurer Trevor Allen (NC) provided the following information. As of January 31, 2023:

Assets: \$1,981,914.07

Liabilities: \$159,448.49

Total Equity: \$1,822,465.58

## **Committee and Special Assignment Reports (Bo Bourgerie (CO))**

### **IADLEST Social Media Update (Miranda Fuller (IPAC))**

IADLEST's social media has skyrocketed this past year. IADLEST Facebook page use is up 45%, Linked-in use is up 63% over last year, Twitter use has also increased greatly. Posts from DDACTS and TXDOT also belong to a social grant program so when they are liked, shared, commented on, retweeted, etc., money is given back to the program. DDACTS earned \$4,764 for its social media performance and the Truck and Bus program earned \$1,279. This allowed TXDOT to pay back IADLEST \$4,943. Executive Becar thanked Ms. Fuller and her team for all they do for social media. Her work is done on a volunteer basis and is greatly appreciated.

### **Fitness Survey to POST Directors (Brian Grisham (IADLEST))**

IADLEST partnered with two California Universities to survey the POSTs on the physical fitness standards that exist in each state. There are no results yet, but the two researchers working on the project are very active in this field. There will be more information by the next executive committee meeting in May.

### **988 Meeting in DC (Brian Grisham (IADLEST))**

The 988 number is a dedicated line for mental health crisis and suicide prevention. The theory behind 988 is to divert the response from law enforcement to trained mental health professionals. A summit was held on the one-year anniversary of the roll out of the 988 number and a 911 offshoot of this program was discussed. Each state would be responsible for setting up a trained mental health first responder to respond to these calls, and if necessary (if a weapon is involved, for example) would be accompanied by law enforcement. IADLEST was involved in these discussions.

It will take time to roll this out to the POSTs; 911 dispatchers must be trained, and some states do not oversee their 911 communications centers. There is no training developed yet, but IADLEST will remain involved in this project. Another issue is that there is currently no mental health infrastructure to support a nationwide program.

### **Constitutional Policing Update (Brain Grisham/Dianne Beer-Maxwell (IADLEST))**

Brian Grisham and Dianne Beer-Maxwell held a meeting with experts from around the country on February 4<sup>th</sup> to discuss Constitutional Policing and the 2-year, maybe multi-year, grant from BJA to potentially develop a Constitutional Policing curriculum. The first thing that needs to be accomplished is determining the scope of this curriculum and determining what constitutional policing currently exists at the academies.

The curriculum that is developed will not be a stand-alone class. It should be interwoven into multiple topics throughout the academy curriculum and reinforced by practical exercises. This curriculum will be based on the minimum standard for constitutional policing that every officer across the nation must adhere to, regardless of what their state laws are. This training will not be mandated, but rather a toolbox for academies to use to improve their constitutional policing. There will be a train-the-trainer course available and technical assistance as well.

## IPAC Update (Jana Kemp (IADLEST))

Ms. Kemp met with the IADLEST Partner Advisory Committee (IPAC) on February 4th. They established a baseline for action-oriented, fast paced, inclusive, conversation so that IADLEST can use IPAC as a think tank, as a brainstorming and problem-solving, idea generating organization. IPAC can also support IADLEST's membership growth and outreach. The vendors who are participating in IPAC are very committed to supporting IADLEST's mission and outreach. Ms. Kemp will continue to work with the vendors to develop an action plan with IPAC.



# 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.

# FREE Below 100 Training and Technical Assistance

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.

IADLEST has been awarded a project by the National Highway Traffic Safety Administration (NHTSA). The project provides free training and technical assistance for law enforcement agencies throughout the nation implementing the Below 100 Training Program. The project includes:

- Below 100 Intensive classes: The 4-hour Intensive classes will instruct personnel on the program’s 5 tenets to assist in the decrease of traffic crashes, injuries and fatalities in the line of duty.
- Below 100 Train-the-Trainer classes (presented back-to-back with the Intensive classes): The 4-hour Train-the-Trainer classes will provide trainers with the proper resources, outreach and education materials and skills training necessary for law enforcement jurisdictions to begin implementing the program tenets within their agency.
- Below 100 Best Practices Symposiums: The 1.5-day event provides specific information regarding the role of police management in implementing a culture of safety and best practices based on Below 100 principles.
- Below 100 Conference Presentations: IADLEST will provide Below 100 subject matter experts to address attendees and/or have exhibition space at conferences of organizations with significant law enforcement or highway safety office involvement.
- Below 100 Technical Assistance: IADLEST will implement technical assistance visits to agencies upon request of the executive to assist the agency to implement a culture of safety and best practices based on Below 100 principles.

To request training classes or technical assistance under this project, please contact Mark Damitio, IADLEST Accreditation and Grants Manager at [markdamitio@iadlest.org](mailto:markdamitio@iadlest.org) or (316) 640-6513.

You may download a Training Request Form here: [Below100 Training Request](#)



# IADLEST Regional Committee Reports

February 5, 2023

## Northeast Region - John Scippa (NH)

Mr. Scippa said that the biggest issue in the northeast region is recruitment and retention. Agencies are pillaging officers from other agencies by offering incentives. In New Hampshire, their POST has been tasked with overseeing a Conduct Review Committee which reviews internal investigations on police misconduct.

## Central Region - (Vacant)

No report was given for the Central Region. The Central Region representative position is currently vacant. Director Becar and President Bourgerie are working on filling this position.

## Southern Region - Glen Hopkins (FL)

Several states in the South Region are facing recruitment and retention issues. States are offering incentives, especially in Tennessee, to attract new officers and officers from other states. South Carolina has a compliance unit that goes out every three years and inspects agencies for compliance. Georgia has a new officer resiliency program which includes topics such as officer wellness and financial wellness. There are three levels of training in this program, one for recruits and new officers, one for officers in the middle of their careers and one for officers towards the end of their careers.

The North Carolina legislature passed a bill that mandated that standards be set for their sheriffs' offices that are similar to the police departments. Up until now, they have had different standards. Florida has spent the past three years revamping their firearms curriculum. The new curriculum goes into effect in July 2023 for their basic recruits and July 2024 for all in-service trainings. Lastly, Florida created a database where the public has access to officer discipline. This became active in June 2022, to improve transparency.

## Midwest Region - Darin Beck (KS)

No report was given for the Midwest Region.

## Western Region - Matt Giordano (AZ)

The biggest topic for the West region is that California now has the authority to decertify officers and enter that information into the NDI. Arizona has provided some support and advice to help California. Arizona has improved their oversight of their academy curriculum to ensure their academies deliver their curriculum consistently across the state. Arizona will audit each academy every year going forward and is interested in updating their firearms curriculum like Florida recently did.

A couple years ago Colorado removed the public benefit prohibition for those who are not lawfully present in the United States. This means that Deferred Action for Childhood Arrivals (DACA) recipients and asylum applicants who are allowed to work in the United States are allowed to get the public benefit of licensure. However, this also included peace officer certification. The problem under the federal firearms law is that if you are not lawfully in the United States you cannot possess a firearm unless you are working as a peace officer. But you can only possess it while working as a peace officer and you cannot become a peace officer until you go through the academy and cannot possess a firearm during the academy because you are not a peace officer yet.

Colorado's legislature currently has a proposed bill that says if they go to the DOJ and ask for an exemption, they will not enforce the federal law for recruits in the academy. This leads to other questions about if they can buy a firearm, what happens if they no longer work in law enforcement, etc. Other states such as California and Utah have also removed the public benefit prohibition but may not have thought about the federal firearms issue.

## International Region - Joe Trindal (ICITAP)

ICITAP is working with their countries and regions to coordinate the international delegation for the annual IADLEST conference. They are ahead of schedule this year and working with Yvonne Pfeifer to coordinate the logistics for the international delegation. Several international academies are preparing for accreditation or re-accreditation. There will be a presentation at the conference on Ukraine police service and training continuity during wartime. In Kosovo, the training provided on investigating smuggling and human trafficking has yielded tremendous results.

ICITAP is promoting what they refer to as "Empower" which focuses on engaging multi-national policewomen on equity and respect. This program is in line with the United Nations Resolution 1325 "Women, Peace, and Security" and the United States "Women, Peace, and Security Act" of 2017. This program promotes the elevation of women's engagement in law enforcement positions of responsibility and positions of leadership.

The United States is in the process of renewing a technical cooperation agreement with Saudi Arabia. In 2008, Secretary Condoleezza Rice put into place a relationship with Saudi Arabia whereby the Saudis are paying for US assistance in civil defense and law enforcement. ICITAP will be involved with the training aspect of this agreement. There is some interest in academy accreditation as well.

## Federal Region - Skeet Brewer (FLETC)

FLETC is updating their federal reciprocity book for IADLEST and trying to list some of their curriculum in it.

FLETC is working on getting accredited by the Council and Occupation Education. By becoming an Occupational Education Institution, it provides opportunities in academic research that the FLETC staff does not have current access to for curriculum development. The initial submissions are due to them at the end of February.

# Additional IADLEST Activities

In addition to being an organization which serves the needs of POST Agencies and POST Directors, IADLEST is also 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. See the following page for the flyer describing the initiative in more detail.

## World Police Summit

Both Deputy Director, Brian Grisham, and IADLEST International Region Representative, Joseph Trindal made presentations at the World Police Summit.

Brian Grisham serves on the Board of Trustees for the event, and IADLEST is a sponsor of the Summit.

Joseph Trindal delivered a presentation entitled: New Age Police: Accountability - Redundancies and Opportunities.

## Website Engagement

In the first five months of 2023 the IADLEST website averaged 42,000 page views per month!

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







## Nationwide SAR Initiative: Executive Steering Committee

The NSI/SAR Executive Steering Committee (ESC) will be comprised of executives from partner associations and agencies to provide strategic direction and proposed actions for a refreshed and reinvigorated NSI/SAR nationwide outreach campaign. The ESC will also provide requests for action, research, and/or exploration to the NSI/Working Group, which will continue to serve as a practitioner, subject matter expert level forum on NSI/SAR activities. The NSI/SAR ESC will be vital in providing guidance and oversight for a reinvigorated NSI/SAR nationwide outreach campaign to include: 1) Continued messaging on the role and value of the NSI; 2) ongoing enhancements, including the NSI indicator review and other relevant initiatives; and 3) coordinate a full, nationwide roll-out of training resources, materials, and communication to all law enforcement stakeholders.

It is proposed the NSI/SAR ESC be composed of executive level participants representing the following organizations:

- ASCIA
- CICC
- DHS
- FBI
- IACLEA
- IACP
- IADLEST
- MCCA
- MCSA
- NFCA
- NSA

Specifically, I&A and the FBI will work with the NSI/SAR Executive Steering Committee to:

- **Solicit feedback, direction/guidance, and obtain buy-in/support** from across National-level associations and organizations representing law enforcement and frontline emergency response personnel on all NSI/SAR matters.
- **Coordinate outreach and messaging** with other national-level initiatives, such as the “If You See Something, Say Something” public awareness campaign, DOJ/BJA’s SLATT training, etc.
- **Socialize materials** across National-level associations and organizations representing law enforcement and frontline emergency response personnel, including, but not limited to a national “NSI Call to Action” supported and echoed by National-level associations and organizations; distribution of marketing materials, flyers, etc.; integration of training via webinars, websites, and existing partner training programs (i.e., FLETC, BJA/SLATT, FIAT, etc.).

### Proposed Engagement Timeline:

- **April 12, 2023:** Virtual meeting to set the stage and discuss the objectives of the NSI/SAR Refresh.
- **Week of May 8, 2023:** Virtual meeting to discuss history and provide a baseline of the NSI; underlying policies and procedures (Functional Standard); current training; current technology platforms (eGuardian), including a demo; current initiatives.
- **July:** Full day, in-person meeting to solicit to develop a plan of action for a refreshed and reinvigorated NSI/SAR nationwide outreach campaign.

# ADL Consortium on Fighting Extremism and Hate Committee Report



## THE KANSAS LAW ENFORCEMENT TRAINING CENTER

TO: IADLEST  
FROM: Darin Beck  
Executive Director  
DATE: June 22, 2023  
SUBJECT: ADL Consortium on Fighting Extremism and Hate

Members of the Anti-Defamation League and representatives from law enforcement organizations across the nation met via Zoom on June 22, 2023. The following is a summary of the ADL's Consortium on Fighting Extremism and Hate.

### MEETING AGENDA

- I. **Welcome and Introductions**  
*George Selim, Chief of Staff and Senior Vice President, Public Affairs, ADL*  
*Rusty Rosenthal, Vice President, Security and Law Enforcement, ADL*  
*Elise Jarvis, Director, Law Enforcement Outreach & Partnerships, ADL*
- II. **ADL Updates**
  - a. The Extremist Landscape  
*Oren Segal, Vice President, Center on Extremism*
  - b. ADL's Advocacy Priorities  
*Lauren Wolman, Director of Government Relations, Extremism*
  - c. Combating Digital Abuse  
*Belle Torek, Associate Director, Technology Policy, Center for Technology and Society*  
*Rachel Grinspan, Director of Law Enforcement Policy and Civil Rights*
  - d. Professional Development  
*David Friedman, Vice President*  
*Alexandra Athanasatos, Associate Director of Law Enforcement Professional Development*
- III. **Organizational Updates** *(not discussed)*
- IV. **Next Steps** *(not discussed)*

### The Extremist Landscape

- Increase in trolling by extremists of all kinds, focused on city councils, state houses. Using public comment portions of forums to push narrative, followed by harassment of members in the community. Extremists' focus is to create fear and anxiety in the community. ADL anticipates a doubling down by extremists in their use of these forums to spread hatred and harass community members.
- Increase in use of AI and machine learning technologies to spread harmful, hateful misinformation.

- Crowdfunding (how extremists raising their money). Between 2016 and 2022, \$6 million raised in 324 campaigns. Dozens of individual campaigns are leading people to travel all over the country to engage in extremist behavior.
- Today, the ADL issued a first-of-its kind report focused on one particular target, the LGBTQ+ community. Between June 2022 and April 2023, 356 anti-LGBTQ+ incidents occurred, including 305 acts of harassment, 40 acts of vandalism and 11 incidents of assault.

Some of the ways the ADL has enhanced its ability to track extremists – online, suite of technology, podcast transcription service, etc. Through these tracking methods, the ADL has found a whole range of other criminal behavior that does not fit into extremism and hate, such as young children discussing shooting up schools. The ADL is sharing information regarding other criminal behaviors with their law enforcement partners.

### **ADL Advocacy Priorities**

- National strategy;
- Excited to collaborate with partners in law enforcement, continued support for FBI outreach;
- Appropriation strategy – funding non-profit grant program to protect against extremist threats; care and prevention funding (both Department of Homeland Security programs);
- The Department of Justice is pushing to increase funding to FBI.

ADL is pushing to increase funding to COVID-19 Hate Crimes Act; NIBRS; Matthew Shepard and James Byrd Hate Crimes Program; funding for local law enforcement.

Doxing. ADL is currenting working with members of legislature to establish doxing threat assessment act. Threat assessment would then be shared with local law enforcement.

Hate crime reporting. Hate crimes are on the rise and reporting is inadequate. ADL has engaged in discussions on the hill regarding the potential for legislation that provides law enforcement with an incentive for reporting hate crimes.

### **Combating Digital Abuse**

Developing new toolkit for law enforcement - *Investigating Digital Abuse: Mitigating Harm Online and On the Ground* (cyberharassment and cyberstalking; doxing and swatting; deep fakes; Zoombombing). Toolkit provides helpful terminology, law, and suggestions for how law enforcement can engage with members of the community. Through community engagement, the ADL's goal is to establish enough trust between law enforcement and community members that victims will report online harassment.

Center for Technology & Society - working at the intersection of online hate and digital abuse. A research-driven advocacy center with the goal of providing partners with reliable information and to hold parties accountable for their role in engaging in digital abuse. In the U.S., 40% of respondents have reported some form of online harassment while 27% have reported severe online harassment.

# IADLEST'S NATIONAL 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.



## Mike Ruggiero



Instructor Sergeant Mike Ruggiero has been a deputy and sergeant for the Orange County Sheriff's Office in Orlando, Florida since 1991. Sergeant Ruggiero has over 20 years of investigative experience in sex crimes, internal investigations, and homicide. Sergeant Ruggiero has completed numerous hours of training in the fields of graphology, kinesics, and statement analysis. He has provided thousands of hours of advanced training in the fields of investigations, interviewing, and detecting deception through identifying aspects of handwriting, body language, and statement analysis. Sergeant Ruggiero has been involved in the investigation of several hundred homicides as both an investigator and the sergeant of the Homicide Squad. He was involved in the high-profile investigations of Caylee Anthony and Markeith Loyd. Mike earned his Bachelor of Arts degree in Criminology from Columbia College in 2012. Mike has provided instruction for central Florida Law Enforcement and Corrections Officers, the US Peace Corps, the International Chiefs of Police Association, the Florida Homicide Investigators Association, and various other police departments and security professionals across the US. He is a member of the teaching staff at P.A.T.C. (the Public Agency Training Council), Valencia College in Orlando, and Daytona State College.

## Salvatore Alioto

Salvatore "T.J." Alioto is one of VirTra's Law Enforcement Subject Matter Experts, having previously spent his entire law enforcement career with the Wauwatosa Police Department (WI). While with Wauwatosa, he served as a crash reconstructionist, crime scene technician, field training officer, and department trainer.

In 2006, he was promoted to the rank of Sergeant, and then to Lieutenant in 2015. In 1999, he became a state certified firearms instructor, followed by vehicle contacts, emergency driving (EVOC), crash investigation, scene management, shoot house and physical evidence collection. In 2012, he became a Vehicle Contact Master Instructor for the State of Wisconsin.

In 2001, he began instructing various law enforcement courses at the Milwaukee Area Technical College. Soon after, he became a lead police academy and in-service instructor. T.J. has developed and presented curriculum on active shooters, stress, simulation training, vehicle contacts, teaching new generations of officers, professional communication, and many others.





## **Andrew Alvarez**

Andrew Alvarez is a law enforcement supervisor currently employed with the Clifton New Jersey Police Department. He started his law enforcement career in 2008 with the Paterson Police Department. During this time, he gained valuable police experience by working in high level crime / drug areas. His strong work ethic earned him a Medal of Merit and was subsequently inducted into the New Jersey Honor Legion.

Andrew later joined the Clifton Police Department in 2011. His hard work and persistence led him to be chosen as a field training officer. Here he worked closely with his other FTOs and Supervising FTO to provide the level of training necessary for new officers. He was also selected to try out for the department's SWAT team where he passed all requirements and became the team medic. As a SWAT operator, Andrew was given the opportunity to attend a training course from Texas State University and San Marcos, Texas Po-

lice Department for active shooter training, Advanced Law Enforcement Rapid Response Training. He became an instructor for ALERRT and assisted his department in training multiple jurisdictions, including police, fire, dispatchers, and EMS, on integrated response to an active shooter / attack events.

During his law enforcement career Andrew was able to complete all prerequisites for the Drug Recognition Expert program. He applied for the program and successfully completed the arduous course. He still holds his certification as a DRE and mentors all new DRE officers in his department. Throughout his law enforcement career, he was able to earn two college degrees from Fairleigh Dickinson University, Bachelor of Arts in Individualized Studies, and Master of Arts in Administrative Science.

In 2020, Andrew was promoted to the rank of Sergeant and assigned to the patrol division. Here he provides direction, purpose and motivation for all officers assigned to his shift. He is a mentor and role model for officers. He provides them with all the necessary tools to accomplish their job and helps them navigate the path to different units within the department as well as assisting them in preparing for promotions.

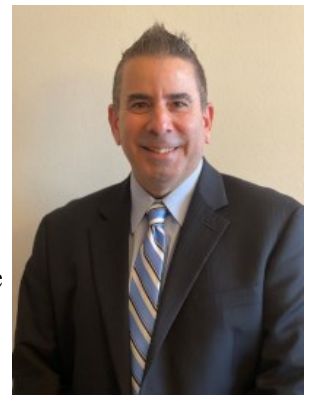
Prior to working as a law enforcement officer Andrew enlisted in the United States Marine Corps. He served four years in the Marines as a Bulk Fuel Specialist and Bulk Fuel Specialist Lab Technician assigned to the maintenance platoon. He served one tour in Iraq and was honorably discharged as a Sergeant.

## **Armando Sotero**

Armando Sotero is currently a Senior Research Associate with the Institute for Intergovernmental Research (IIR) Law Enforcement Safety and Wellness (LESW).

Armando was born and raised in Miami, Florida and graduated from Hialeah Miami Lakes Senior High School in 1988.

He began his law enforcement career in 1989 with the Florida Highway Patrol Auxiliary. In 1991, he joined the North Miami Beach Police Department and retired honorably in 2013. In September 2013, Armando joined the Miami-Dade Schools Police Department and became the Regional Director for the Southeast United States G.R.E.A.T. (Gang Resistance Education & Training) program. In 2016, he decided to officially step away from full-time law enforcement to focus exclusively on public speaking events and his role as an online college professor.



Since 1996, Armando has taught thousands of police officers in his role(s) at Miami Dade College, School of Justice. During his tenure spanning over 26 years, Armando has served as an instructor, training advisor, and written curriculum in the areas of Procedural Justice, which is still being used today and adopted by FDLE in the recruit curriculum.

Armando has been an online college professor with Grand Canyon University since 2005 and continues to serve on their Faculty Advisory Board. He serves as a Peer Reviewer for the university, and teaches both undergraduate and graduate courses in leadership, management, and policy.

Armando obtained a Bachelor's degree in Criminal Justice from Kaplan College, Master's degree in Organization and Management specializing in Human Resource Management from Capella University and completed his coursework toward his Doctorate in Education in Organizational Leadership at Nova Southeastern University.



## **Christopher Grandia**

Christopher J. Gandia is a senior research associate with the Institute for Intergovernmental Research (IIR) Law Enforcement Safety and Wellness (LESW) group. Currently, Mr. Gandia is working to facilitate the delivery of several Bureau of Justice Assistance (BJA) law enforcement programs, including the VALOR Officer Safety and Wellness Program, the National Law Enforcement Roadway Safety Program, the Suicide Awareness for Law Enforcement Officers Program, and Communities of Practice projects.

Mr. Gandia's responsibilities include developing training curricula, coordinating with program partners and subject-matter experts (SME), and evaluating and enhancing existing curricula. Mr. Gandia co-developed a Financial Fitness Program for law enforcement and assisted in the development of the Online Financial Fitness modules. Currently, he teaches several virtual and in-person financial fitness courses to various law enforcement participants throughout the country.

Prior to joining IIR in 2022, Mr. Gandia worked for the Londonderry, New Hampshire, Police Department for over 25 years. His last position as captain involved an assignment as the airport division commander for the Manchester-Boston Regional Airport overseeing all the law enforcement operations and maintaining fiscal management of the police budget.

Mr. Gandia holds a Bachelor of Science degree in accountancy from Providence College and a certificate in financial planning from Merrimack College, and he passed the Certified Financial Planner™ exam.

## **David Flory**

**Chief David Flory (Retired)** is a senior research associate with the Institute for Intergovernmental Research. He serves as a facilitator and lead instructor in both the Valor Officer Safety and Wellness program and the National Law Enforcement Roadway Safety Program. Chief Flory began his law enforcement career in 1979. He worked for 31 years with the Bedford, Texas, Police Department, serving the last 12 years as Police Chief and in 2015 retired from the City of Hot Springs, Arkansas after serving for 5 years as Police Chief.

Chief Flory has served in a variety of positions and assignments in law enforcement, including patrol, K-9, investigations, training, narcotics, special weapons, and tactics (SWAT), and administration. He has also served in many law enforcement leadership positions, including president and vice president of the North Texas Police Chiefs Association, the on-site inspector for the Texas Police Chiefs Association Recognition Program, and a member of the North Central Texas Council of Governments Law Enforcement Training Advisory Committee. Chief Flory served as the vice president of the Southwest Region of the Arkansas Association of Chiefs of Police and was a committee member for the Accreditation and Model Policy Committee.

Chief Flory has served on the Board of Directors for the Texas Tactical Police Officers Association (TTPOA) as a regional director and a training coordinator and as an adjunct instructor in the Basic SWAT and Tactical Command and Decision-Making Schools. He continues to serve the TTPOA as a Training Advisory Board member.

Having begun his public safety career as a firefighter/paramedic, Chief Flory has several years of experience as a nationally registered/licensed paramedic. He has worked for a variety of emergency medical services (EMS) systems and currently works as a part-time paramedic for LifeNet EMS, which serves a large portion of southwest Arkansas.

With law enforcement and paramedic training and experience, Chief Flory serves as the TTPOA's program manager for the Tactical Paramedic training program and the Self-Aid/Buddy-Aid training program, and as an adjunct instructor for the Advanced Law Enforcement Rapid Response Training Level II medical training program. Most recently, he served as a committee member for the Board for Critical Care Transport Paramedic Certification (BCCTPC) and helped write the test questions for military and civilian medics seeking national tactical medic certification through the BCCTPC.

Chief Flory received a Bachelor of Science degree in Criminal Justice from Texas Wesleyan University and is a graduate of the 186th Session of the Federal Bureau of Investigation National Academy.





## Floyd Wiley

Lt. Wiley (Ret.) is a Program Lead, responsible for fulfilling federal criminal justice training and research responsibilities for the U.S. Department of Justice and the Office of Justice Programs/Bureau of Justice Administration (BJA). He is serving U.S. law enforcement nationwide.

He has worked with the Institute of Intergovernmental Research (IIR) as a curriculum review board member and training facilitator since 2014 and is recognized by the BJA as a subject matter expert.

From 2014 to 2018, he was an overseas contractor and trainer for the U.S. State Department, Bureau of Diplomatic Security (Office of Antiterrorism) in the Global War on Terrorism.

In 2013, Lt. Wiley successfully retired from law enforcement after serving 20 years with the New Castle County Police, Delaware - an innovative leader in law enforcement and community policing.

During his career, he ultimately served as a commander for the SWAT team, the patrol division, and the police academy. He was assigned to the criminal investigations division as an undercover detective in narcotics and fugitive recovery. He is a certified instructor of numerous disciplines to include active shooter/threat events, dignitary protection/counter-assault and was involved in numerous high-risk operations during his career. He continues to train the New Castle County Regional Police Academy in Delaware.

He specialized in defensive tactics, use of force, advanced firearms, SWAT, small cell, and multi-jurisdictional operations. He was also certified by the FBI as a sniper/observer.

Selected by the U. S. Secret Service (USSS), he served as a law enforcement counterpart, providing close protection, tactical support and protective intelligence for the U.S. President, the Vice President and other U.S. Dignitaries (2008-2013). During this period, he operated in numerous National Special Security Events (NSSEs). In 2020, he conducted tactical training for the USSS law enforcement counterparts.

As a professional development supervisor, he developed marketing strategies for recruitment and numerous LEO objectives. He was a PAL Officer, mentor, and community volunteer.

## George Colbert

George is a retired Maryland State Trooper and has worked in law enforcement and the security industry for over 30 years.

He's a certified Training Instructor in Firearms (NRA), CRASE (Civilian Reacting to Active Shooter Events), FTO (Field Training Officer), ASP Paton, O.C. Spray and Smith's Hi-Scan Hitrax X-ray machine.





## **Irick Geary**

Major T. J. Geary is the Operations Bureau Commander with the University of South Carolina (USC) Division of Law Enforcement and Safety (DLES) in Columbia, South Carolina. He has served in this role since 2011, after rising through the ranks in various supervisory, mid-level leadership, and command staff roles. He is currently responsible for the overall management of all Operations Bureau personnel and resources, including uniformed patrol, gang and drug investigations, and the Crime Suppression Unit. Additionally, he oversees and directs all training and professional development activities for the Division as well as contract law enforcement and security services for the National Advocacy Center, a U.S. Department of Justice facility. He previously served as the Commander of the Administration and Emergency Management Bureau.

In addition to his current area of responsibilities, other simultaneous temporary duties have included: management of the DLES Communications Center from 2011 to 2013; management of criminal investigations, crime scene/forensics, and the victim assistance unit from 2013 to 2015; and management of crime prevention and community relations from 2013-2019. Prior to joining the University, Major Geary served with the Lexington County (SC) Sheriff's Department (LCSD). His service as a deputy sheriff included time as a Patrol Deputy, Field Training Officer, and Major Crimes Investigator. Major Geary also served as a member of LCSD's Crisis Negotiation Team and specialized Criminal Domestic Violence Unit.

Major Geary has extensive experience in the development and delivery of law enforcement training. He has been a certified law enforcement instructor since 2005 and has trained thousands of officers both in his own agencies and across the country.

Major Geary earned a Master of Criminal Justice degree from USC in 2002 and a graduate certificate in Criminal Justice Education from the University of Virginia in 2012. He is a graduate of the 251st Session of the FBI National Academy in Quantico, Virginia and the 58th Session of the Senior Management Institute for Police in Boston, MA. He is a 2015 graduate of the International Association of Chiefs of Police (IACP) Leadership in Police Organizations Program and a 2018 graduate of the Harvard University Crisis Leadership in Higher Education Program. He is a Certified Public Manager (CPM) and a certified Force Science Analyst. He was a member of the 2021-22 class of Leadership South Carolina. He served as President of the 7,000-member SC Law Enforcement Officers' Association for the 2021-2022 term after serving in various vice president roles. He remains an active member of their Board of Directors. He serves on the Executive Board of the South Carolina Chapter of the FBI National Academy Associates and will serve as President for the 2024-2025 term.

Major Geary works part-time for the Institute for Intergovernmental Research (IIR) as a subject matter expert and national instructor for the U.S. Bureau of Justice Assistance (BJA) VALOR and SAFLEO programs as well as the National Law Enforcement Roadway Safety Program (in partnership with the National Policing Institute).

Email: [geary@sc.edu](mailto:geary@sc.edu)





## **Justin Etters**

Justin Etters has served in law enforcement since 2004. Justin is currently a Lieutenant with the Cleveland County North Carolina Sheriff's Office Administrative Training and Personnel Division. Justin also holds a position with Cleveland Community College as an Adjunct Instructor for the law enforcement curriculums. Justin has worked in numerous divisions within the law enforcement field such as Patrol, K-9 Handler, Street Crimes, Interdiction, Detention, Criminal Investigations, Patrol Sergeant, Administrative Training Sergeant, K-9 Sergeant, FTO Sergeant, FTO Coordinator, Administrative Training Lieutenant, Firearms Instructor, Range Master, SERT team Operator, SERT team Leader, and SERT team Commander.

Justin is a general instructor through the North Carolina Department of Justice/Justice Academy. He also holds specialized instructor certifications in Subject Control/Arrest Techniques, Physical Fitness, Specialized Firearms, and Rapid Deployment through the Justice Academy. Justin holds additional instructor certifications in the following fields: Simunition Scenario Instructor; Taser Instructor; Use of Force Instructor; Patrol Rifle Instructor; RDS Optics Instructor; Krav Maga Instructor; CPR/BLS Instructor; Instinctive Hand to Hand Instructor; ALERT Instructor; ALICE Civilian Response to Active Attacks Instructor; Verbal De-escalation Instructor; Stop the Bleed Instructor; DOCC Instructor; and Firearms Simulator Instructor. Justin is nationally certified through Force Science as an analyst on use of force incidents and de-escalation techniques. Justin is an armorer for Glock and the AR-15 platform rifles. Justin is a notary public. Justin holds the rank of 7<sup>th</sup> degree Black Belt in the World Combative Arts System of Self-defense. This system contains skills and techniques taken from numerous styles of fighting systems through-out the world, which was created by Grand Master Robert W. Eng III (PhD, ThD, EdD). Justin also holds the rank of Master Martial Arts Instructor. Justin has been the Chief Instructor at Eng School of Self-Defense in Kings Mountain, NC as well as the lead defensive tactics Instructor at Cleveland County Sheriff's Office and Cleveland Community College.

Justin holds an AAS in Civil Engineering Technology from Gaston College. A Bachelor of Science in Criminal Justice from Ashworth College. A Master of Arts in Christian Business from Jacksonville Theological Seminary. Justin is currently enrolled in the Doctoral program for Christian Counseling through JTS.

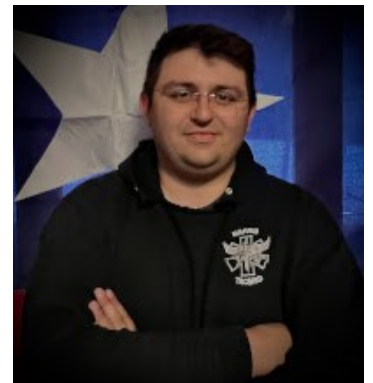
Justin is working on several leadership programs and certifications. Justin has completed the NCJA Leadership Institute (formally NCJA Management Development Program). Justin has completed the 500-hour Credible Leadership from Wake Technical College. Justin completed the FBI LEEDA program Trilogy certificate. Justin has over 4300 hours of law enforcement training hours.

## **William Harris**

William is the current lead instructor for the Garza County Sheriffs Office. William began his law enforcement career in 2012 with the Lubbock County Sheriff's Office as a jailer.

While serving in the U.S. Army National Guard, William found a passion for instruction. Taking this interest into law enforcement William earned a wide range of instructor qualifications from CPR and TACMED to firearms and defensive tactics.

He is a member of several professional instructor organizations such as IALEFI and ILEETA. He has trained many soldiers and officers over the years and frequently attends training, striving to become a better instructor.



## Matthew Swartz

Matthew Swartz has been active in law enforcement since his enlistment into the military after high school. He joined, and after completing training, entered the Active Guard Reserve program just as Operation Desert Shield was starting. He served as a law enforcement specialist to a Security Police Squadron. This eventually led to his entering service as a Trooper with the NY State Police as his enlistment ended. After being assigned as an FTO for about a year, the Nation suffered the effects of the terrorist attacks on September 11, 2001. Matthew was one of the first responders sent directly to Manhattan by the Governor of New York as part of the coordinated response to the attacks.



A few years later, tragedy struck as Matthew was involved in a very serious off-duty crash that found him fighting for life while facing the reality that one of his legs had to be amputated below the knee. His courage and will, coupled with his desire to return to full-duty, saw him successful as he returned in less than a year from the crash. He was personally recognized by President G.W. Bush for this. Many news outlets interviewed him for features after the crash and after his successful return. This led to his being requested to be a motivational speaker for more than a few police academies and being recognized by both the New York State Senate and Assembly for his activities and success, despite the nearly career-ending injuries. His public speaking activities led to him being approached to be an academy instructor.

Matthew became certified by the State of New York and the State Police to be a firearms instructor. He served in this capacity to teach both in the academy, as well as, conducting training for various weapons at the troop range out in the field. He completed another 11 years of service as a road Trooper and instructor before retiring in 2016 to accept a position as a federal law enforcement instructor for DHS. Shortly after beginning the new job, tragedy struck again with Matthew being involved in another serious crash: but one more time, he fought back, recovered and returned to duty. In this role, he has been trained to teach many disciplines and has a great deal of experience as a firearms instructor, driving instructor, operations instructor, and use of force instructor.

<https://www.standwithhonor.us/nlem-story/standing-honor-one-leg-short/>

It is fair to say that his experiences with physical therapy, fitness, wellness, and recovery left an impression. Not only was his resilience important for survival but maybe more so in his recovery. He has continued telling his story to motivate officers as he travels around the country. In 2021, he became certified as a personal trainer and nutrition coach, started his own business named Blueline Personal Training, paying homage to his law enforcement background. He is currently nearing completion of his Master's Degree in Applied Physiology and Kinesiology with a concentration in Human Performance at the University of Florida.

Feel free to contact Matthew at: 518-527-9477 or [mattswartz@bluelinepersonaltraining.com](mailto:mattswartz@bluelinepersonaltraining.com)



## Michael Chavez

Michael Chavez is an honors graduate of Unity College with a Bachelor of Science degree from Unity College in Environmental Studies with an emphasis in Conservation Law Enforcement; Michael was the recipient of the President's Award. After graduation, Michael was hired at the Kennebunkport Police Department where he spent the summer as a Reserve Police Officer. In 1997, Michael enlisted in the 45<sup>th</sup> Maine State Police Training Troop in Waterville. Upon his graduation, Michael was assigned to uniformed patrol within Androscoggin, Oxford, and Cumberland Counties. Michael spent fifteen years in uniform and had the distinction of serving as a Field Training Officer and Cadre for the 96<sup>th</sup> Municipal County Basic Police School, which was the last municipal academy held there. Then he served at the very first academy held at the new Vassalboro facility. Michael also served on the cadre staff for the Law Enforcement Explorer Academy, which he eventually assumed leadership of. As a certified instructor and EMT-B, he taught First Responder coursework at the MCJA. In 2000, Michael joined the State Police Underwater

Recovery Team and eventually became Assistant Commander of the Team in 2014. Michael eventually received his instructor ratings in public safety and recreational diving and helped create curriculum for standardized training for New England's state police dive teams. During his tenure on the road, Michael was a two-time recipient of the Colonel's Award.

In 2012, Michael was promoted to Detective in the State Police Major Crimes Unit and helped investigate countless death scenes and other complex crimes. Michael became a faculty instructor at the prestigious Colby College Forensic Science Seminar and currently serves as a panel member for the Maternal-Fetal-Infant-Mortality Review Committee. Michael trained as a Forensic Interviewer of Children and assists as a back-up interviewer at the Children's Advocacy Center of Andro/Franklin/Oxford Counties.

In 2022, Michael was promoted to Detective Corporal and focuses his efforts on open, unsolved cases. Michael is an Eagle Scout and recipient of Boy Scout's top state honor, the Silver Beaver Award. He lives in the Turner area with his family and serves as an Assistant Scoutmaster, assistant soccer coach and baseball coach for his son and attends Moss Brook Church in South Paris. Any free time is used to teach scuba lessons and to make plans for the next adventure.

## Michael Puente

Michael is currently a Training Specialist for Arizona Peace Officer Standards and Training (AZPOST) and has been in law enforcement for over 18 years. Michael has held positions as Chairman of the Use of Force/Defensive Tactics Subject Matter Expert Committee for AZPOST and the inaugural Chairman of the Sniper Subject Matter Expert Committee for the Arizona Tactical Officers Association.

He has trained a few hundred police recruits from over 20 agencies as an academy class sergeant and recruit training officer. He holds certifications as an AZPOST Leadership Instructor, General Instructor, Physical Fitness Instructor, Firearms Instructor, Defensive Tactics Instructor, several Sniper Instructor certifications, and a Bias Free Policing Instructor.

He is an adjunct instructor for Rio Salado Community college and teaches and consults for several companies for Stress Management for First Responders, Combatives, Dignitary Protection, and Firearms training. Michael is also the creator and writer of the "7 Foundational Principles of Law Enforcement and Policing", which is the foundational curriculum for the law enforcement training academies across the state of Arizona.





## **Rick Van Keuren**

Before becoming a Training Specialist for The Arizona Peace Officers Standards and Training Board, Rick retired as a Trooper for the Arizona Department of Public Safety (AZDPS) after 24 years of service. Rick started his law enforcement career with a California Reserve POST certificate in 1989. In 1991, he enlisted in the U. S. Marine Corps where he attained the rank of Sergeant working as a Military Working Dog Handler in the Military Police. As a bomb dog handler, he provided dignitary protection for the President of the United States, First Lady, Secretary of State, and the Emperor of Japan among his other duties. Following his enlistment, Rick continued to serve his community as a State Trooper in Arizona.

Serving on the Southern Border of Arizona, Rick worked as a narcotics Detective assigned to the Drug Enforcement Administration in Yuma, Arizona. There, Rick wrote Title III investigations and warrants, as well as supervising and participating in active field enforcement operations. Rick discovered and investigated one of the largest cases in U.S. history for the chemical diversion of millions of gallons of methamphetamine precursors into the Republic of Mexico. (United States v Tamico). The conclusion and findings of this investigation ultimately assisted AZ Governor Jan Brewer in passing legislation regarding precursor chemicals within the state.

Rick was assigned as the lead firearms instructor for his Patrol District in 2007. He maintained those duties until he transferred to the AZDPS headquarters at the Armory in 2014. There, Rick was assigned as a master instructor whose duties included the development of firearms, less lethal and tactical training and weapons testing and procurement for AZDPS.

Rick was instrumental in the reintroduction and further development of the less lethal impact weapons for the Arizona Department of Public Safety. Those systems were vital in preventing millions of dollars of damage to personal and public property during 2020. Rick developed curricula to introduce the red dot sighting handgun sighting systems to AZDPS. The system is now issued to all Arizona Troopers.

Rick has provided testimony or expert opinions in courtroom proceedings, Critical Incident Review Boards, Officer Involved Shooting Boards, and Officer Administrative Hearings.

Rick currently works at the Arizona Peace Officer Standards and Training Board in Phoenix, Arizona. He is responsible for maintaining and updating the basic curriculum given to all peace officers in Arizona. Rick works with instructors and attorneys throughout the state to ensure the training is up to date and relevant. He is a member of a team of specialists who audits the state's academies to ensure they are in compliance with state training standards and record keeping.

Rick holds instructor level certifications. Master Taser instructor, NRA Precision rifle, and pistol instructor, AZ-POST pistol, shotgun, and patrol rifle instructor, CTS Less lethal 40mm/Shotgun instructor, High Threat Vehicle Engagement instructor, Active Shooter Instructor, Monadnock Side Handle Baton instructor, Reality based Force on Force instructor, and AHA Basic Life/CPR instructor.

## Ronald Cooks

Ronald Cooks is an Advanced Peace Officer who leverages an Associate of Arts in Multidisciplinary Studies from Houston Community College (2019 – High Honors) and a Bachelor of Applied Arts and Science-Criminal Justice from the University of Houston-Downtown (2019 – Cum Laude). Additionally, he holds multiple leadership certifications: Psychology of Leadership (Cornell University), Supervision of Police Personnel (Northwestern University), Public Safety Supervisor (Texas A&M), Supervisor Leadership Institute (FBI-LEEDA), Command Staff Leadership Institute (FBI-LEEDA), and Executive Leadership Institute (FBI-LEEDA). Ronald has, also, received FBI- LEEDA’s prestigious Trilogy and eTrilogy Awards.



Commencing his law enforcement career in 2015, with the Houston Independent School District Police Department, Ronald gained experience in campus and patrol operations. During this tenure, he discovered and acted upon his interest in instruction by attending Basic Instructor School (2017) and gaining his Texas Commission on Law Enforcement Basic Instructor Proficiency (2018). As his interest evolved to passion, Ronald gained his Texas Commission on Law Enforcement Firearms Instructor Proficiency and other instructor certifications to include Stop the Bleed Instructor, ALERRT Level 1 Instructor (law enforcement active attack response), Taser Instructor, Patrol Rifle Instructor, De-escalation Instructor, Civilian Active Shooter Response Instructor, Extendable Baton Instructor, O.C Spray Instructor, and Arrest Procedures Instructor. Ronald earned his Texas Commission on Law Enforcement Advance Instructor Proficiency in 2022 and became an International Association of Law Enforcement Standards and Training (IADLEST) Nationally Certified Instructor in 2023.

Ronald is a certified Texas Commission on Law Enforcement Mental Health Officer and Field Training Officer. He holds additional certifications in/as a hostage negotiation, infrastructure protection, Crime Prevention Through Environmental Design (CPTED), Glock armorer, AR-15 armorer, property/evidence technician and Special Response Team (Riot/Crowd Control – Houston Police Department).

Currently Ronald is employed with and serves the University of Houston-Downtown Police Department as a Sergeant and Training Coordinator tasked with supervising the department’s Training Division. In this role, he is tasked with managing all aspects of training to include curriculum development and instruction, instructor team supervision and mentorship, field training (field training officers and probationary police officers) and training accreditation compliance (IACLEA).

**Contacts:** [cooksr@uhd.edu](mailto:cooksr@uhd.edu) 832-249-0921 (cell) 713-221-5846 (office) [UHDPD Training Webpage](#)



## Sonia Quiñones, MPA

**Ms. Sonia Quiñones** is a senior research associate in the Law Enforcement Safety and Wellness (LESW) group for the Institute for Intergovernmental Research (IIR). LESW is composed of the VALOR Program, a national officer safety project developed at the direction of the U.S. Attorney General as well as the National Suicide Awareness for Law Enforcement Officers Program and the National Law Enforcement Roadway Safety Program.

Ms. Quiñones served in law enforcement for more than 28 years, 21 of which were in management. Her career began in 1993, as a patrol officer for the Hallandale Beach, Florida, Police Department. She worked her way up through the ranks and was appointed Chief of Police in 2017.

Ms. Quiñones earned her Master of Public Administration (MPA) degree from Barry University. She is a graduate of the Federal Bureau of Investigation National Academy (FBINA), Session 248. She retired from the Hallandale Beach Police Department in October 2021.

Ms. Quiñones is the past president of the National Association of Women Law Enforcement Executives (NAWLEE) and a member of the International Association of Chiefs of Police (IACP), Human and Civil Rights Committee.



## Justin Parker

Justin Parker is a Training Manager for the National White Collar Crime Center (NW3C). He currently instructs NW3C's suite of intelligence offerings: Foundations of Intelligence Analysis Training (FIAT), Introduction to Link Analysis (ILA), Introduction to Strategic Intelligence Analysis (ISIA), and Intelligence Writing and Briefing (IWAB). Although Justin only formally joined NW3C in January 2023, he has worked with NW3C since 2008 as an adjunct instructor and subject matter expert (SME), contributing to the development of all NW3C's intelligence training courses.

Prior to joining NW3C full-time, Justin worked for the Iowa Department of Public Safety (Iowa DPS) Division of Intelligence and Fusion Center (Iowa DOI/FC). This office was a centralized intelligence unit in the Iowa DPS prior to developing into the state's designated fusion center in the years following the September 11th terrorist attacks. Justin worked for the Iowa DPS for over 22 years, serving as the agency's expert on domestic and international terrorism. In this assignment, he conducted numerous terrorism-related intelligence briefings for local, state, and

federal law enforcement and homeland security executives and directly supported the Joint Terrorism Task Forces (JTTFs) in the Omaha FBI Field Office. Justin also played a vital role in establishing a collaborative working group with Iowa-associated energy sector companies and numerous federal agencies on threats to the energy sector in Iowa.

While working with the Iowa DOI/FC, Justin also served in a leadership role, managing their Strategic Analysis Team for seven years. This team was primarily focused on developing and supporting the division's strategic intelligence activities. In 2018, Justin was named the first Deputy Director for the Iowa DOI/FC.

With extensive knowledge and work during the developmental years of the National Network of Fusion Centers (NNFC) – a rare blend of pre-9/11 and post-9/11 experiences, Justin worked locally in Iowa and throughout the country to deliver education and training experiences related to terrorism and the intelligence analysis profession. Throughout his career in Iowa, he instructed nearly annually on analysis-related topics for the Criminal Intelligence Course for Iowa's Law Enforcement Intelligence Network (Iowa LEIN) program. Justin also provided instruction on the topic of terrorism for Iowa DPS' Basic Academy. In both roles, Justin instructed well over a thousand state and local officers in Iowa during his twenty-two years with Iowa DPS.

Nationally, in 2015, his analytic and team efforts on a joint fusion center and federal agency pilot project were recognized by the Office of the Director of National Intelligence (ODNI) with a National Intelligence Professional Award (NIPA) (Intelligence Integration Unit Citation). In 2019, he was selected as the first Chair of the NNFC Analyst Council, which was formed to develop and advance policies and best practices related to analysis in the NNFC. In 2022, he was elected to serve as the Central Region Co-Chair on the National Fusion Center Association (NFCA) Executive Board.

Justin graduated with honors from Simpson College with a Bachelor of Arts in Criminal Justice with additional focus in Political Science and Philosophy.

# NEW INTERNATIONALLY CERTIFIED INSTRUCTORS CERTIFICATION FOR INTERNATIONAL TRAINERS

By: Kelly Alzaharna, IADLEST Program Manager



## Donald McCrea

Don McCrea is President of Premier Police Training and has over 35 years of law enforcement experience. He served nine of those years as a Special Assistant Attorney General and top-rated academy instructor for the South Dakota Division of Criminal Investigation, Law Enforcement Training Section.

While in that position, Don specialized in scenario-based skills evaluations, development of basic and advanced law enforcement curricula, and the use of adult learning strategies.

For over twenty years, Don instructed defensive tactics. He is currently a firearms instructor, MILO simulator use of force evaluator, and provides consulting, expert witness, and training services for law enforcement agencies, the U.S. DOJ, COPS office, the Federal Public Defender's Office, CRI-TAC, and the Federal Public Defender's Office.

Don is a subject matter expert in non-escalation, de-escalation, duty to intervene, police use of force, force avoidance, and search and seizure.

Don is an accomplished author of several law enforcement training books. He holds a Bachelor's degree in the Biological Sciences and a Master's degree in Criminal Justice, graduating Summa Cum Laude. Don's teaching skills, knowledge, and dynamic presentations significantly increase officer confidence and effectiveness, reduce agency liability, and build community trust.

## Excellence

“Be a yardstick of quality. Some people aren't used to an environment where excellence is expected.” — Steve Jobs



# 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](#)
- [Twitter](#)
- [YouTube Channel](#)



# IADLEST Nationally Certified Training Courses Update



## IADLEST National Certification Program Certified Courses

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



### INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

#### What Does Wellness Look Like?

[Catalog Link](#)

This academy level course will identify wellness behavior strategies resulting in healthy behavior choices throughout a law enforcement career.

Given the serious health risks associated with a law enforcement career, this curriculum will lay the foundation for maintaining a healthy lifestyle and optimal mental health, and encourage officers to seek support from family, friends and/or peers throughout their career.

The curriculum builds a foundation for officers to be proactive and responsible for their physical and mental health, encouraging openness in communications and confidence in seeking assistance when needed.

Classroom 7.5 hours



### J. HARRIS ACADEMY OF POLICE TRAINING

#### Caught on Camera: Law Enforcement Viral Video Survival

[Catalog Link](#)

We prepare our officers for critical situations they may possibly encounter while serving the public and spend hours drilling them on defensive tactics, firearms, use of force and more.

These areas are vital to ensuring survival. But, is your agency preparing them for the encounter that can go viral on social media and end their career and the agency's reputation in the process? Now more than ever, communicating effectively with the public is an essential function of law enforcement.

Classroom 7 hours

### **Leadership in the 9-1-1 Center**

[Catalog Link](#)

Leadership in the 9-1-1 Center is for current and soon-to-be Public Safety Authority Personnel (PSAP) supervisors who wish to enhance their understanding of the art and skill of leadership. This course provides an overview of Follower Types, Leadership Styles, Emotional Intelligence, and how to apply Crisis Management Models.

Classroom                      8 hours

### **Understanding Bias - Better Workplace - Better Service**

[Catalog Link](#)

Fulfilling a desire to serve is why 9-1-1 Telecommunicators take on the challenges of working in call centers. That desire to serve does not automatically relieve them from the human burden of biases. 9-1-1 Telecommunicators feel an unwavering need for professional and personal improvement.

This course provides them with the opportunity for professional and personal development by helping to understand why we have biases and how they impact our behaviors. This one-day course provides them with the tools to self-assess their biases using an academically validated assessment, understand how to recognize biases in the workplace and apply a mitigation model to create a better work environment and increase service quality.

Classroom                      8 hours

### **Enhanced Caller Management**

[Catalog Link](#)

This one-day Enhanced Caller Management course is designed and delivered using a student-centered instructional model and provides 9-1-1 Telecommunicators with the ability to immediately enhance their performance by providing them with the knowledge and skills to apply best practices in customer service and liability mitigation, employ techniques for extracting critical information from challenging callers, prioritize calls and information by using protocols, and increase quality and accountability by employing self-assessment techniques.

Classroom                      8 hours



## CONTROLLED F.O.R.C.E. INC.

### 40-Hour Pistol and Shotgun Instructor Course

[Catalog Link](#)

This 40 hour / 5-day program has been designed by Controlled F.O.R.C.E. to provide instruction to law enforcement personnel who will be responsible for firearms training activities for their agencies.

This course concentrates on instructional techniques and is designed to develop students as prospective firearms instructors. The focus of this course is pistol and shotgun skills and prospective instructors' ability to administer, demonstrate, and coach firearms proficiency skills.

Classroom                      8 hours



## SRT PROJECT

### Proactive Stress Management and Wellness for Public Safety Professionals

[Catalog Link](#)

This training aims to identify the impact of long-term stress on public safety professionals and how to mitigate it proactively. Attendees of this course will learn how to minimize the health risks of stress, trauma, burnout, and fatigue directly related to their profession. Learn techniques that reduce stress in real-time, increase focus, and improve sleep, promoting a longer, happier life.

Classroom                      3 hours



## VERBAL JUDO INSTITUTE

### Verbal Judo Instructor Course

[Catalog Link](#)

The Verbal Judo Institute has been teaching this program for over 40 years both in the USA and internationally. This four-day instructor course is a Train-The-Trainer course where students learn the curriculum and demonstrate they can apply the techniques and are able to train their organization's staff. This Train-The-Trainer course certifies the successful participants to teach Verbal Judo within their organization for a two year period. Continuing to teach beyond the two-year period requires recertification.

Classroom                      32 hours



## OFFSET CONSULTING, LLC.

### **Report Writing: The Gap-Free Narrative Report Writing System**

[Catalog Link](#)

This 8-hour course is designed to provide officers with an understanding of how to draft report narratives with defense-resiliency in mind. This will be achieved by using the Gap-Free Narrative™ approach created by Offset Consulting, LLC.

This approach to report writing was created by doctoral candidates and focuses on drafting a complete police narrative by standardizing the way officers think about and write their reports about an incident.

Classroom                      7 hours

### **Report Review and Approval for Supervisors: The Gap-Free Narrative**

[Catalog Link](#)

This class sets up police supervisors for success in police report review and subsequent approval. For far too long, the assumption has been that once someone is promoted, they automatically know what a "good" report looks like.

Nothing could be farther from the truth, and this is an area that requires just as much, if not more, training than other areas of police work. This 8-hour course is designed to provide law enforcement supervisors with a system of review for report narratives with defense-resiliency in mind. This will be achieved by using the Gap-Free Narrative™ approach created by Offset Consulting, LLC.

Classroom                      7 hours

### **Adaptive Leader™: Frontline Leadership for Supervisors**

[Catalog Link](#)

This curriculum brings over 40 years of military leadership lessons as learned by the instructor during his time as a Staff Non-Commissioned Officer in the US Marine Corps. These lessons are taught with application to law enforcement in mind and will deliver an adaptive approach to viewing problems in the realm of personnel, training, public perceptions, and supervision.

Classroom                      7 hours



## IADLEST

### Data Analysis Training Series - 13-Parts

#### [Catalog Link](#)

This series explores the benefits of data-driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts (IACA) after completing ALL 13 parts of series.

Each Online Session is 1 hour, and offered at NO-Cost to participants.



Part 1: **“Data-Driven Basics!”** outlines the key concepts and purpose of data-driven strategies. These instructions are pivotal in designing a properly functioning database and processes for data-driven strategies.

Part 2: **“DDACTS in Action”** explores the 7 key areas of the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) place-based operational model including partners and stakeholders, data collection, data analysis, strategic operations, information sharing and outreach, monitoring, evaluation, and adjustments, and outcomes. This segment will equip students with the tools they need to build an implementation plan, with specific emphasis on analytical processes.

Part 3: **“Connectivity: How to Connect Your Data.”** This section introduces participants to the concept of open database connectivity (ODBC), detailing what ODBC is, why it is necessary to have to analyze patterns and trends, and a step-by-step on how to get ODBC in your department (including language to send to executives, IT staff, and vendors as well as screen shots of exactly how to establish connection).

Part 4: **“Everything Tables and Linking”** outlines the key factors relative to table structure and linking tables in Microsoft Access®. These instructions are pivotal in designing a properly functioning database with all its automated processes.

Part 5: **“Creating Master Tables Using ‘Make Table’ and ‘Append’ Queries”** outlines the key factors relative to creating and appending to master tables in Microsoft Access®. These instructions are pivotal in designing a properly functioning database with all its automated processes.

Part 6: **“Data Quality and Cleaning Tips Like You’ve Never Seen Before!”** outlines the key factors relative to developing the cleanest data for quality analysis. These instructions are pivotal in designing a properly functioning database and processes for data-driven strategies.



Part 7: **“Making Analytics Easier with Expressions”** You may have great data... but now what do you do with it?! This segment is a MUST for analysts who want dig into their data while automating as much as possible! This segment will share several common expressions that will facilitate the analytical flow.

Part 8: **“How to Identify ‘Top’ Locations, Offenders, and More with Queries”** Every analyst wants a quick and efficient way to identify the top crash or crime locations during a specific season, to identify the "heavy hitters" taking up the most police time, to create yearly comparisons and monthly reports, and to identify deployment strategies in the hot spot zones that send officers where they need to go exactly when they need to be there.

Part 9: **“How to Create Rocking Reports and Automation Processes”** Ever wish you could press the "Easy" button, grab a coffee or tea, and then return to your desk to find your reports are completed? It's possible! This section focuses on refining and automating processes so that your database can work for you! We will explore how to generate automated reports for print and how to automate other processes in Microsoft Access®.

Part 10: **“Z-Score and Statistical Significance Made Easy (Excel)”** Provides a solid understanding for analysts to put structure to their analysis. We will explore what statistical significance means, what model to use to determine that a threshold has been met, and how to make it all look simple and pretty for presentation.

Part 11: **“Introduction to ArcGIS Pro for DDACTS”**

Part 12: **“ArcGIS Series - Dots on the Map. Plotting Querying Crash and Crime Data from a Variety of Data Sources”**

Part 13: **“Identifying and Analyzing Hot Spots for DDACTS”**



## 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.



## NATIONAL WHITE COLLAR CRIME CENTER

### **Stress & Resilience in Law Enforcement**

#### [Catalog Link](#)

This free course will provide insight and information on the topic of wellness and mental health, focusing on stress and resilience in everyday policing. At the conclusion of this course, you will understand how stress affects the brain, alters behaviors and feelings, and tools to build resilience. It is imperative that law enforcement officers understand that to take care of others you must take care of yourself first. Wellness and mental health training is not an option, but a requirement to ensure you can sustain a healthy career and personal life.

Online                      1 hour



## GRACIE UNIVERSITY

### **Gracie Survival Tactics Instructor Level 1 Certification**

#### [Catalog Link](#)

Gracie Survival Tactics (GST) is a de-escalatory defensive tactics system based on Gracie Jiu-Jitsu that incorporates time-tested techniques into an easy-to-learn system designed to help officers humanely prevail against larger and stronger opponents. GST has been reviewed both medically and legally for use in law enforcement. Although GST was developed for its tactical effectiveness, its humane, leverage-based techniques are less likely to cause serious injury to both officer and arrestee.

Classroom                30 hours



## AXON ENTERPRISES, INC.

### **De-escalation as an Outcome**

#### [Catalog Link](#)

This one-hour course integrates de-escalation into the learning continuum for police interactions and emphasizes the importance of attempting to avoid an escalation that results in use-of-force.

The course will discuss the difference between an imminent threat and a potential threat, two categories of de-escalation, how fear influences responses and various fear response indicators, and provide tips to increase active listening skills.

Online                      1 hour

## Active Threat/Active Killer - Module 3 - (Explosives)

[Catalog Link](#)

This course provides critical information in preparing an officer to respond to an Active Threat/Active Killer event involving explosives.

Classroom                      5.25 hours

## My Story: Kyle Dinkheller

[Catalog Link](#)

This dynamic course takes an insider look at the murder of Kyle Dinkheller, one of the most impactful officer-involved shootings captured on video. This accurate portrayal is crafted by individuals touched by the event, not just a recreation of the dash-cam that did not see the entire event. It includes tactical lessons and an interactive training scenario that places you in the role of an officer making the traffic stop. It includes the potential use of more recent technologies and methodologies to resolve the event.

Classroom                      2 hours







## VECTOR SOLUTIONS

### **Human Trafficking Basics for First Responders**

[Catalog Link](#)

By the end of this course, you will be able to:

- Explain human trafficking and its history
- Recall programs that address human trafficking
- Classify human trafficking and smuggling
- Identify victim vulnerabilities
- Identify various traffickers and trades
- Recognize signs and cues of human trafficking, along with evidence during investigations
- Explain interview procedure recommendations
- Describe various types of evidence and proper preservation
- List resources available to human-trafficking victims

Online                      1 hour

### **Health and Wellness in Public Safety**

[Catalog Link](#)

After successfully completing this course, you will be able to:

- Describe wellness and the factors that influence it
- Explain how to develop a safe exercise program
- Discuss proper nutrition, dietary programs, and nutrition strategies
- Identify stress and mitigation strategies
- Explain critical-incident stress and response phases
- Recognize the warning signs of various emotional issues and indicators of substance abuse
- Describe tactics to combat hypervigilance

Online                      1 hour

### **Patrol - Officer Training Techniques**

[Catalog Link](#)

After successfully completing this course, you will be able to:

- Recognize different training reform measures and research involved in training reform
- Review data on different state standards for police training
- Discuss the elements in effectiveness of training
- Review crucial training techniques for law enforcement that have evolved over the decades

Online                      1 hour



## VECTOR SOLUTIONS

### Contact and Cover

[Catalog Link](#)

After successfully completing this course, you will be able to:

- Identify the tactical concept of contact and cover
- Explain applying contact and cover during calls for service
- Discuss the responsibilities of the cover officer
- Describe the responsibilities of the contact officer
- Explain the role of a supervisor in the contact and cover concept

Online                      1 hour

### Vehicle Close Quarter Battle

[Catalog Link](#)

By the end of this course, you will be able to:

- Explain handgun versus long gun and special considerations
- Describe bullet behaviors against various parts of vehicles
- Describe officer positioning during VCQB
- Identify low light VCQB engagements
- Describe officer behaviors and new technology to combat ambush attacks

Online                      1 hour

### CPR Academic

[Catalog Link](#)

By the end of this course, you will be able to:

- Understand the different types of consent
- Explain the steps to take if an adult, child, or infant is choking
- Describe the process for determining the need for CPR and how to recognize cardiac arrest
- List the Out of Hospital Cardiac Arrest Chain of Survival
- Explain and apply the appropriate CPR algorithm for adult, child, and infant patients
- Describe how to use an AED and properly place AED pads on a victim.

Online                      1 hour



## VECTOR SOLUTIONS

### Justice-Based Policing

[Catalog Link](#)

By the end of this course, you will be able to:

- Describe factors that affect decision-making
- Explain procedural justice and its four tenets
- Describe fair and impartial decision-making techniques, including the F.A.I.R. acronym, for fostering community trust
- Apply procedural justice and fair and impartial decision-making tactics and techniques to daily routines

Online                      1 hour

### Critical Incident Response

[Catalog Link](#)

By the end of this course, you will be able to:

- Describe critical incidents and provide examples
- Describe the frequency and categories of critical incidents
- Explain pre-critical incident training, preparedness, and coordination
- Describe how to manage critical incidents including the 7 C's
- Explain post-critical incident debriefing, after-action reports, and officer well-ness
- Describe lessons learned from past critical incidents
- Explain critical incident stress management models and recognize associated signs and symptoms of critical incident stress
- Recognize the need for stress screening, resources, and counseling
- Recall statistics related to various types of line-of-duty deaths during officer response

Online                      1 hour



## VECTOR SOLUTIONS

### **Drug Interdiction**

[Catalog Link](#)

Illegal drug activity has been a growing problem for many years. In fact, it has become so prevalent that drug interdiction can no longer be handled solely by specialized units. Uniformed patrol officers have augmented the United States' team of sworn law enforcement personnel assigned specifically to anti-drug operations by 4%, and they have become a valuable tool in intercepting drugs in transit.

Online                      1 hour

### **Drug Investigation**

[Catalog Link](#)

By the end of this course, you will be able to:

- Identify the risks involved in drug investigation
- Discuss the laws that govern search and seizures.
- Identify various drugs and recognize clandestine drug labs
- Properly collect and store evidence

Online                      1 hour

### **Excessive Force**

[Catalog Link](#)

By the end of this course, you will be able to:

- Identify the differences between reasonable force and excessive force
- Explain the various causes and contributing factors of excessive force incidents
- Describe the legal issues in use of force incidents and legal precedents associated with excessive force allegations
- Explain the procedures, responses, and potential consequences following use of force incidents
- Explain strategies for preventing excessive force incidents

Online                      1 hour

## VECTOR SOLUTIONS

### Evidence-Based Policing

[Catalog Link](#)

By the end of this course, you will be able to:

- Define evidence-based policing
- Explain the value of research in evidence-based policing
- Describe how to measure performance
- Identify problems with evidence-based policing
- Describe how to evaluate new practices and test alternatives

Online                      1 hour

### Emergency Vehicle Pursuit Operations

[Catalog Link](#)

By the end of this course you will be able to:

- Describe different pursuit techniques
- Explain the roles of key personnel during a pursuit
- Describe important radio-communication techniques
- Describe the basic steps of documentation and report writing
- Describe technological advances and assistive devices used in pursuits
- Assess the risk versus benefit of a pursuit decision
- Explain the main causes of vehicle-pursuit collisions
- Recall findings from relevant court cases

Online                      1 hour

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](#)

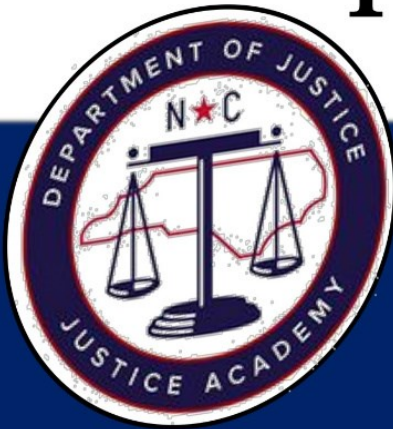


# Standards & Training DIRECTOR Magazine



June 2023

## Focus on Academy Training



North Carolina Criminal  
Justice Academy  
&

University of Illinois  
Police Training Institute



D E N V E R

## 2023 IADLEST Annual Conference Highlights



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# 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* is a publication to bring association 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 are directed 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. Graphics or photographs may be included with suggested placement in the article, however, final placement will be the decision of the magazine editorial staff.

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

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

### Relevance to the Audience and Factual Accuracy

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

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

Send article submissions to:

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# Additional Reading



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

This article from the [July 2011 IADLEST Newsletter](#) is just as relevant today as the day it was written.

## **Miranda Warnings and Juveniles** Page 19

*By: Jack Ryan, Attny., Legal and Liability Risk Management Institute*

"Law Enforcement Removal of a Child from Classroom for Questioning May Be Custody for Miranda Purposes."

A very interesting analysis of case law.

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