



Newsletter

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International Association of Directors of Law Enforcement Standards and Training

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POST DIRECTOR CHANGES



Wisconsin: Ronald W. Betley

Ronald Betley is the Director of the Training and Standards Bureau at the Wisconsin Department of Justice. He joined the Training and Standards Bureau Team as an Education Consultant in June 2019 and was appointed Bureau Director in October 2023.

Prior to joining the Wisconsin DOJ, Ron was employed as a sworn law enforcement officer with the Rock County Sheriff’s Office in Janesville, Wisconsin. He retired in 2019 after over 27 years of service. At the time of his retirement, he held the rank of Detective and served as a lead firearms and use-of-force instructor. He also served as a team leader with the Sheriff’s Office SWAT team and was the team’s firearms training range master and tactics instructor.

Additionally, Ron was a Wisconsin LESB certified Firearms and Vehicle Contacts Master Instructor Trainer and Range Master for the Blackhawk Technical College Law Enforcement Academy in Janesville Wisconsin. He also instructed Defensive Tactics, Tactical Response, and other general topics in the law enforcement academy.

During his law enforcement career, Ron has attended countless hours of advanced level investigative and tactical training. He has amassed a great deal of first-hand operational experience as a criminal investigator, tactical officer, tactical skills instructor, and is a court-recognized expert witness in firearms and tactical skills training.



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

POST DIRECTOR CHANGES

Delaware: Sean E. Moriarty, Ed.D.



The Delaware Department of Safety and Homeland Security (DSHS) announced Sean E. Moriarty, Ed. D. as Executive Director of the new Police Officer Standards and Training Commission (POST).

POST, now a new division within DSHS, was created through House Bill 206 and signed into law in August to replace the Delaware Council on Police Training (COPT). Legislators, advocates, community members and law enforcement worked together to create the new Commission.

With more than 30 years of law enforcement experience, he will lead the Commission in establishing hiring and training standards for Delaware police officers as well as overseeing significant allegations of police officer misconduct. In addition, he will advise the Delaware Police Accreditation Commission (DPAC), which is responsible for establishing policy and standards for police agencies, assisting agencies with standardization and accreditation, and issuing guidelines for local police oversight commissions or boards.

“Director Moriarty’s commitment to upholding the highest standards of law enforcement makes him best suited to lead this new commission at this time. His wealth of experience and leadership will undoubtedly make a positive impact in his new role. I look forward to his continued contributions to our law enforcement community,” said Safety and Homeland Security Secretary Nathaniel McQueen Jr.

Director Moriarty, who recently retired from the State Police as a Major, focused significant time and effort on education, policy development, community engagement, and police professionalization during his career. He held various positions during his career including Director of Training for the DSP Training Academy and Administrator for COPT. In this capacity, he oversaw all aspects of recruitment, in-service, firearms, canine, and elective training. This included revising the entire training curriculum and enhancing instructor development.

“The Delaware Police Officer Standards and Training and the Police Accreditation Commissions will play a significant role in collaborating and assisting law enforcement agencies towards greater professionalization, standardization, and accountability. I am extremely grateful for the opportunity to continue serving our citizens in this new role,” said Executive Director Moriarty.

He holds a Doctorate of Education in Innovation and Leadership, a Master of Science in Criminal Justice, a Bachelor of Arts in Criminal Justice, and he is a graduate of the Federal Bureau of Investigation National Academy.



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@delaware.gov)

Highlights from the IADLEST Executive Committee Meeting Minutes

May 14, 2023, Denver, CO

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

(Minutes approved by the Committee October 2023)

Guests

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

Karen Freidman, Director of the Criminal Justice Innovation, Development and Engagement US Department of Justice Office of Justice Programs.

And

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

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

- ◆ IADLEST received a request from the Bureau of International Narcotics and Law Enforcement (INL) to update their counter-narcotics police curriculum and have that curriculum certified by the National Certification Program (NCP).
- ◆ Deputy Director Brian Grisham will be representing IADLEST on a Nationwide Homeland Suspicious Activity Reporting (SAR) project.
- ◆ Deputy Director Brian Grisham gave final approval to a National Decertification Index (NDI) survey sent out to all POST Directors by Hamline University. POST Directors, please fill out the survey.
- ◆ Deputy Director Brian Grisham also did a presentation on the NDI at the USA Police Complaints Processes for the Transparency and Research Institute in June.
- ◆ Victor McCraw will represent IADLEST at the FBINA Conference in July to promote the NDI and IADLEST.

Grant Awards

- ◆ New TxDOT DDACTS Grant - \$528,269.61
- ◆ New TxDOT Truck and Bus Grant - \$145,048.67

Special Assignment Reports

- ◆ Homeland Security Grant Program Enhancements (Mike Ayers (GA))
- ◆ Roundtable on Criminal Justice Statistics (Mike Ayers (GA))
- ◆ World Police Summit (Brian Grisham (IADLEST))
- ◆ Vermont Legislature Testimony (Brian Grisham (IADLEST))
- ◆ Nationwide Suspicious Activity Report (SAR) Initiative (Brian Grisham (IADLEST))



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

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

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

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

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

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

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

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

Registration Deadline May 27, 2024

IADLEST Does More Than You Know

Project Updates

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

IADLEST is active in the following areas:

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

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



IADLEST Instructor Development Webinars



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

In-Context Learning

Evidence-Based Strategy to Improve Recruit Training

We are Measuring the Wrong Things

"MAD SCIENCE" in Instructional Design



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

WHAT DOES THE RESEARCH SAY? The Science of Learning

DESCRIPTION:

In this session we will compare our current beliefs to research studies on how adults learn and discuss how to apply this research to your training, that looks at the most effective way to take notes, how to organize topics, the best ways to present information, and how we can maximize learning. Come and see whether your training is utilizing these evidence-informed practices or where to focus changes to improve performance.

LEARNING OBJECTIVES:

- Discuss the importance of research to the learning and development field.
- Evaluate your current beliefs about adult learning and effective training.
- Identify facilitation methods that increase recall and application.

Thursday, February 15th

1:00pm – 2:00pm ET

2024

INSTRUCTOR:

**KERRY
AVERY**

Kerry is the owner of Odin Training Solutions Inc. She has a master's degree in education and 20 years' experience designing training programs, with the last 15 years spent working with law enforcement agencies to develop classroom, online and blended learning courses. In addition to course development Kerry coaches and teaches law enforcement instructors on course design and facilitation and teaches for the Certificate in Adult and Continuing Education program at the University of Victoria. She has worked with law enforcement agencies in Canada, the United States, and contracted internationally with Amentum for ICITAP in Central America and Ukraine. Kerry is the managing editor for the ILEETA Journal, and has presented at the IACP, IADLEST, ILEETA and NAFTA conferences.



SPONSOR:



REGISTRATION LINK:

https://us06web.zoom.us/webinar/register/WN_K6TdxwhaTHezbB1g029FSA



CRI-TAC



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

[Learn More about CRI-TAC](#)



Officer Safety and Wellness



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

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



Vermont JTL and Curriculum Development



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

Job Task Analysis for the Vermont Police Academy

Jon Blum, Project Manager

IADLEST is conducting a job task analysis (JTA) study for the Vermont Police Academy (VPA). To recap, a JTA is the systematic process of identifying specific performance tasks that define a job. JTA studies are essential for providing training academies needed data to develop evidence-based and legally defensible curricula that prepares newly minted officers to perform successfully.

Because Vermont's law enforcement officer population is smaller than most states (<1500 total), IADLEST has been asked to survey *every* sworn officer working in Vermont. The survey will be distributed in January 2024 using a proprietary online platform. Officers assigned to work uniform patrol duties will be asked how frequently they performed a specific task within the last twelve (12) months using a sliding numerical scale similar to the one below.

Never = 0

Once = 1

2-3 times = 2

Once per month = 3

Once per week = 4

Several times per week = 5

Daily = 6

More than once per day = 7

First-line supervisors, management, and command staff will be asked to rate the consequences of inadequate performance (i.e., criticality) by uniform patrol officers for a specific task using a sliding numerical scale similar to the one below.

Minimal = 1

Not very serious = 2

Serious = 3

Very serious = 4

Disastrous = 5

First-line supervisors, management, and command staff will also be asked when officers should be taught a specific skill (e.g., basic training, field training, in-service training, advanced in-service training).

The results of the Vermont JTA study will serve as the foundation for revising the VPA's basic academy curricula for all law enforcement officers. IADLEST recently submitted a RFP seeking to be the vendor that develops Vermont's new basic academy curriculum.



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

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

| | | |
|---------------|----------------------------|---------------|
| October 2023 | TBA | |
| November 2023 | Pearland Police Department | November 14th |
| | Pearland Police Department | November 15th |
| | Pearland Police Department | November 16th |
| December 2023 | TBA | |

UPDATE:

Also see the article on the following page to learn about a new webinar series.

**UP-
DATE:**



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

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

| | | | |
|---------------|---|------------|---------------------|
| November 2023 | NTCCOG-Regional Police Academy | 11/14/2023 | 2-Hr Course - Basic |
| December 2023 | NTCCOG-Regional Police Academy | 12/05/2023 | 2-Hr Course - Basic |
| | Rusk Police Department | 12/05/2023 | 4-Hr Course - (TtT) |
| | Rusk Police Department | 12/06/2023 | 4-Hr Course - (TtT) |
| | LE Training Academy - Odessa College | 12/12/2023 | 4-Hr Course - (TtT) |
| | LE Training Academy - Odessa College | 12/13/2023 | 4-Hr Course - (TtT) |
| | El Paso Police Department Training Center | 12/14/2023 | 4-Hr Course - (TtT) |
| | El Paso Police Department Training Center | 12/15/2023 | 4-Hr Course - (TtT) |

UPDATE:

See the flyer on page 13 for more information about Large Truck and Bus Enforcement



NEW PROGRAM developed by IADLEST for the Texas DOT

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

**BUILDING ANALYTICAL CAPACITY
WEBINAR SERIES**

 **Webinar 1: Obtaining and Cleaning Data for Data-Driven Operations**
Tuesday, 19 December 2023, 13:00 CST 

 **Webinar 2: Depicting Crime and Crash Hot Spots: A Survey of Methods**
Tuesday, 23 January 2024, 13:00 CST 

 **Webinar 3: Working with Coordinates**
Tuesday, 13 February 2024, 13:00 CST 

 **Webinar 4: Analyzing Crashes for Causal Factors**
Tuesday, 19 March 2024, 13:00 CST 

 **Webinar 5: Data-Driven Evaluation**
Tuesday, April 16, 2024, 13:00 CST 

#EndTheStreakTx

Learn more about this **FREE** webinar series 

TxDOT Truck & Bus Enforcement Training

**Reducing Commercial Motor Vehicle Crashes
Be Part of Solution!**

FREE 2-hour and 4-hour Nationally Certified Training Courses

Texas consistently leads the nation in large truck fatalities and has one of the highest rates of bus fatalities each year. Even with the designated officers whose focus is on commercial motor vehicle traffic enforcement, there are simply not enough of them to reduce the number of crashes. A successful strategy being adopted throughout Texas is to train and encourage non-CMV certified officers, to include local and county law enforcement members, to actively engage large trucks and buses operators for common violations, e.g. speeding, disregard of a traffic signal, etc., thereby reducing crashes and fatalities.

Course Description

The Truck & Bus Traffic Enforcement Training Program is presented at **no cost** to the participant or agency and re-emphasizes the need for all **sworn officers** to engage large trucks and buses safely and effectively to reduce the rate of crash injuries and fatalities. Attendees who complete the training will receive **of TCOLE credits**.

Course Objectives

- Identify the common traffic violations associated with truck and bus crashes.
- Understand the safety considerations that apply before, during and after a stop.
- Detect potential indicators of serious vehicle defects and/or criminal activity.
- Recognize the documentation required when conducting a truck or bus traffic stop.

Host a Workshop

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



This training program was created by the International Association of Directors of Law Enforcement Standards and Training with grant support from a Texas Department of Transportation. The opinions contained in the program are those of the creators and do not necessarily reflect an official position of the Texas DOT.



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 33.



IADLEST National Certified Instructor (INCI)

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

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



IADLEST International Certified Instructor (IICI)

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

To see a listing of the international instructors certified during the last three months go to page 29.



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.

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



IADLEST Use-of-Force Policy Certification

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

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

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



Photo Credit:
National Park Police



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



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

Project Results

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

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

The results have been published in two formats:

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

And

A technical paper published in The Policing Journal.

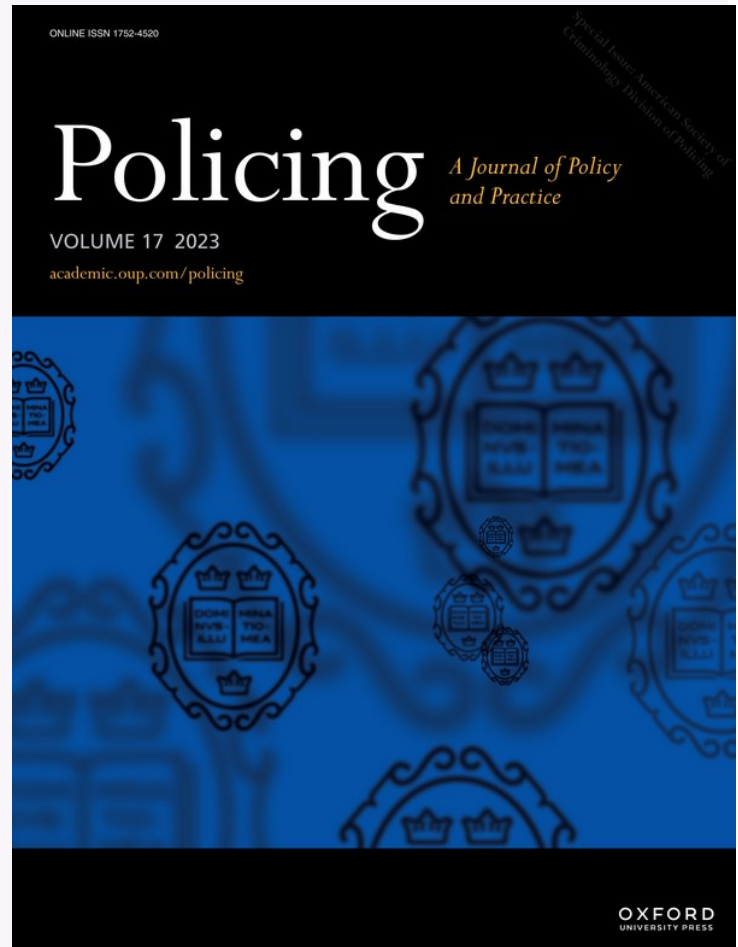
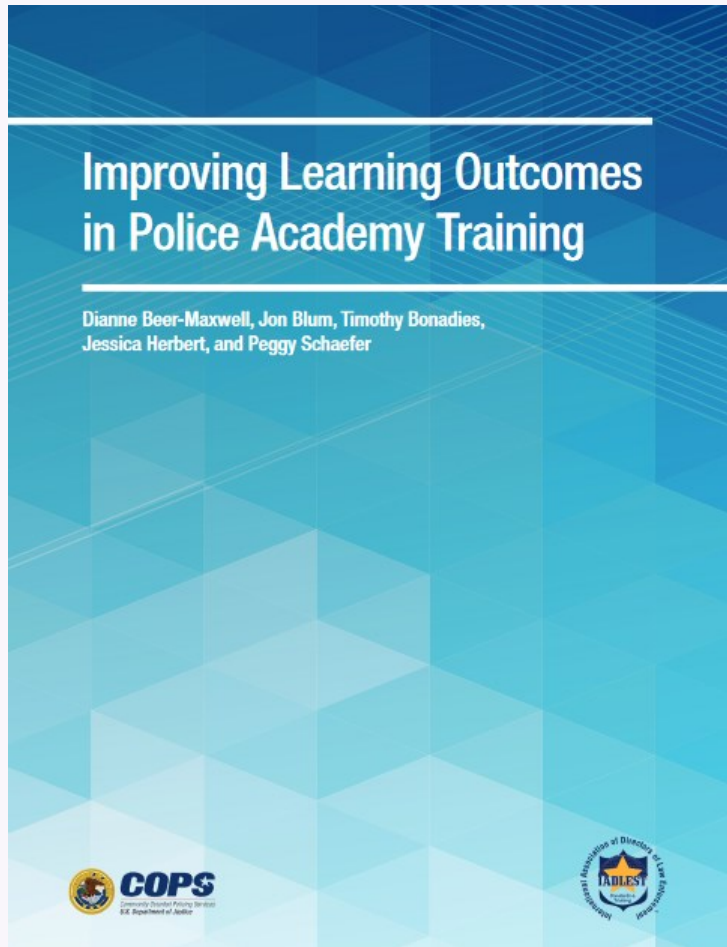
See the following page for a link to both as well as a link to additional Academy Innovations resources.



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.

Academy Innovations Project Results



Additional Resources:





Model Standards

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

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

[Model Standards for POST Agencies](#)

[Firearms Instructor Certification](#)

[IADLEST Training Standards](#)

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

[Military Police Training and Reciprocity](#)

[US Army Physical Readiness Requirements](#)

[Federal Training Reciprocity Manual](#)



Portland, OR 1940

Photo Credit:

Wikimedia Commons

IADLEST Has an Important Seat at the Table

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

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

- ◆ Member of the U.S Department of Homeland Security's Executive Steering Committee charged with updating the Suspicious Activity Reporting System (SARS) and related training.
- ◆ Member of the U.S. Bureau of Justice Assistance (BJA) Knowledge Lab Steering Committee.
- ◆ Member of the World Police Summit (Dubai) Board of Trustees
- ◆ Met extensively with the U.S. Attorney's Office and other Department of Justice (DOJ) personnel over the NDI and the federal version of the NDI under development to be known as the National Law Enforcement Accountability Database (NLEAD).
- ◆ Attended the swearing-in of Rosemarie Hidalgo, the Director of the U.S. Office on Violence Against Women.
- ◆ Met with the Metropolitan D.C. Police Department.
- ◆ Attended the COPS Office Listening Sessions on the De-Escalation Act.



IADLEST Partner Advisory Committee (IPAC)

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

IPAC Member meet during the IADLEST Conference in May 2023





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

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

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

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

UPDATE:

The RFP has been published and an online demonstration of the NDI was held for vendors to acquaint them with the current system and to answer questions about the expansion project.

We expect to award the contract in April 2024.

Expansion Project

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

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

We are anticipating adding more federal agencies to the system.

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

[IADLEST National Decertification Index](#)



National Law Enforcement Academy Resource Network (NLEARN)

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

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

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

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

The email list currently includes over 10,300 recipients.

Recent posts include:

- The Stretched-Too-Thin Blue Line
- Pitfalls of Private, Unregulated Training
- DWI Case Law Update
- Recruiting Women into Policing
- Seven Speedy Tips for Testimony
- Aging and Shooting

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

[NLEARN Website](#)

About IADLEST

Mission

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

Focus

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

Activities

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

Additional IADLEST Activities

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

For example here are some recent initiatives:

Nationwide Suspicious Activity Reporting

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

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

World Police Summit

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!





International Association of Directors of Law Enforcement Standards & Training

FOR IMMEDIATE RELEASE
Contact: IADLEST (208) 288-5491

Press Release

IADLEST and VirTra Award Atoka Police Department with a Free Simulator as Part of Taskforce Santa Project

December 14, 2023, The International Association of Directors in Law Enforcement Standards and Training (IADLEST) and VirTra (Nasdaq: VTSI) have announced the selection for the Taskforce Santa project, which provides a public safety training simulator to a deserving agency free of charge. On December 13, Atoka Police Department in Tennessee received its V-100® training simulator after being selected from over one hundred applicants nationwide.

After installing the simulator, a press conference was held at the police department. Atoka Mayor Barry Akin, Atoka Police Chief Anthony Rudolph, and VirTra CEO John Givens spoke to the dozens of attendees. Each expressed gratitude for the partnership and overwhelming support for the police and community of Atoka. When speeches and addresses concluded, scenarios were demonstrated for attendees to view.

All VirTra's simulators include coursework that is NCP certified by IADLEST, ensuring that the best training value is gleaned from the content. Throughout the event, each person from the police department and the city of Atoka placed great value on training. "Training for all of our staff is so important, we put a great emphasis on it" said Mayor Akin. "This is truly a historic event for Atoka."

Stories and nominations were sent in from law enforcement agencies and civilians from around the country, showing the vast need for training and funding. Atoka Police Department's story stood out as they listed heartfelt reasons why they could use the VirTra system: community engagement and education, enhancing officer safety and wellness and mutual aid/collaboration with other small local agencies.

CEO John Givens echoed these sentiments, expressing his hope that the gift will enhance the town's safety and: "In the true spirit of Christmas, we hope this gift will keep this community and its great officers safer than they are today through realistic training."

Atoka Police Department received the V-100 simulator, its training software, NCP-certified coursework, less lethal tools, and a full year of service and warranty. Additionally, shipping company Pilot offered to ship the system from Chandler, Arizona to Atoka for free after hearing the story in the spirit of giving.

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.

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



Derrick Threadgill

Derrick is an active law enforcement supervisor with 28 years of LE experience and training. He has conducted use of force evaluations, pursuits, crashes, and internal affairs hearings. He has national Internal Affairs and Use of Force Instructor certifications.



Christopher Pfannkuche

Christopher is an experienced 43-year trial attorney, 31-year Criminal Prosecutor, 5-year ILEETA Staff Training Instructor, nationally certified Field Training Officer, 35-year licensed Private Detective, and 45-year certified teacher. Also IICI Certified.



David Bissonette

David is the senior Police Lieutenant with the Middletown, RI, PD. He has over 22 years of LE experience. He is a member of the RI Municipal Police Academy's Drill Instructor cadre. He teaches Use of Force, Active Diffusion & De-escalation, Autism for LE and High-Risk Vehicle Stop tactics.



Timothy Murray

Timothy "Dale" Murray has been a LE officer for over 18 years. He commanded a SWAT team for two years. After receiving his instructor certification he conducted training for the team, and in-service training for other sections of his department. He now teaches firearms and security.



Andrew DeMuth

Andrew has over 30 years experience in law enforcement. He has served as training officer, range master, PIO, youth police academy director and intelligence officer. He has authored articles for the FBI LE Bulletin, PoliceOne.com, ILEETA Journal, Officer.com and others.



Tony Slayden

Tony is a ranked Sergeant in the Office of Professional Standards and Training after spending two years in the Criminal Investigations Division and two years as a FTO supervisor with the Chatham County PD, Georgia.



Kyle Tilsley

Kyle has spent 28 years with the Maine State Police, the last three as Troop Commander of Troop B in the town of Gray, Maine. He has been the primary FTO for multiple Troopers and was the Troop B FTO Supervisor for 8 years. He continues to share his passion for the future generation by teaching several classes, and by working part-time for a local small department.



Michael Halbleib

Michael is currently a detective with the Bardstown KY Police Department Narcotics Unit. He has been an instructor for six years with the Public Agency Training Council. Mike has been teaching in the field of narcotics in the community, in-service and recruit classes for over 24 years.



NEW INTERNATIONALLY CERTIFIED INSTRUCTORS UPDATE CERTIFICATION FOR INTERNATIONAL TRAINERS

By: Kelly Alzaharna, IADLEST Program Manager



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



Christopher Pfannkuche

United States of America

Languages: English

Christopher is an experienced 43-year trial attorney, 31-year Criminal Prosecutor, 5-year ILEETA Staff Training Instructor, nationally certified Field Training Officer, 35-year licensed Private Detective, and 45-year certified teacher. He is also INCI certified.

Excellence

“If you are persistent, you will get it.
If you are consistent, you will keep it.”

— Anon



IADLEST/LAPSEN Certified Youth Instructor



We congratulate educator, Brian C. Smith, the latest individual to receive Certified Youth Instructor certification from IADLEST.



Brian retired from the Chicago Heights PD as captain after 30 years service. He is a NRA Firearms Counselor, NRA Law Enforcement Instructor, and Illinois Law Enforcement Instructor. He holds three martial arts black belts. Brian teaches firearms to youths 12-16 years old, and martial arts/self defense to children 11 years old up to adults.

Brian is a graduate of the Chicago Basic Police Academy, holds an Associate in Criminal Justice, and is a graduate of the FBI National Academy's 184th session.

Teaching:

“A good education can change anyone.
A good teacher can change everything.”

— Anon



IADLEST

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

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

Did you know ?

Through the National Certification Program (NCP), when a training provider submits a course for certification review, NCP staff look for these two main components (to start with):

1. **WHAT** the provider plans to teach. We look for content that is supported and referenced by well-documented, professional sources.
2. **HOW** the provider plans to teach the material. One of the goals of instructional design is to mirror, as closely as possible, how the student will be expected to perform in the field. This requires the instructor to get creative and innovative with their instruction, refraining from simple PowerPoint lectures and instead using the classroom as an active, student-centered learning environment with activities that support the curriculum.

NCP Staff spend a significant amount of time working with and mentoring training providers in how to engage their students at a deeper level, using critical thinking skills. Our goal is to keep students in the “Application” level of Bloom’s Taxonomy or above. Not only will they understand the material, they will know how to use it!

* * * * *

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

View the NCP Certified courses at: FirstForward.com



IADLEST Nationally Certified Training Courses Update



IADLEST

National Certification Program Certified Courses

For more information, contact

JimGordon@iadlest.org

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

Leadership



Vector Solutions

[Ethical Decision Making for Law Enforcement](#)

1 Hour

Online



10-8 Communications

[The Executive Communicator](#)

24 Hour

Classroom

Emergency Care



VirTra

[Infectious Diseases](#)

4 Hour

Classroom

Criminal Investigation



Daigle Law Group

[Virtual Internal Affairs Certification Training Program](#)

35 Hour In-Person (Virtual)



National White Collar Crime Center

[Intellectual Property Theft: Time to Make a Difference](#)

1 Hour Online Free

[Tools and Techniques for Financial Investigations](#)

8 Hour Classroom Free

[Obtaining Cross-Border Electronic Evidence](#)

4 Hour Online Free

[Introduction to Cybersecurity for Law Enforcement Executives](#)

2.5 Hour Online Free

[EZ Tools: Timeline Explorer](#)

2 Hour Online Free

[EZ Tools: Prefetch with PECmd](#)

1.5 Hour Online Free

[Ransomware: An Introduction](#)

1 Hour Online Free

[Introduction to Previewing](#)

1 Hour Online Free

[Deepfakes: An Introduction to Synthetic Media](#)

1.5 Hour Online Free



FEMA

Office for Bombing Prevention (FEMA)

[Response to Suspicious Behaviors and Items for Bombing Prevention](#)

1 Hour Classroom Free

Use of Force



Calibre Press

[Constitutional Use of Force](#)

8 Hour Classroom

Weapons Training



Offset Consulting

[Handgun Mounted Red Dot Optics Instructor Course](#)

8 Hour Classroom



VirTra

[Active Threat/Active Killer \(ATAK\): Basic Principles \(Module 1\)](#)

3 Hour Classroom



SABRE

[SABRE 0.68 Caliber Projectile & Launcher Instructor Course](#)

10 Hour Classroom



Vector Solutions

[Open Carry Interactions](#)

1 Hour Online



Institute for Intergovernmental Research

[Machinegun Conversion](#)

0.5 Hour Online Free

Officer Wellness



Institute for Intergovernmental Research

[Valor, Survive and Thrive](#)

16 Hour Classroom Free

[SAFLEO Line Officer Training](#)

8 Hour Classroom Free



Innocent Justice Foundation

[SHIFT Virtual - Supporting Heroes in Mental Health Foundational Training](#)

7 Hour Classroom Free

Spreadsheet Skills



National White Collar Crime Center

[Basic Level Spreadsheets Skills](#)

7 Hour Classroom Free

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.



De-Escalation

National De-Escalation Training Center

[De-escalation Fundamentals](#)

8 Hour Classroom



Truleo

[Strategic Communication to Avoid Escalation](#)

2 Hour Online



International Association of Chiefs of Police

[Take Action: Make the R.I.G.H.T. Choice and Intervene](#)

8 Hour Classroom Free



Polis Solutions, Inc.

[T3 - Tact, Tactics, and Trust Basic User Course](#)

8 Hour Classroom

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



December 2023

Measuring the Effectiveness of Academy Training



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**Non-Compliance
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**Supporting
Veterans Who
Come Into Contact
With the Criminal
Justice System**

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**Unveiling the Art
and Science of
De-escalation in
Law Enforcement
Training**

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**Giving Sources
Credit: Avoid
Plagiarism**

Page 58

**Dispelling Boyd's
OODA Loop with
the Speed/Accuracy
Trade-Off**

Get Published with IADLEST

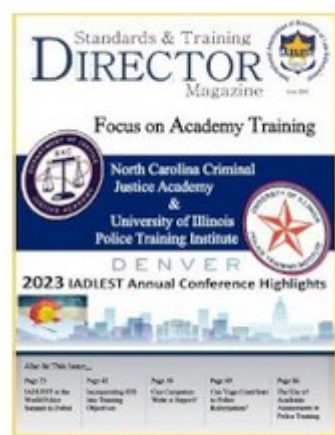
IADLEST is looking for authors who have expertise in training development or with instructing law enforcement topics, and who would like to write articles for the IADLEST *Standards & Training Director Magazine*. The magazine is published in March, June, September, and December.

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.

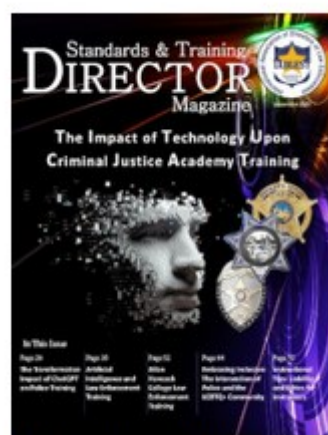
Authors submitting articles accepted for publishing will gain the satisfaction of demonstrating their professional expertise and can include the published article in their resumes. It can also be another demonstration of professionalism that employers can judge as satisfying eligibility requirements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



June 2023



September 2023

IADLEST Standards & Training Director Magazine

Author Guidelines

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

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

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

Preparation

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

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

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

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

Relevance to the Audience and Factual Accuracy

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

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

Send article submissions to:

E-Mail Address:

STDM@iadlest.org

Comments or inquiries can be mailed to:

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Suite 102,
Eagle, Idaho 83616.

Website:

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



Additional Reading



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

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

School Officials Did Not Violate 1st or 14th Amendment during Investigation of Student's Violent Essay. (Page 20)

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

Eleventh Circuit Upholds Evidence Found during Vehicle Inventory (Page 24)

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

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

