



# Newsletter

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## POST DIRECTOR CHANGES



### **Maine: Jack D. Peck, Jr.**

Jack D. Peck, Jr. grew up in the Farmington, Maine area and graduated from Mt. Blue High School. He began his police career in 1984 when he was hired as a patrolman for the Cape Elizabeth Police Department. Upon returning to the Farmington area in 1988, he accepted a position as a correctional officer and rural patrol deputy with the Franklin County Sheriff's Department. He was hired in 1989 by the Farmington Police Department and steadily rose through the ranks. He has served as a Patrolman, Detective, Patrol Sergeant, Lieutenant and served a two-year assignment as a Special Agent with MDEA. He has been proudly serving his community as Police Chief since 2010. In 2008, he earned an Associate Degree from Southern Maine Community College and graduated Magna Cum Laude from Husson University in 2013, with a B.S. in Criminal

Justice. In addition, he holds an Executive certificate from the Maine Criminal Justice Academy (MCJA). He attended the FBI National Academy and graduated with the class of the 216th session. He has been an active member of the Maine Chiefs of Police Association (MCOPA) since 1998, when he was promoted to Lieutenant. He serves on several committees within the MCOPA, which include the policy, awards, training, and finance. For the last two years, he has been honored to be the first representative for the MCOPA to the Maine Sheriff's Association Board of Directors. He was the President of the MCOPA in 2020. As an active community member, he serves on the Board of Directors for the domestic violence advocacy agency Safe Voices, Franklin Memorial Hospital and until recently the Western Maine homeless Shelter and Evergreen Behavioral Services. As well, he was a Governor's appointment to serve on the Maine Justice Assistance Council. Married to his wife Faith for forty years, they have one son, Jack D. Peck, III, his wife April and two beautiful granddaughters, Adriana and Ava.

Jack retired from the Farmington Police Department on November 9, 2020, thirty-one years to the day of his start date with that agency and a career that spanned almost thirty-seven years. After a two-day hiatus he began a new career chapter at the Maine Criminal Justice Academy (MCJA). He was hired as the Assistant Director of the only academy in the State of Maine and immediately became a member of IADLEST. The MCJA provides basic training to all law enforcement and correctional officers in the State of Maine. They are also responsible for all certifications and de-certifications.

On May 12, 2022, he was appointed the Director of the MCJA.

*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@maine.gov)*

**POST DIRECTOR CHANGES**



**Florida: Chad Brown**

Mr. Brown has more than 28 years of law enforcement experience. He started his law enforcement career with the Gainesville Police Department, where he served in various roles, including patrol operations and investigations. Mr. Brown began his Florida Department of Law Enforcement (FDLE) career in 2007 as a special agent at the Gainesville Field Office, where he worked investigations involving major drug, economic crime, computer crime, public integrity, and violent crime. In January 2014, he was promoted to inspector in what was then known as the Office of Inspections, where he conducted agency-wide reviews of investigative activity for compliance with FDLE policies and procedures. He was promoted to special agent supervisor in the Office of Statewide Intelligence in August 2014, where he managed the Intelligence Watch and Warning Desk and served as the director of the Florida Fusion Center.

In June 2015, Mr. Brown became the resident agent in charge of the Gainesville Field Office, managing FDLE’s day-to-day investigative operations for five counties in north central Florida. In February 2020, he was promoted to assistant special agent in charge in the Office of Statewide Investigative Services, overseeing the day-to-day operations of Florida’s Sexual Offender and Career Offender Registries, and the Missing Endangered Persons Clearinghouse.

The Criminal Justice Professionalism division promotes and facilitates the competency and professional conduct of criminal justice officers through a partnership with criminal justice agencies. The division provides entry-level and in-service officer training, criminal justice leadership development and executive training, and maintains disciplinary procedures.

The Professionalism division provides staff support to the Criminal Justice Standards and Training Commission, the Florida Medical Examiners Commission, and the Commission for Florida Law Enforcement Accreditation.

Additionally, the division is responsible for the Criminal Justice Executive Institute, the Leadership Center, the Florida Alcohol Testing Program, training of sworn FDLE personnel, the Florida D.A.R.E. (Drug Abuse Resistance Education) Program, and more.

Mr. Brown holds a bachelor’s degree in administration of criminal justice and a master’s degree in strategic leadership.



*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@fdle.com)*

**POST DIRECTOR CHANGES**



**North Dakota: Pat Helfrich**

I started law enforcement in 1985 and worked for the Morton County Sheriff's Office for 17 years. In those years, I was a jailer/dispatcher and then went to the street as a patrol deputy, where I finished with Morton County as a Sergeant. I started with NDBCI in 2006 and was stationed in Dickinson for six years where I worked Criminal and Narcotic investigations. In 2012, I moved back to Bismarck, where I worked internet crimes against children and did digital forensics for over 12 years. When I heard about previous Executive Secretary's retirement, I felt it was time for a change and applied for the position of Executive Secretary for the ND POST.



**Other Newly Appointed POST Directors:**

**Utah: Travis Rees**



**Iowa: Brady Carney**



*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@iadlest.org)*

# 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
- ◆ Informational

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





# **International Association of Directors of Law Enforcement Standards and Training (IADLEST) White Paper in Support of Full and Complete Access to Criminal History Record Information for Law Enforcement Certification Purposes**

IADLEST September 18, 2023

**TOPIC:** Law Enforcement Certification Authority Access to Criminal History Information

**OBJECTIVE:** Full and Complete Access for Certification Authorities to CJIS Criminal History Information and Criminal History Reports

**HIGH LEVEL PROBLEM:** Negative Impact on Law Enforcement Accountability and Reform

Directors of the individual Peace Officer Standards and Training (POST) agencies in the United States and Territories are responsible for preventing persons with disqualifying criminal histories from gaining and/or maintaining employment or volunteering as law enforcement officers within the United States, and thereby reducing the vulnerability of citizens to police misconduct, and generally safeguarding the safety and well-being of the public. Effectively, POST Organizations are the gatekeepers to the law enforcement profession, with a primary goal being to keep known bad actors out.

- POST agencies perform roles that mirror law enforcement and criminal justice agencies, such as performing detection and investigation of crimes within their statutory authority.
- POST agencies operate in support of criminal justice and law enforcement agencies' missions.

Over fifty thousand individuals annually apply for employment as law enforcement officers within the United States of America. Local, county, state and tribal law enforcement agencies submit these individuals to their state POST agency for certification. Applicants voluntarily consent in writing to disclosure of their Criminal History Record Information when applying for employment to perform the duties of a law enforcement officer.

Existing CJIS policy prevents most POST agencies from receiving full and complete criminal history record information contained in criminal record repositories of the federal government and the respective states. This prohibition is directly related to the current construct of 28 USC 534 and CFR 28 Part 20 and accompanying policy and procedures through the FBI CJIS Advisory Policy Board.

The inability of the POST agencies to obtain full and complete access to criminal history record information has resulted in individuals with otherwise disqualifying criminal histories attaining employment and volunteer status as law enforcement officers when such disqualification is not reported or is concealed by the hiring law enforcement agency. Contributing factors also include:

- Often employing agencies perform minimal and/or insufficient background checks of applicants.
- There have been cases of intentional failure to disclose disqualifying information, even by the hiring agency.

Consequently, it is imperative that a POST entity verify the background independently to allow POST agencies to fulfill their role as gatekeepers charged with assuring only qualified individuals receive appointment as law enforcement officers.

We propose that U.S. Code be enacted or an amendment be made to 28 U.S.C. 534 and CFR 28 Part 20 and accompanying policy and procedures through the FBI CJIS Advisory Policy Board to authorize the state POST agencies to receive the full and complete criminal history records information and other criminal justice datasets maintained federally and by the respective states upon proper application for such access.

# 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:

- Alternatives to ADDIE: Three Instructional Design Models to Consider**
- Establishing Best Practices for Experiential Training Sessions**
- Delivering Open Source Intelligence 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
- Remember: Complacency Kills!

### Update

IADLEST has met all of the deliverables in this grant from NHTSA. Our participation was completed in July 2023



## 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 beginning of the officer’s career.

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



# Vermont JTL and Curriculum Development



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





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

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

<b>August 2023</b>	<b>Richardson Police Department</b>	<b>August 15th</b>
	<b>Richardson Police Department</b>	<b>August 16th</b>
<b>September 2023</b>	<b>Webster Police Department</b>	<b>September 13th</b>
	<b>Galveston Police Department</b>	<b>September 18th</b>
	<b>Galveston Police Department</b>	<b>September 19th</b>

### UPDATE:

Also see the article on the following page for more details.



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. Recent course deliveries include the following:

<b>July 2023</b>	<b>NTCCOG-Regional Police Academy</b>	<b>7/17/23</b>
<b>August 2023</b>	<b>Crockett Police Department</b>	<b>8/3/23</b>
	<b>Bexar Co. Pct. 2 - AM Session</b>	<b>8/16/23</b>
	<b>Bexar Co. Pct. 2 - PM Session</b>	<b>8/16/23</b>
<b>September 2023</b>	<b>Brazoria County Sheriff's Office</b>	<b>9/26/23</b>
	<b>Brazoria County Sheriff's Office</b>	<b>9/26/23</b>
	<b>Brazoria County Sheriff's Office</b>	<b>9/27/23</b>

### Update:

Also see the article on page 11 for more details.

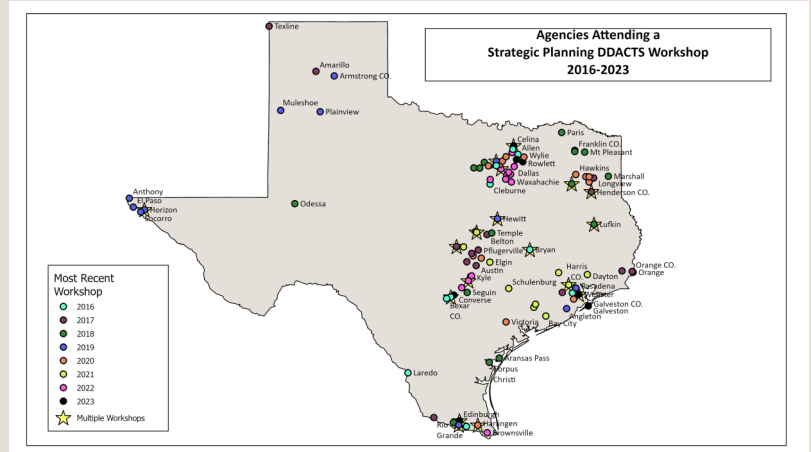
# TxDOT - Using Data-Driven Strategies and Agency and Analytical Training to Reduce Crashes and Social Harms Project Continues in 2024

IADLEST is pleased to announce its partnership with the Texas Department of Transportation (TxDOT) will continue into FY 2024 with a \$528,269 traffic safety grant award. The program renewal allows the one-of-a-kind *Using Data-Driven Strategies and Agency and Analytical Training to Reduce Crashes and Social Harms* (DDACTS) project to continue for the 9<sup>th</sup> consecutive year.

This partnership allows for a multi-faceted approach providing state, county, and local law enforcement agencies and their members with a variety of nationally certified onsite training and remote analytical/technical assistance that is geared to the specific needs of a given agency and its personnel, regardless of its current capacities, at no cost to the agency.

This unique collaborative endeavor provides Texas law enforcement officials and their agencies with the tools to develop a holistic approach while developing a data-driven operational policing strategy that is based on quality crash and crime data and is grounded in analysis that will assist TxDOT with its ongoing efforts to increase public safety by reducing crashes and other social harms throughout the state.

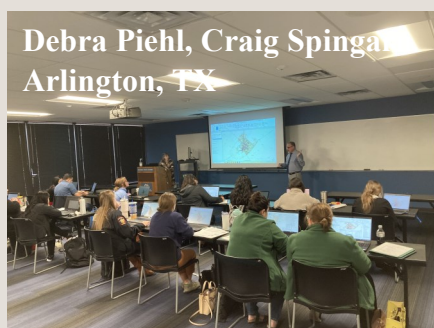
One need not look beyond the most recent grant period to see the success and the reach the project has had. Between October 2022 and September 2023, 633 law enforcement professionals received 4,660 man-hours of nationally certified in-person training and/or attended a live virtual training workshop that IADLEST delivered at **no cost** to agencies. Specifically:



- |   |           |          |
|---|-----------|----------|
| • 2- Basic-Level I Analytical Training workshops        | In-person | 2-day    |
| • 3- Data-driven Decision-Making Training workshops     | In-person | 2-day    |
| • 1- Intermediate-Level II Analytical Training workshop | In-person | 2-day    |
| • 13- Agency Strategic Planning DDACTS workshops        | In-person | 8-hours  |
| • 2- Data Analysis Using Microsoft Excel®– Basic        | Virtual   | 21-hours |
| • 1- Data Analysis Using Microsoft Excel®– Intermediate | Virtual   | 14-hours |
| • 1- Analysis in Action                                 | Virtual   | 14-hours |

In addition, a 4-part live analytical training webinar series was developed and delivered to 99 law enforcement analytical personnel. Analytical Specialists also provided 435 hours of remote and/or onsite analytical assistance to 41 state, county, and local law enforcement agencies.

IADLEST looks forward to continuing to work and assist law enforcement professionals across Texas to make their communities even safer as we move into FY 2024. For more information on this program or the free assistance and training, contact the Project Manager, [Daniel A. Howard](#) or go to the [Texas DDACTS Project](#).





# Texas - Reducing Large Commercial Motor Vehicle Crashes with Training and Data

IADLEST is honored to announce that the partnership with the Texas Department of Transportation (TxDOT) will continue into FY 2024 with a \$148,048 traffic safety grant awarding. This grant allows for the renewal of the *Reduce Large Commercial Motor Vehicle Crashes Through a Data-Driven Approach and Officer Training* project for the 6<sup>th</sup> consecutive year.

This Texas-centric approach re-emphasizes the need and provides the training necessary to have all sworn officers engage large trucks and buses safely and effectively for the same violations committed by operators of passenger vehicles, thereby reducing crashes and fatalities. The training seeks to remove the cloud of uncertainty for officers as it relates to what they can stop a large truck for, what documents to ask the operator for, and, most importantly, how to engage the operators of large trucks safely. Further, although the training is available to all agencies across the state, IADLEST conducts a focused outreach effort in areas where state crash data shows large commercial vehicle crashes have occurred. Also, to expand the reach of this training to as many law enforcement professionals across the state as possible, IADLEST provides a 2-hour Basic course and a 4-hour Train the Trainer version so the participants can become part of the IADLEST instructor cadre or at least take the training back to their agency.

The success in the project is evident when looking at both the outputs and outcomes of the project. Since October 2018, IADLEST, with the assistance of several trained in-state adjunct instructors, conducted 187 workshops and delivered 8,646 hours of nationally certified training to 2,931 law enforcement professionals from every part of the state. In the most recent grant period ending September 2023 alone, IADLEST conducted 51 Large Truck and Bus Training workshops, where 726 persons received 2,258 TCOLE credit hours. Additionally, to bridge the gap in recruit training, IADLEST continued its efforts to get the 2-hour basic course training in police recruit classes, resulting in 6 recruit classes receiving the training as part of their basic academy training.

Of note, increasing this particular issue is one of the focuses going into the FY 2024 grant period. Even more important, for the third year, a post-workshop follow-up survey with attendees showed a large segment of respondents reporting an increase in their self-initiated activity involving large commercial vehicles, including 59% of respondents in the latest survey.

IADLEST remains enthusiastic about continuing this success as we move into FY

2024. For more information on this program or to bring a workshop to your agency in Texas, contact the Project Manager, Daniel A. Howard at [danhoward@iadlest.org](mailto:danhoward@iadlest.org) or go to [Texas-Truck and Bus Project](#).



*Lt. Billy Landers at the Brazoria County Sheriff's Office*



*Class in El Paso PD*



*Trooper Clint Walker at Bexar So*



*Class in Rowlett PD*



## Nationally Certified Training Program (NCP)

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

During 2022, IADLEST certified 127 training courses.

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



## IADLEST National Certified Instructor (INCI)

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

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



## IADLEST International 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 30.



# IADLEST/LAPSEN Certified Youth Instructor

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



## 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:  
Kindel Media





# 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



# IADLEST Leads Officials from Dominican Republic on Tour of US Police Academies

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As part of the IADLEST continuing cooperative efforts with the Pan American Development Foundation (PADF) to improve police training in the Caribbean, a study tour was recently completed with officials of the Dominican Republic Commission for Police Education Transformation. In the Dominican Republic, PADF is implementing the initiative "Police Professionalization in the Caribbean", a project funded by the US State Department International Narcotics Law Enforcement Bureau. The principal objective is the enhancement and modernization of police education by adhering to the international police education standards set forth by IADLEST.

At present, the country is undergoing a transformative process within its police force. As a result, the Dominican Republic Police Institute of Education and the Commission for Police Education Transformation was interested in drawing insights from US Police Academies. Of relevance to the study tour was the integration of technology into police training, the use of realistic training scenarios, and the incorporation of community engagement and problem-solving into training methodologies.

In collaboration with IADLEST, a study tour to the Orlando, Florida area from August 29th to August 31<sup>st</sup>, 2023 was held.

Four officials were part of the study tour:

Mu-Kien Sang - Executive Director of the Dominican

Republic Police Education Reform Commission

Gregorio Montero - Member of the Reform Commission,

and Vice Minister of Public Service of the

Dominican Republic Ministry of Public Administration

Colonel Cecilio Agramonte - Academic Vice-Rector of the Dominican Republic Police Institute of Education

Colonel Aida Valdez - Director of the Dominican Republic Police NCO School

Coordinating the tour were Mark Damitio, IADLEST Accreditation and Grants Manager and Mari Santana, Dominican Republic PADF Project Coordinator. The officials visited two IADLEST member academies: the Valencia College Criminal Justice Institute and the Polk State College Center for Public Safety.

Director Rob Pigman and his staff introduced the study

group to the law enforcement and corrections academy programs at Valencia College's School of Public Safety in Orlando, FL. It included an overview of their operations, their community stakeholders, classroom technology, a tactical simulator orientation (using the IADLEST IPAC Member VirTra System) and demonstration and a tour of the Orange Co. Sheriff's Office Driving Range (LEVO), which is used by Valencia College for the law enforcement and corrections academy programs. Officials had the opportunity to perform use-of-force decision-making in the VirTra Simulator and ride in the LEVO vehicles for real-world pursuit and precision driving scenarios.

Director Theresa Garcia and her staff introduced the study group to the law enforcement and the corrections-to-law-enforcement bridge programs at the Polk State College Kenneth C. Thompson Institute for Public Safety in Winter Haven, FL. It included a tour of their outdoor agility course, ROPES course, the mock scene "city", indoor transformable training areas, defensive tactics areas, their crime lab training room, and the Polk County Sheriff's Office Firearms Training facility, where the officials were given the opportunity to engage in Simunition© scenarios.

Added to the agenda was a presentation by Winter Park (FL) Chief Brett Railey (ret.), a valued IADLEST Subject Matter Expert. Chief Railey engaged the group with a presentation on agency transformation, motivation and using data to maximize resources.

The results of the tour were very positive, with feedback from the study group indicating that they will be able to use the information to further transform how police training is accomplished in their country.

A further outgrowth of the study tour was that project managers from other PADF-engaged Caribbean nations took notice. Due to the positive results, IADLEST has been engaged to perform similar US study group missions in the future for police training officials from Jamaica, the Bahamas, Trinidad & Tobago, and Guyana.

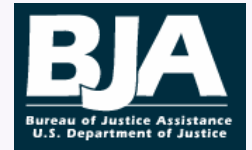
IADLEST wishes to sincerely thank the Valencia College Criminal Justice Institute and the Polk State College Center for Public Safety for their facilitation of the study visits and their willingness to showcase their excellent police training programs.



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.



Howard County, Maryland, Public Safety Training Center



## Model Standards

It is in the 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](#)



Police Call Box  
Washington, DC 1912  
Photo Credit: Wikipedia

## IADLEST Has an Important Seat at the Table

As IADLEST's reputation for expertise and 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 Department of Homeland Security's Executive Steering Committee charged with updating the Suspicious Activity Reporting System (SARS) and related training.
- ◆ Member of the Bureau of Justice Assistance (BJA) Knowledge Lab Steering Committee.
- ◆ Member 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 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.

### UPDATE:

**IADLEST is pleased to welcome two new organizations to the Partner Advisory Committee (IPAC)**  
**Command Presence Training**  
**Benchmark Analytics**





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 **52,566 records** have been entered by **49 certifying agencies**.

#### **UPDATE:**

The state of Georgia has stepped up its participation in the NDI. In addition to current activity, they have also uploaded ALL of their past decertification records. This has added nearly 18,000 records to the NDI database.

#### **Also:**

With increased participation from federal LE agencies, IADLEST is now the vetting agency for federal agency query requests. (See detailed article on the following page...)

#### **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](#)



# The NDI and Federal Law Enforcement Agencies

Although the National Decertification Index has been in operation in various iterations for the last 22 years, Federal law enforcement agencies are finally becoming aware of the value that the NDI can have for their pre-employment screening.

Up until now it has been all too easy for an officer decertified on a State level, to find employment with a Federal agency since there has been little or no communication between State and Federal authorities.

IADLEST has noted a significant uptick in Federal agencies such as the FBI, Department of Justice, Homeland Security, National Park Service, Veterans Affairs, Air Marshalls, and many other Federal law enforcement agencies applying for access to the NDI.

There has already been one report of a decertified officer having turned up in a pre-employment screening by a Federal agency.

Some State POST agencies have accepted the responsibility for vetting requests by Federal agencies in their state for access to the NDI.

However, due to the increased Federal LE interest in the NDI, IADLEST is moving to take over responsibility for vetting NDI access requests from Federal agencies. State POSTs who have been working with Federal agencies may have noticed that those agencies have disappeared from your lineup of organizations. IADLEST has moved those organizations and placed them under our authority.

You will also note that Military Police and National Guard Units have been removed from your lineup of organizations. Military Police and National Guard Units have been placed under the authority of the Department of Defense Peace Officer Standards and Training organization.

The currently planned expansion and restructuring of the National Decertification Index will include new features to better accommodate our Federal partners in law enforcement while continuing to meet the needs of state and local agencies.



*D.C Metropolitan Police outside US Treasury Building*

*Photo Credit: National Archives*



## 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 9,700 recipients.

Recent posts include:

Handgun Stopping Power

Common DUI Defenses

Retail Crime - A Perfect Storm

Case Law: Police Shooting Pets

Human Trafficking and the Media

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 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.

## **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!



**STUDY VISIT TO POST AND POLICE ACADEMIES IN THE UNITED STATES OF AMERICA:  
SUCCESSFUL MODELS TO STRENGTHEN TRAINING AND COMPETENCY VALIDATION IN THE  
COLOMBIAN NATIONAL POLICE**

[Translation by Carl Risheim]

The National Police of Colombia, within its transformation process, is advancing the implementation of a Standards Center, which becomes an essential strategic unit within the institution. It is responsible for establishing minimum professional standards, validating competencies of the uniformed personnel of the National Police, and issuing guidelines for police education.

Promoting the knowledge, skills, and abilities of all members of the Institution for the enhanced provision of police services is one of the objectives of the Colombian National Police Standards Center. Through directing training, education, and practice, it will develop the three dimensions of the individual student: being, knowing, and knowing how to implement it. The Standards Center will seek to incorporate innovations relevant for achieving significant learning.

Thus, within the efforts to improve the training and professionalization of the National Police of Colombia, there has been a decision to carry out a referencing process. This process allows for evaluating and comparing the best practices currently found within police forces worldwide and, through knowledge transfer, generate meaningful actions that position the National Police of Colombia at the forefront of training and validation processes.

In August of the current year, officials from the Standards Center visited the POSTs and police academies of Kentucky and North Carolina and the U.S. Federal Law Enforcement Training Center (FLETC). Through guided discussions, these organizations showcased the demanding teaching approach they implement in training police officers, providing up to date academic instruction, which includes a high percentage of time dedicated to practical application, complemented through different real and virtual simulation training scenarios which enhance the abilities of all uniformed personnel. This approach includes feedback processes that serve as a relevant factor in achieving significant learning within the student.

There's no doubt that all these efforts will efficiently prepare police professionals in Colombia, positioning it as an institution at the forefront of validation exercises. This cooperation was made possible thanks to the American Embassy, the International Office of Narcotics Affairs (INL), and the International Association of Directors of Law Enforcement Standards and Training (IADLEST). Special thanks must be given to each of the directors of the POSTs and academies that made the referencing exercise possible, presenting with a showcase of all their capabilities and demonstrating their professionalism and assistance to other police forces.



Major Cesar Ramirez Chapparo  
Acting Chief  
Colombian National Police Standards Center

*[See photos from the academy tour on the following page.]*





FLETC



Kentucky

North Carolina





# 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](#)



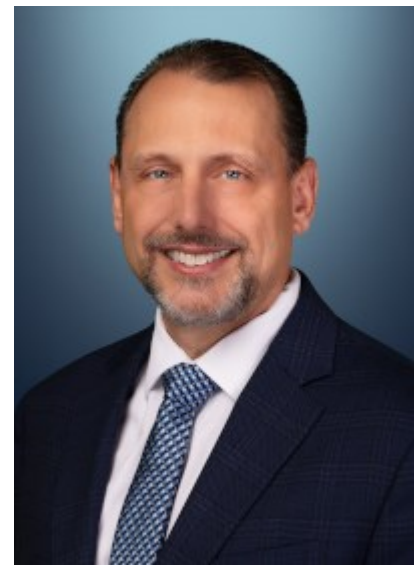
**James Kelly**

James serves as a Sergeant with the Brick Township NJ Police. He has been a certified academy instructor since 2017 and has taught Principles of Arrest, Search and Seizure, Use of Force, Cultural Diversity and his own curriculum titled Police Response to Substance Use Disorders in the Community.



**Joanne Catania**

Joanne recently retired as the Chief Medical Examiner Investigator at Western Michigan University Homer Stryker School of Medicine. She began her career as a police officer in 2000. She provides education and curriculum development for the Michigan POST, and operates her own training company offering death investigation training to agencies throughout Michigan.



**Troy Siewert**

Troy retired as a lieutenant after serving 30 years at the Orland Park PD. He is currently an instructor at the Illinois POST, specializing in Mental Health Awareness as well as Crisis Intervention Teams (CIT). He continues to teach law enforcement through his training company, Insightful Crisis Response, LLC.

# NEW INTERNATIONALLY CERTIFIED INSTRUCTORS



**Ben Rea**

Ben is the Director of the Piedmont Regional Criminal Justice Training Academy, Martinsville, VA. In addition to addressing the full range of duties as an academy director, he also teaches recruits physical fitness, healthy diet and wellness.



**Baldo (Al) Bello**

Al spent over 17 years in the Marine Corps and retired as Gunnery Sergeant. Currently, he is a sworn police training Detective with the Cicero IL PD. He specializes in Report Writing, Firearms, Use-of-Force and Adaptive Leadership.



**John Bostain**

John is President of Command Presence Training. His law enforcement career spans over 29 years. His company is a strategic partner of FBINAA, and teaches Leadership, Organizational Culture, Instructor Development, and Use-of-Force.



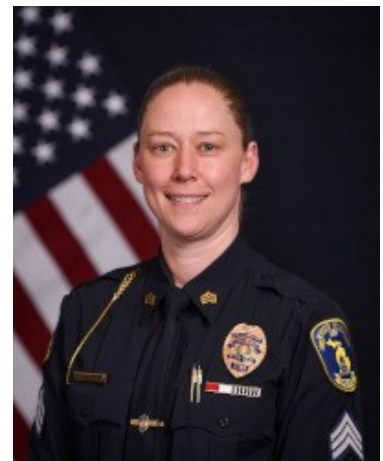
**Ken Pomeranz**

Ken has over 30 years experience serving in a number of organizations. He is now with the Phoenix PD in Arizona. He is a certified Senior Crime Scene Analyst and Forensic Photographer. He has taught forensics throughout the Southwest to LE and at universities and colleges.



**Paul Beasinger**

Paul has nearly three decades of law enforcement experience. He retired a lieutenant from Michigan's Lansing PD. He is currently and Instructor and Content Manager with Command Presence Training. He specializes in Instructor Development, Program Development, Leadership and FTO Training.



**Mandi Beasinger**

Mandi has over 20 years experience in law enforcement and is an officer with the Lansing PD in Michigan. She is currently the lead recruiting and hiring officer, and she is the Asst. Team Commander for the crisis negotiators on the tactical team. She has taught academy level classes in report writing and domestic violence.





**Victor Lauria**

Victor served with the Novi PD in California for 27 years. The majority of his career was spent in investigations. He is an instructor in both basic and advanced police training schools at Oakland Community College. For the last eight years he has been an integral part of Madonna University Criminal Justice Program.



**Ian S. Lovestock**

Ian is a career police officer spanning six decades and is currently commissioned as a Texas Peace Officer. He has a BA degree in Criminal Justice from University of Texas, and Master's in Education from Texas State University. He currently holds the position of Police Training Manager for Controlled F.O.R.C.E.



# NEW INTERNATIONALLY CERTIFIED INSTRUCTORS UPDATE CERTIFICATION FOR INTERNATIONAL TRAINERS

By: Kelly Alzaharna, IADLEST Program Manager



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



**Joshua Pierce**

*United States of America*

**Languages:** English

Joshua is an industry expert with over 20 years of security, program/project management, public policy, and development experience in rule-of-law, justice reform, and criminal justice related programs. Expertise includes curriculum design, security principles and practices, legal liabilities and crisis management.



**Allan Ring**

*United States of America*

**Languages:** English

Allan is a retired Military Policeman with over 22 years in the Army and an extremely diverse background in security and executive protection. He is an adjunct instructor teaching Advanced Dignitary and Executive Protection with R.L. Oatman and Associates.



**Justin Parker**

*United States of America*

**Languages:** English

Justin is a Training Manager with NW3C. He worked for the Iowa Department of Public Safety Division of Intelligence and Fusion Center for over 22 years. He teaches NW3C's suite of intelligence offerings. Intelligence Analysis, Strategic Analysis, Link Analysis and Intelligence Writing and Briefing.

## Leadership

“Never hold discussions with the monkey when the organ grinder is in the room.”

— Winston Churchill

# NEW INTERNATIONALLY CERTIFIED INSTRUCTORS



**Steve Gregory**

*United States of America*

**Languages:** English

Steve is California's first working journalist to become a POST-certified instructor. He is also the first journalist in the US to become certified by both IADLEST and ILEETA.

He teaches media relations and crisis communications. He is also INCI certified.

## Excellence

“If a man is called to be a street sweeper, he should sweep streets even as a Michaelangelo painted, or Beethoven composed music or Shakespeare wrote poetry.

He should sweep streets so well that all the hosts of heaven and earth will pause to say, 'Here lived a great street sweeper who did his job well.'”

— Martin Luther King Jr.



**Ian Tindale**

*Australia*

**Languages:** English

Ian commenced his service in public safety in 1989. He is an accomplished instructor and holds numerous vocational qualifications and master trainer qualifications. He has taught in The US, Singapore, New Zealand and Australia. He has authored articles related to tactics, response to violence, and operational safety.





# 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](#)



## Did you know the National Certification Program (NCP) was developed by POST Directors for POST Directors?

- ♦ Training programs are reviewed by training and development subject matter experts.
- ♦ The rubric used to assess training materials was based on input from all 50 State POST Commissions.
- ♦ Performance and learning objectives must match the lesson plan and be supported by the appropriate curriculum.
- ♦ Lesson plans are reviewed to ensure students are active in the learning and proper assessments are used to ensure student comprehension.
- ♦ Online/LMS-controlled learning programs are checked to verify that students cannot skip the training and go directly to the exam.
- ♦ Training programs must be supported by professional reference material.

You can be confident that NCP-certified training is based on current professional reference material, is defensible, includes best practices and is bias free.

\* \* \* \* \*

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](http://FirstForward.com)



# 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/>



**FEMA**

## FEMA CENTER FOR DOMESTIC PREPAREDNESS

### Field Force Operations

#### [Catalog Link](#)

Provides instruction in protest types and actions, legal considerations, responsibilities of mobile field force teams, and crowd-control methods. The course culminates with a series of hands-on activities to practice critical skill sets such as identifying considerations of protest situation, use of equipment to control crowds, executing crowd-control squad formations, positions within a mass-arrest team enabling apprehension, search, and subject detention.

Classroom 24 hours



## J. HARRIS ACADEMY OF POLICE TRAINING

### Road Sergeant "Tune Up"

#### [Catalog Link](#)

Effective public safety organizations rely on the application of proper field supervision. Our first-line supervisors and their oversight of our personnel ensure effective service to our communities, protect our organizations from litigation, and shield our officers from internal/external concerns.

This full, one-day "tune-up" discusses the importance of this supervisory role as it relates to key areas of first-line supervision and is an essential training program for Corporals and Sergeants of all experience levels.

Classroom 7 hours

**ALERRT Civilian Response and Casualty Care**

[Catalog Link](#)

First responder agencies are frequently requested by schools, businesses, and community members for direction and presentations on what they should do if confronted with an active attacker event. The Civilian Response and Casualty Care (CRCC) course, designed and built on the Avoid, Deny, Defend (ADD) strategy developed by ALERRT in 2004, provides strategies, guidance and a proven plan for surviving an active shooter event. Participants in this two day Train the Trainer course will receive a manual and PowerPoint presentation suitable for use in their own presentations.

Classroom                      16 hours                      FREE

**ALERRT Exterior Response to Active Shooter Events**

[Catalog Link](#)

This dynamic course of instruction is designed to prepare the first responding law enforcement officer to quickly respond to a crisis and isolate, distract, and/or neutralize an active attacker. This course will cover arrival on scene, establishing and maintaining command, approaches to and dealing with an exterior emergency. The concepts and principles of team movement, setting up for and using exterior response modes, techniques, secondary responder considerations, link-up procedures, and fighting from a vehicle. The course will culminate with dynamic force on force scenarios.

Classroom                      24 hours                      FREE

**ALERRT Exterior Response to Active Shooter Events - Train the Trainer**

[Catalog Link](#)

The train the trainer course includes the complete delivery of the ERASE course of study as well as instructional techniques and methodology for delivering the course, force on force scenario development, safety protocols and procedures, graded participant teach backs, graded participant led force on force scenarios, remediation, course critiques, and evaluations. Participants are provided with all lesson plans, PowerPoint presentations, student manuals, and related courseware so that they are immediately prepared to deliver the ERASE course at their home agency.

Classroom                      40 hours                      FREE

**ALERRT Breaching**[Catalog Link](#)

This hands-on, dynamic course is designed to aid the first responder in approaching and breaching into a crisis site using traditional and non-traditional methods. The course covers the use of both manual and ballistic breaching tools to gain entry into a structure under extreme exigent circumstances that demand immediate entry to save and protect innocent lives.

Classroom                      16 hours                      FREE

**ALERRT Breaching Train the Trainer**[Catalog Link](#)

This dynamic Train the Trainer Course will allow graduates to return to their home agencies and pass on the knowledge learned from this training.

This hands-on, dynamic course is designed to aid the first responder in approaching and breaching into a crisis site using traditional and non-traditional methods. The course covers the use of both manual and ballistic breaching tools to gain entry into a structure under extreme exigent circumstances that demand immediate entry to save and protect innocent lives.

Classroom                      40 hours                      FREE

**ALERRT Solo Officer Rapid Deployment**[Catalog Link](#)

This dynamic course of instruction is designed to provide the solo officer (off-duty/plain clothes /uniform) with the knowledge, physical skills, and mind set on how to isolate, distract, or neutralize an armed threat like an active shooter. This course will cover reasons to carry for off-duty and plain clothes officers, levels of intervention, deadly force policies and case studies, ergonomic considerations for plain clothes carry, options for mitigating the occurrence of blue on blue shootings, concepts and principles of solo officer movement, threshold evaluation, setting up for and room entry techniques, post engagement priorities of work, and incident management. Day one includes live fire training and day two culminates with dynamic force-on-force scenarios.

Classroom                      16 hours                      FREE



**ALERRT Solo Officer Rapid Deployment Train the Trainer**[Catalog Link](#)

The train the trainer course includes the complete delivery of the Solo Officer Rapid Deployment course of study as well as instructional techniques for delivering the course, live-fire range drills, force on force scenario development, safety protocols and procedures, graded participant teach backs, graded participant led force on force scenarios and range drills, course critiques, and evaluations. Participants are provided with the course material so that they are immediately prepared to deliver the Solo Officer Rapid Deployment course at their agency.

Classroom                      40 hours                      FREE

**Active Attack Integrated Response**[Catalog Link](#)

This course is designed to improve integration between law enforcement, fire, telecommunicator and emergency medical services (EMS) in active attack / shooter events. The course provides law enforcement officers with key medical skills based on tactical emergency casualty care (TECC) guidelines, which can be used at the point of injury (POI) to increase survivability of victims. The course also provides a model framework for law enforcement, fire, and EMS to integrate responses during an active attack / shooter event through the rescue task force concept, in addition to other models. This course has been designed to improve the safety and survivability of victims of active attack / shooter events and increase the effectiveness, coordination, and resource integration between law enforcement, fire, tele-communications and EMS when responding to these events.

Classroom                      16 hours                      FREE

**Active Attack Integrated Response - Train the Trainer**[Catalog Link](#)

The course provides law enforcement officers with key medical skills based on tactical emergency casualty care (TECC) guidelines, which can be used at the point of injury (POI) to increase survivability of victims. The course also provides a model framework for law enforcement, fire, and EMS to integrate responses during an active attack / shooter event through the rescue task force concept. This course has been designed to improve the safety and survivability of victims of active attack / shooter events and increase the effectiveness, coordination, and resource integration between law enforcement, fire, tele-communications and EMS when responding to these events. Participants in this train-the-trainer will be required to pass several graded events in order to successfully complete the course.

Classroom                      40 hours                      FREE

**ALERRT PROGRAM AT TEXAS STATE UNIVERSITY**

**ALERRT Active Attack Response - Level 1**

[Catalog Link](#)

This dynamic course of instruction is designed to prepare the first responding law enforcement officer to quickly respond to a crisis and isolate, distract, and/or neutralize an active attacker. This course will cover arrival on scene, establishing and maintaining command, approaches to and entering the crisis site, concepts and principles of interior team movement, setting up for and room entry techniques, secondary responder considerations, link-up procedures, improvised explosive devices, and post engagement priorities of work. The course will culminate with dynamic force-on-force scenarios.

Classroom                      16 hours                      FREE

**ALERRT Active Attack Response - Level 1 Train the Trainer**

[Catalog Link](#)

The train-the-trainer course includes the complete delivery of the Active Shooter Level I course of study as well as instructional techniques and methodology for delivering the course, force-on-force scenario development, safety protocols and procedures, graded participant teach-backs, graded participant-led force-on-force scenarios, remediation, course critiques, and evaluations. Participants are provided with all lesson plans, PowerPoint presentations, student manuals, and related course ware so that they are immediately prepared to deliver the Active Shooter Level I course at their home agency.

Classroom                      40 hours                      FREE

**ALERRT Fire as a Weapon Integrated Response Course**

[Catalog Link](#)

The ALERRT Fire as a Weapon Integrated Response Course (FAAWIR) is an interactive learning course for those wishing to learn more about fire as a weapon and how an integrated, unified response is needed to solve the problem. Through case studies, students will learn how to mitigate these incidents with a strong emphasis on the unified command model.

Online                              4 hours



VirTra

**Simulation Science; Foundations of Simulated Event Training (Module 1 of VirTra ATCC)**

[Catalog Link](#)

This course will provide a much needed foundation and direction in the utilization of Simulated Event Training. This course is based on the science behind how and why Scenario Based Learning works.

Classroom 8 hours



FORCE SCIENCE

**Fundamentals of Realistic De-Escalation**

[Catalog Link](#)

The course will present law enforcement concepts and methods to support de-escalation efforts. Attendees will be provided with knowledge to apply core skills of incident stabilization, tactics and decision-making and verbal and non-verbal skills to establish contact, build rapport and create influence with difficult subjects.

Classroom 8 hours

**Realistic De-Escalation Instructor Course**

[Catalog Link](#)

The course will present concepts and methods to support de-escalation efforts when personal connections can be made. Attendees will be provided with knowledge to apply to, and to address the needs of those in mental health crisis or those whose perception of reality is altered. The course is designed to improve the law enforcement officer's ability to manage human beings by enhancing skills to establish contact, build rapport, and gain influence to achieve a police objective.

Classroom 16 hours



VIGILANT/MOTOROLA SOLUTIONS

**Image Comparison Technology and Best Practices**

[Catalog Link](#)

Image Comparison Technology is increasingly becoming a part of law enforcement across the country. In this course, we will provide an in-depth view of the current state of biometric identification, legal aspects, and best deployment practices.

Get the chance to work through real-world scenarios on an image comparison database, utilizing enhancement tools with step-by-step instruction. Discover how using millions of open-source images in an established gallery complements your existing local booking images.

Classroom 4 hours FREE



## VECTOR SOLUTIONS

### **Bloodborne Pathogens Safety**

[Catalog Link](#)

This course will review OSHA's Bloodborne Pathogens (BBP) Standard and requirements, as well as some of the diseases associated with BBP occupational exposures. This course does not address certain communicable diseases like the flu, COVID, etc.

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

- Describe OSHA's requirements for protecting workers from infection
- Describe bloodborne pathogen transmission
- Describe bloodborne diseases of concern
- Explain the need for an exposure control plan
- Explain how to minimize exposure incidents through universal precautions and control measures
- Identify proper PPE, housekeeping requirements, and labels and signs
- Describe an employer's requirements for providing training, vaccinations, and proper documentation
- Describe post-exposure care and responsibilities
- Explain the need for presumptive-illness laws.

Online                      1 hour

### **Use-of-Force/De-Escalation**

[Catalog Link](#)

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

- Recognize the causes and signs of crisis situations
- Describe emotional intelligence and procedural justice
- Describe de-escalation techniques and strategies
- Explain tactical principles and officer safety as it relates to de-escalation in a crisis event.

Online                      1 hour

### **Workplace Violence in Law Enforcement**

[Catalog Link](#)

- Define workplace violence
- Explain what is known about fatal and non-fatal violence in the workplace
- Describe what elements should be included in a workplace violence policy
- Recognize workplace violence issues and implement strategies for prevention

Online                      1 hour



## VECTOR SOLUTIONS

### **Discrimination and Harassment in Law Enforcement**

[Catalog Link](#)

This course of instruction will provide not only understanding, but a thorough analysis of discrimination. The student will also learn about unprofessional law enforcement conduct and the supervisor's responsibilities and liabilities when this unprofessional conduct is observed. As the bond between society and our law enforcement professionals continue to be strained, learning about discrimination in law enforcement will assist the officer in identifying the symptoms of this behavior and neutralize it before it becomes problematic.

Online                      1 hour

### **Officer Rescue**

[Catalog Link](#)

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

- Discuss how law enforcement officers are the new medical first responder;
- Explain the prior planning of officer-down movements and techniques;
- Identify the prioritization of care;
- Describe triage and medical assessments; and,
- Discuss evacuation considerations.

Online                      1 hour



## STRATEGIES FOR YOUTH

### **Policing the Teen Brain**

[Catalog Link](#)

Attendees will have a better understanding of why youth behave differently from adults and how mental health and trauma affect youth response to authority. Proven approaches to prevent escalation while increasing effectiveness when working with youth will be shared with the class.

Classroom                14 hours





## POLICEONE ACADEMY

### Emotional Survival for Law Enforcement

[Catalog Link](#)

There are many traits and characteristics of a good leader, but recent research has discovered the impact emotional intelligence plays in a leader's success. This course will instruct and provide leaders with techniques to grow and develop in their emotional intelligence and become better leaders.

Online                      2 hours

### Duty to Intercede

[Catalog Link](#)

All officers have an affirmative duty to intercede, meaning that they may face legal consequences for failing to prevent the use of excessive force by another officer if they are able to do so. We know that public trust is dependent on proper conduct. Do you know when you should intercede? If an officer observes another officer using force that is clearly beyond that which is objectively reasonable under the circumstances, and they can intercede, then, legally, they must do so. Additionally, that officer must report these observations to a supervisor as soon as feasible. This comprehensive course will provide you with guidance to help with the legal and ethical decisions associated with your duty to intercede as an officer.

Online                      1 hour



## CENTER FOR APPLIED INSIGHT CONFLICT RESOLUTION LLC

### Insight Policing Core Skills

[Catalog Link](#)

This 2-day interactive, skills-based course prepares officers to effectively handle angry, defiant, and noncompliant citizens by using strategic communication and questioning skills rooted in conflict resolution principles. Insight Policing skills empower officers to deescalate conflict, command a scene without the use of force, secure cooperation and compliance in some of the most challenging encounters, and capitalize on their policing skills to make targeted and precise enforcement decisions that maintain safety, hold up in court and that citizens find fair.

Classroom                16 hours



## EFFECTIVE FITNESS COMBATIVES

### **EFC Instructor Certification Course**

[Catalog Link](#)

The purpose of this in-person instructor course is to create effective LE Professional Combatives Instructors. The course is designed to equip students with the knowledge and skills necessary to train their peers to raise the standard of training as it pertains to combative, defensive tactics and use of force situations. In addition to the four days of in-person training, students also receive the EFC Skills Video Library featuring demonstrations of all the techniques taught in the course.

Classroom                      40 hours



## POLICE2PEACE

### **True Purpose of Policing - Police Leader Onsite Training**

[Catalog Link](#)

The training addresses police culture change with a new policing model that works for everybody—the cops, their unions, elected and appointed officials, the community and police leaders. In this training, participants will understand the framework of transforming “law enforcement officers” to “peace officers” to increase public trust and confidence in the police. The training also delivers hands-on instruction in operationalizing this new framework within an agency and community.

Classroom                      8 hours

### **Realizing the True Purpose of Policing - Police Officer Onsite Training**

[Catalog Link](#)

The training addresses police culture change with a new policing model that works for everybody—the cops, their unions, elected and appointed officials, the community and police officers. In this training, participants will understand the framework of transforming “law enforcement officers” to “peace officers” to increase public trust and confidence in the police. The training also delivers hands-on instruction in operationalizing this new framework within an agency and community.

Classroom                      5 hours

**Interactive Case Law 1**

[Catalog Link](#)

In this scenario, trainees will be educated on the results of the precedent-setting 2016 case, *Estate of Armstrong v. Village of Pinehurst et al.*, and its impact on TASER energy weapon use of force standards. Trainees will be dispatched on a similar call, where a “danger to self” subject requires public safety intervention. Use of force and de-escalation decisions must be made based on agency policy to improve the likelihood of reaching a mutually beneficial outcome for everyone involved.

Classroom                      0.5 hour



**VALOR PROGRAM**

**Mid-Level Leadership Workshop**

[Catalog Link](#)

The VALOR Mid-Level Leadership Workshop (MLW) is an eight-hour, in-person, classroom-based workshop that brings participants together to discuss the organizational culture of safety and wellness. The VALOR MLW inspires, educates, and challenges mid-level law enforcement leaders to advance officer safety and wellness strategies within their agencies.

Classroom                      8 hours                      FREE

**Executive-Level Leadership Workshop**

[Catalog Link](#)

The VALOR Executive Leadership Workshop is primarily a facilitated dialogue among participating agency executives. The goal of the workshop is to identify, share, and discuss executive-level actions that can be taken to help improve officer safety, wellness, and resiliency. This instructional series will introduce executive law enforcement leaders to the process of creating an organizational culture of safety and wellness.

Classroom                      4 hours                      FREE



## NATIONAL WHITE COLLAR CRIME CENTER

### Investigation Incidents Involving Unmanned Aerial Vehicles (UAVs)

[Catalog Link](#)

This course introduces the history of UAVs and the ways they are commonly used, both legitimately and in relation to a crime, and focuses on the ways law enforcement can gather and analyze evidence involving drones. Topics include gathering evidence both internal and external to the drone, as well as methods for manually processing flight logs and displaying data in Google Earth.

Online            1.5 hours            FREE

### Financial Investigation Basics

[Catalog Link](#)

This course provides fundamental knowledge on financial investigation and data analysis. The investigation portion of the course will cover common consumer scams, how to identify suspects and their financial accounts and best processes for obtaining suspect's records. The analysis portion of the course will cover the process of acquiring data, discuss methods for entering data, and provide strategies for finding patterns in data sets.

Online            1.25 hours            FREE

### Identifying and Seizing Digital Evidence

[Catalog Link](#)

Identifying and Seizing Digital Evidence provides a comprehensive overview of the issues surrounding digital media in relation to criminal investigations. Topics covered in this training included preparing to respond to the digital crime scene, identifying potential sources of digital evidence, and properly collecting items of evidentiary value to be used in court proceedings. The roles of the first responder, investigator, digital forensic examiner, prosecutor, and defense counsel are differentiated and explored. Legal concerns in conducting a search for digital evidence are also addressed.

Online            8 hours            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.



## NATIONAL WHITE COLLAR CRIME CENTER

### **Introduction to the Dark Web**

[Catalog Link](#)

This online course introduces the dark web and some of the most popular tools to access the darknet, including Tor, Freenet, and Invisible Internet Project (I2P). Basic topics include what Tor is, how it works, and who uses it; as well as dark markets in Tor Onion Service Servers (also known as .onion servers) and other hidden services. The course concludes with brief case studies covering some of the largest dark-market seizures in history.

Online                      1 hour                      FREE

### **Digital Forensic Triage with EZ Tools**

[Catalog Link](#)

This course focuses on Internet Crimes against Children (ICAC) investigations and is the first in a series on how to conduct on-scene digital forensic triage using EZ Tools. Because effective triage involves the entire investigative team, this course will be of value to anyone working on investigations using digital forensic triage. Even if you are not directly participating in the forensic work itself, it is vital for everyone involved to understand how triage can streamline investigations. EZ Tools is a collection of free, open-source tools designed to quickly recover valuable information from devices running the Windows operating system.

Online                      2.5 hours                      FREE

### **Introduction to Mortgage Fraud**

[Catalog Link](#)

This course presents awareness-level information on mortgage fraud. The course covers basic definitions and terminology, common types of mortgage fraud schemes, components of fraud, roles in the mortgage process, and legal explanations. Students also learn to recognize fraud indicators associated with a variety of schemes and opportunities to commit fraud throughout the mortgage process. A sample mortgage loan application and other forms used in the process are available to download within this course.

Online                      2 hours                      FREE





## NATIONAL WHITE COLLAR CRIME CENTER

### **Introduction to Strategic Intelligence Analysis**

[Catalog Link](#)

This course introduces analysts to the historical context of strategic analysis through broader concepts of thinking and analyzing more strategic aspects. A key component of modern analytical investigations is the ability to collect and analyze multiple data sets and information sources to generate a holistic product. Introduction to Strategic Intelligence Analysis (ISIA) expands on the basic principles of strategic analysis explored in the Foundations of Intelligence Analysis Training (FIAT) while building a framework for real-world application and broader occupational contexts.

Classroom                      7 hours                      FREE

### **Introduction to Link Analysis**

[Catalog Link](#)

This course provides in-depth instruction on association and social network analysis. The first part of this course explains the purpose and process of association analysis and how to create an association matrix. Students will also learn how to build and present a link chart using standard symbols and terms. The second part of this course explains what social network analysis is with focus on types of centrality, network structure, and the application of the target-centric approach.

Classroom                      8 hours                      FREE

### **Understanding Digital Footprints**

[Catalog Link](#)

This free course introduces learners to the concept of digital footprints and best practices in protecting personally identifiable information (PII). Topics include limiting an individual's digital footprint, protecting privacy on social media, opting out of data aggregator sites, and the consequences of oversharing personal information; as well as steps to take after becoming a target of doxing.

Online                              0.5 hours                      FREE



## BITSKO CONSULTING

### Police Resiliency and Critical Incident Response

[Catalog Link](#)

This class addresses the intense emotions that a first responder will experience before, during, and after responding to a critical incident, and the trauma post-incident that can have a lifelong impact on first responders.

Classroom                      4 hours

## OFFSET CONSULTING

### FOCUS™ Handgun Mounted Red Dot Optics Course

[Catalog Link](#)

Our 8-hour FOCUS™ Handgun Mounted Red Dot Optics course is a meticulously designed course that trains law enforcement professionals in the application of red dot optics on handguns, focusing on the principles of safety, accuracy, and effectiveness.

Classroom                      8 hours

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



September 2023

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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.

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[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 [October 2011 IADLEST Newsletter](#) are just as relevant today as the day they were written.

## **The Police & Eyewitnesses: Preventing Injustice in the Field** Page 7

*By: John Sofis Scheft, Esq., Law Enforcement Dimensions, LLC*

## **First Circuit Denies Qualified Immunity for Officers for Arrest of Citizen Video Taping an Arrest** Page 27

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

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

