



VIRTUAL ACADEMY®

COURSE CATALOG

PUBLIC SAFETY TRAINING COURSES

The Premier Resource for Public Safety Trainers



Because...You Deserve More



HOW DO WE BETTER SERVE THOSE WHO SERVE?

MORE On-Demand Training

- ▶ Over 250 hours of timely, critical, relevant training to choose from
- ▶ Developed by national training experts including FBINA instructors
- ▶ Professionally designed to supplement and enhance direct instruction

MORE Options

- ▶ Train any time, from anywhere
- ▶ User-friendly online format
- ▶ Choose courses to suit your needs or those of your department

MORE Reliable Support

- ▶ Conferencing and real-time collaboration
- ▶ U.S.-based personal representatives available 24/7
- ▶ Unique Training Management System to track your training

844.381.2134 | virtualacademy.com



STRATEGIC ALLIANCE

Table of Contents

Full Course List	1
Leadership Courses.....	3
General Patrol Courses.....	10
Telecommunication Courses	24
Investigations Courses	29
School Safety Courses.....	36
Constitutional Criminal Law and Procedure Courses.....	39
Corrections Courses.....	40
Administrative Courses	43
Roll Call Courses Highlight	44
Upcoming Courses.....	45

Full Course List

Leadership

- ▶ Advanced Internal Affairs Investigations
- ▶ Body-Worn Cameras and Electronic Recording Considerations
- ▶ Conducting a SWOT Analysis
- ▶ Crime Mapping: Evidence-Based Policing
- ▶ Ethical Issues for Law Enforcement
- ▶ Ethical Leadership
- ▶ Field Training Programs: An Introduction
- ▶ Field Training Programs: Correcting Poor Performance
- ▶ Field Training Programs: Utilizing the Daily Observation Report
- ▶ Generational Differences in the Workplace
- ▶ Human Fatigue in 24/7 Operations
- ▶ Introductory Internal Affairs Investigation
- ▶ Maneuvering Successfully in the Political Environment
- ▶ Recruitment and Retention of Law Enforcement Personnel
- ▶ Reducing Liability for Smaller Agencies
- ▶ Strategic Planning
- ▶ Team Building for Command Staff
- ▶ The Leadership Role in Public Service

- ▶ Transitioning to Life After Public Service
- ▶ Using the DISC Diagnostic Tool

General Patrol

- ▶ Autism Awareness for First Responders
- ▶ Basic Computer Skills
- NEW!** ▶ Behavior Science: Violence Prediction and Control: A Primer
- ▶ Bloodborne Pathogens
- ▶ Child Sexual Abuse (4 editions)
- NEW!** ▶ Close Contact Edged Weapons Defense
- ▶ Combating Human Trafficking
- ▶ Communication and Intrinsic Bias
- ▶ Community Policing in the 21st Century
- ▶ Courtroom Demeanor and Testimony
- ▶ Courtroom Security
- ▶ Cultural Competency: Racial Profiling/Implicit Bias: Part 1, 2
- NEW!** ▶ De-escalation for Law Enforcement
- ▶ Domestic Violence: Call Through Investigations
- NEW!** ▶ Effective Communication for Law Enforcement

General Patrol (cont.)

- ▶ Emergency Vehicle Operations Course (EVOC) (2 editions)
- ▶ Fentanyl, Opioids, and Naloxone (Narcan) Use
- ▶ Firearms Training Series (13 courses)
- ▶ Fitness for First Responders: Yoga
- ▶ Indicators of Child Abuse
- ▶ Interacting With Drivers Who Are Deaf or Hard of Hearing
- ▶ Introduction to Racial Profiling
- ▶ Introduction to Use of Force
- ▶ Mental Illness (2 editions)
- ▶ Missing and Exploited Children
- ▶ Missing Children: Response and Investigation
- ▶ Officer-Involved Domestic Violence
- ▶ Officer-Involved Shootings: Mental Wellness and Liability
- ▶ On Combat: A Primer
- ▶ On Killing: A Primer
- ▶ Police Health and Mental Wellness
- ▶ Proper Restraints and Holds Techniques
- NEW!** ▶ Psychological Compliance and De-escalation
- ▶ Racial Profiling and Drug Interdiction
- ▶ Racial Profiling for Traffic Stops and Field Contacts
- ▶ Responding to a Scene
- NEW!** ▶ Security Assessment for Places of Worship
- ▶ Sovereign Citizens
- ▶ The Bulletproof Mind: A Primer (2nd edition)
- ▶ Use of Force and Liability Issues
- ▶ Writing Better Police Reports

Telecommunications

- ▶ Autism Awareness for 9-1-1 Telecommunicators
- ▶ Call Handling for the Telecommunications Center
- ▶ Counseling and Discipline for the Telecommunications Center
- ▶ De-escalation for Telecommunicators
- NEW!** ▶ Effective Communication for Telecommunicators
- ▶ HR Practices for the Telecommunications Center
- NEW!** ▶ Implementing Text to 9-1-1 in the PSAP
- ▶ Interpersonal Communication
- ▶ Personnel Issues
- ▶ Quality Assurance and Improvement in the PSAP
- ▶ Responding to an Active Violence Event
- ▶ Servant Leadership in the PSAP
- ▶ Stress Management for Telecommunicators
- ▶ Supervision 101 for the Telecommunications Center
- ▶ Understanding Stress for the Telecommunicator
- NEW!** ▶ Wellness and Resiliency in 9-1-1

Investigations

- ▶ Basic Photography Techniques for Law Enforcement
- ▶ Cell Phone Technologies and Data Recovery (2nd ed)
- ▶ Components of Child Abuse Investigations
- ▶ Criminal Drug Interdiction
- ▶ Death and Homicide Investigations
- ▶ Executing Search Warrants
- ▶ Eyewitness Evidence/Identification
- ▶ Fingerprint Identification and Preservation Methods
- ▶ Firearms Investigations Training
- ▶ Internet Tools for Criminal Investigators (2nd ed)
- ▶ Introduction to Cyber Security
- ▶ Investigative Strategies for Child Abuse

- ▶ Investigative Techniques for Social Media: Parts 1, 2 and 3
- ▶ ISIS and Social Media
- ▶ Packaging and Submission of Forensic Evidence
- ▶ Practical Kinesic Interviewing: Part 1
- ▶ Practical Kinesic Interviewing: Part 2
- ▶ Statement Analysis® Interviewing Techniques
- ▶ Violent Jihadist Radicalization: Case Study of the Toronto 18

School Safety

- ▶ AMBER and Silver Alert Initiatives
- ▶ Emergency Operations Planning for Schools
- ▶ School Safety: Yesterday, Today and Tomorrow
- NEW!** ▶ School Vulnerability Assessment
- ▶ Six Senses of School Safety
- ▶ The Root of Violence Part 1: Lessons from Jonesboro on School and Gang Violence
- ▶ The Root of Violence Part 2: The External Threat and Predicting Terrorist Attacks
- ▶ The Root of Violence Part 3: School Violence Prevention and Management Tactics

Constitutional Criminal Law and Procedures

- ▶ Introduction to Constitutional Criminal Law and Procedure
- ▶ 4th Amendment (Exclusionary Rule and Remedies)
- ▶ Search Warrants and Probable Cause
- ▶ Arrests and Terry Stops and Warrantless Searches (Exceptions)
- ▶ 6th Amendment (Right to Counsel, Impartial Jury)
- ▶ Miranda and the Interview
- ▶ Suspect ID's (Lineup, Show up)
- ▶ The Pretrial Process
- ▶ The Criminal Trial

Corrections

- ▶ Corrections Communities
- ▶ Cultural Diversity
- ▶ Effectively Managing LGBTI Inmates
- ▶ Personal, Cell, and Area Searches
- ▶ PREA 101: Basic Introduction to PREA
- ▶ PREA First Responder Duties, Protocols and Investigations
- ▶ Professionalism and Ethics
- ▶ Security Audits and Count Management
- ▶ Segregation (Inmates)
- ▶ Use of Force

Administrative

- ▶ Workplace Harassment

Roll Call Courses Highlight

- ▶ Decoding the 21-Foot Rule
- ▶ Canine Encounters
- ▶ Blink rate

Upcoming Courses

- ▶ Investigating Family Violence
- ▶ Investigating Sexual Assault
- ▶ Investigating Sexual Offenders
- ▶ MACTAC: Active Shooter Response

Leadership Courses



Advanced Internal Affairs Investigations

Rick Courtemanche, J.D.

*Deputy General Counsel
The Florida Bar*

Hours: 4

This course is designed for chiefs, commanders, supervisors, internal affairs/professional standards unit managers, and investigators who are central to the administrative investigative process. This class discusses the legal and operational necessities of administrative investigations, including the importance of establishing an effective complaint acceptance process, the rules of engagement for administrative and criminal investigations, the due process rights of public employees, the value of an agency's early warning/identification process, and the different types of misconduct cases and their impact on the internal affairs process.



Body-Worn Cameras and Electronic Recording Considerations

Rex Scism

*President/CEO
Midwest Police Consultants, LLC*

Hours: 1

In May 2015, the United States Department of Justice released the comprehensive findings of the President's Task Force on 21st Century Policing. That report summarized six primary findings related to nearly every facet of criminal justice, including training and education. This course satisfies multiple areas covered in the task force report and consists of one module, designed to expand participant knowledge in the areas of body worn cameras and law enforcement's role regarding electronic recordings by the public.



Conducting a SWOT Analysis

Jo Vitek

*President and Accreditation Manager
Divine Province of South Dakota*

Hours: 1

A SWOT analysis is a proactive approach to organizational leadership. Course participants will be introduced to the process that will aid in the assessment of the current status of an agency, division, unit, or squad. Officers will learn how to assess their internal and external environments using the framework of strengths, weaknesses, opportunities, and threats.



Crime Mapping: Evidence-Based Policing

Richard Janikowski

*Principal
Strategic City Solutions*

Hours: 3

This course explores how police can effectively use crime mapping and analysis to adopt data-driven policing strategies to help reduce crime and enhance safety in their community. Officers will examine new and evolving directions in policing, including use of a problem-solving process for addressing crime and safety issues.

COURSE | HIGHLIGHT

Ethical Issues for Law Enforcement

Hours: 3



Course description:

Ethical Issues for Law Enforcement explores ideas and information in and around ethical decision-making as it pertains to law enforcement. Officers will understand the need for law enforcement practitioners to make informed, ethical judgments. This course will offer practical examples of the applications of ethics in real world scenarios and examples. It will also explore the philosophers who are considered the backbone of our ethical observations.

Trainees key objectives:

- ▶ Understand the role of religion in ethics
- ▶ Discuss the effect of current technology used by citizens on policing
- ▶ Discuss the push for professional standards in policing
- ▶ Explain how discretion is an important facet of ethics in policing
- ▶ Discuss the issues with evidence-based policing
- ▶ Understand how technology is changing policing
- ▶ Define and explain police deviance
- ▶ Describe corruption and how police agencies handle it
- ▶ Describe morality and its place in the judicial system
- ▶ Review the inception of codes of ethics for lawyers
- ▶ Explain the ethical standards expected of judges in the United States
- ▶ Explain the role of community corrections in the criminal justice system
- ▶ Review the ethical guidelines established by the APPA

Instructor:

Aaron Thompson



Aaron Thompson is Executive Vice President and Chief Academic Officer at The Council on Postsecondary Education in Frankfort, KY. Dr. Thompson has a Ph.D. in Sociology in areas of Organizational Behavior and Race and Gender Relations.

Dr. Thompson has over 25 years of leadership experience in higher education and business. In addition, he has spent numerous years serving on nonprofit boards in leadership roles. He has researched, taught and/or consulted, and given over 800 workshops in areas of diversity, leadership, ethics, multicultural families, race and ethnic relations, student success, first-year students, retention, cultural competence and organizational design throughout his personal career.

Dr. Thompson has been or is a consultant to educational institutions (elementary, secondary and postsecondary), corporations, non-profit organizations, police departments, and other governmental agencies. He has over 30 publications and numerous research and peer reviewed presentations. His latest authored or co-authored books are: The Sociological Outlook, Infusing Diversity and Cultural Competence into Teacher Education, Peer to Peer Leadership: Changing Student Culture from the Ground Up.



Ethical Issues for Law Enforcement

Aaron Thompson

Vice President and Chief Academic Officer

The Council on Postsecondary Education, Frankfort, KY

Hours: 3

Ethical Issues for Law Enforcement explores ideas and information in and around ethical decision-making as it pertains to law enforcement. Officers will understand the need for law enforcement practitioners to make informed, ethical judgments. This course will offer practical examples of the applications of ethics in real world scenarios and examples. It will also explore the philosophers who are considered the backbone of our ethical observations.



Ethical Leadership

Alan Malinchak

CEO

Éclat Transitions LLC

Hours: 2

This course provides participants with a pragmatic understanding, reflection, and continued discussion of ethical issues and dilemmas in life and the workplace. Participants will engage in exercises to further determine their own ethics and how to effectively apply them within their organization.



Field Training Programs: An Introduction

Steven Kellams

Captain

Bloomington Police Department

Hours: 2

This course will introduce officers to apprenticeship programs for law enforcement, corrections, communications, fire, and emergency medical services. This course focuses on the San Jose Model of field training; however, it will also briefly discuss other field training models. At the conclusion of this course, officers will understand the purpose of field training programs and the key elements necessary for success.



Field Training Programs: Correcting Poor Performance

Steven Kellams

Captain

Bloomington Police Department

Hours: 2

This course is designed to provide officers with an understanding of the proper steps to correct poor performance in new recruits. This course will discuss initial instruction, adult learning theory, and common methods used to correct a new recruit's performance in the training program. At the conclusion of this course, officers will be able to provide guidance and training to correct the mistakes being made by a new recruit.



Field Training Programs: Utilizing the Daily Observation Report

Steven Kellams

Captain

Bloomington Police Department

Hours: 2

This course will provide officers with the information necessary to complete a daily observation report for the San Jose Model of field training. This course will discuss the purpose of the scale value system, the behavioral anchor approach, and the use of the standard evaluation guidelines. Common performance appraisal errors will also be addressed in the training. At the conclusion of this course, officers will be able to properly complete a daily observation report.



Generational Differences in the Workplace

Jo Vitek

President and Accreditation Manager

Divine Province of South Dakota

Hours: 1

The different generations in the workplace in today's law enforcement agencies are identified and examined in this course. For the first time ever, there are four generations in our law enforcement agencies and six living generations in America...each group with distinct likes and dislikes and unique attributes and characteristics. Course topics include identifying the multi-generations in your agency; learning their differences in their values, perspectives, and behaviors; learning what motivates and de-motivates each generation; and learning what causes them to stay or leave your agency.



Human Fatigue in 24/7 Operations

Rex Scism

President/CEO

Midwest Police Consultants, LLC

Hours: 1

This course explores the relationship between human fatigue and important biological functions that impact not only personal well-being and officer safety, but organizational liability and overall risk management.



Introductory Internal Affairs Investigation

Rick Courtemanche, J.D.

Deputy General Counsel

The Florida Bar

Hours: 2

An internal affairs process based on the principles of fairness and responsiveness demonstrates a police agency's willingness to meet public expectations of unquestionable integrity and ethics. This course is designed for internal affairs investigators or supervisors tasked with conducting administrative investigations. Students will learn the basic legal and operational principles in conducting administrative investigations, focusing on the constitutional protections afforded officers under investigation, and the relationship between employers and employees.



Maneuvering Successfully in the Political Environment

Dwayne Orrick

*Assistant Executive Director
Georgia Association of Chiefs of Police*

Hours: 2

This course will serve as a primer for identifying key players within the environment and how to build successful relationships with each. It is not designed to be a comprehensive course in organizational politics. The course is a must for leaders who want to maneuver effectively within the organizational environment and be more successful at gaining the support and resources needed by their organization.



Recruitment and Retention of Law Enforcement Personnel

Dwayne Orrick

*Assistant Executive Director
Georgia Association of Chiefs of Police*

Hours: 3

The success of any organization is dependent upon the quality of personnel it attracts and retains. This course provides a comprehensive approach for identifying individuals who fit with the agency, where they are located, and how to attract them. Once individuals are attracted and developed to serve their communities, trained leaders must constantly work to protect that investment by identifying and limiting those factors that cause increased levels of attrition. This course will also identify the most common causes and solutions for employee turnover.



Reducing Liability for Smaller Agencies

Chief Paul Schultz

*Chief of Public Safety
Fort Morgan Police Department*

Hours: 2

Individuals (both pre-service and in-service) and agency managers will be provided with practical, real-life tools necessary to manage their personal careers and individual law enforcement agencies in a professional manner and to show how to not endanger their careers and/or damage their agency's reputation. Information regarding "Career Killers," "Individual and Agency Liability," and "How to introduce and manage a "Personnel Early Warning System" (EWS) is reviewed by a 40-year, nationally known law enforcement manager and trainer.



Strategic Planning

Chief David Kurz

*Chief of Police
Durham, NH*

Hours: 2

This course will discuss the importance of creating a strategic plan, implementing it effectively, and utilizing it as a means to not only achieve your agency's mission but also to engage in the community and promote a positive image of law enforcement. Students will be instructed on a proven formula for developing a strategic plan that includes the design, delivery, and measurement techniques of a community survey; engaging staff in a SWOT analysis (identifying the Strengths, Weakness, Opportunities, and Threats of the organization) and the community in a one-day planning session; and constructing the strategic plan to be a viable, living document that guides the agency.



Team Building for Command Staff

Cindy Beresh-Bryant

*Owner and President
HR Solutions by Design, LLC
Nashville, TN\Huntsville, AL*

Hours: 1

This session aims to present research findings concerning the nature of small groups and to bring to light patterns of behavior associated with them. We will explore ways to identify and work through conflict within small task groups. We will also learn about the role of a participant observer and how that role can help you both as a team leader and team member move your group forward towards team success.



The Leadership Role in Public Service

Rex Scism

*President/CEO
Midwest Police Consultants, LLC*

Hours: 2

This course features fundamental leadership concepts designed to enhance the overall knowledge, skill and ability of line function employees from public safety, government sector and private sector organizations who are preparing for future leadership roles within the organization. The course is primarily designed for those personnel either preparing for future advancement or aspiring to improve overall individual performance, while enhancing an understanding of basic leadership concepts. The course is also open to current leaders who have not received formal supervisory training, but wish to enhance personal leadership knowledge, skill, and ability.



Transitioning to Life After Public Service

Alan Malinchak

CEO, Éclat Transitions LLC

Hours: 5

As public servants in law enforcement, fire service, and government agencies, you have devoted your career to benefit citizens and society. This course provides a road map of how to utilize and shape the competencies you have acquired in your public service career and reinvent who you are into who you will be in your next career in private industry.



Using the DISC Diagnostic Tool

Alan Malinchak

*CEO
Éclat Transitions LLC*

Hours: 2

In this course, learners will be exposed to the DISC personality diagnostic instrument in an effort to understand their communication and behavior patterns. Further, each personality type will be examined to assist each participant in understanding how to interact and communicate with individuals of different personalities.

COURSE | HIGHLIGHT

Transitioning to Life After Public Service

Hours: 5



Course description:

As public servants in law enforcement, fire service, and government agencies, you have devoted your career to benefit citizens and society. This course provides a road map of how to utilize and shape the competencies you have acquired in your public service career and reinvent who you are into who you will be in your next career in private industry.

Trainees key objectives:

- ▶ Understand the issues in transitioning and reinvent yourself to become more marketable in a private industry career
- ▶ Understand the value and importance of professional certifications in a private industry career
- ▶ Learn the three stages of interviewing and the power of knowledge when negotiating base salary and other key benefits
- ▶ Understand the importance of a self-assessment of your competencies and conducting a gap analysis
- ▶ Understand the private employment market, corporate hiring factors, and contract factors in private industry companies
- ▶ Understanding the nuances of employment as an entrepreneur, a continued public servant and in a non-profit organization
- ▶ To learn and familiarize the various networking nuances required to expose your competencies and KSAs
- ▶ To gain knowledge on the importance of personality diagnostics in an interview and why behavioral based interviewing is utilized
- ▶ To understand how DISC personality diagnostic emphasizes behavioral and the importance of communication patterns
- ▶ Knowing and communicating your value-add to a company during a negotiation

Instructor:

Alan Malinchak



Alan A. Malinchak is the CEO of Éclat Transitions LLC – providing consulting services and subject matter expertise on public service, law enforcement and military to private sector career transitioning to individuals, groups, government agencies and military branches. Éclat Transitions LLC services include a (1) eTransition Guidebook, (2) Resume Transformation, (3) Counseling/Coaching and Guidance during your transitional time frame, (4) seminars, (5) workshops and (6) keynote speaking engagements. Éclat Transitions LLC is a certified and verified (cVe) Service Disabled Veteran Owned Small Business (SDVOSB). Al has over 35 years of professional experience in government, industry, and academics including being a retired FBI Special Agent (1984-2004) and a U.S. Navy Veteran (DAV:1969-1973).

General Patrol Courses



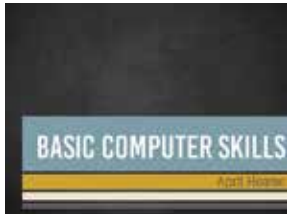
Autism Awareness for First Responders

Robert Miller

*Deputy Chief
Belen Police Department*

Hours: 1

This course will provide tools for the awareness of behaviors that might indicate an Autism Spectrum Disorder or closely associated cognitive disability. This awareness will increase the likelihood that officers will respond more safely and effectively by having a basic understanding of why certain persons behave the way they do.



Basic Computer Skills

April Hearne

*Instructor
Entrepreneurship and Business*

Hours: 2

This is an introductory computer course in the use of the computer, the use of the internet for research and in the use of computer/business application software within a Windows environment using Microsoft Word and Microsoft Excel.



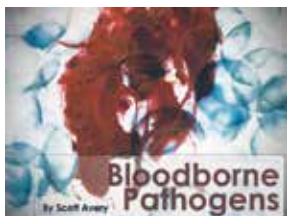
Behavior Science: Violence Prediction and Control: A Primer

Chase Hughes

*CEO of Ellipsis Behavior Laboratories
Retired Navy Chief, Behavior Expert and Author*

Hours: 1

The course is specifically designed to address critical problems in today's law enforcement when it comes to training on violence prediction and threat recognition. Violence Prediction and Control addresses these key issues with the aim of saving lives, building community trust, and enhancing compliance on patrol. The course is divided into five key areas, nonverbal behavior analysis, deception detection, violent behavior recognition (VBR), de-escalation skills, and compliance enhancement.



Bloodborne Pathogens

Scott Avery

*Fire Chief
Olivette, MO*

Hours: 1

Firefighters, EMTs, and law enforcement officers often find themselves involved with situations involving bodily fluids, such as blood, which could possibly contain some type of pathogens. This course will increase the responder's awareness in identifying the bodily fluids and diseases, how exposure may occur, and what to do if the responder believes there was an exposure.



Child Sexual Abuse (4 editions)

3rd, 4th, & 5th editions

Hours: 1 ea.

Thomas Tittle

*Ret. Captain, Marion Co., FL,
Sheriff's Office*

6th edition

Hours: 1

Jim Sears

*Retired Sergeant, Irving Police
Department*

Child abuse investigators face a tough task. Child sex abuse is one of the worst crimes committed against children, but the least reported. This course will assist officers in getting the information in a non-leading way so that the prosecutor can take it directly to trial. Profiling the predators in these cases will help officers in their interrogation of the suspects. The physical abuse tips will assist officers in gaining the child's confidence and putting the child at ease while disclosing.



Close Contact Edged Weapons Defense

Nik Farooqui

Instructor, Author, and Expert in Personal Defensive Tactics

Hours: 2

This course is designed to address close-range knife attacks against officers. The phenomenon is becoming increasingly more common today and is often seen in warrant services, domestic calls, and other officer/subject interactions. Through a series of skill-building training methods, this course will help develop functional, usable, and repeatable skills for the everyday officer. Our focus will be on teaching training methods, tactics, and techniques that are simple and direct.



Combating Human Trafficking

Greg Bristol

President

Human Trafficking Investigations and Training Institute, LLC

Hours: 4

This course is designed to increase the law enforcement communities' awareness of the issue of human trafficking through the exposure of information including: victim identification, investigation, rescue and prosecution considerations, referral and service providers' availability, the critical need for development of a coordinated community response, and the inter-connectivity of state, federal, and global human trafficking concerns.



Communication and Intrinsic Bias

Thomas Dworak

Senior Instructor

Retired Sergeant

Hours: 1

The process of communication is very important to law enforcement officers. It is through the use of body language, tone, and expression that communication comes to life.

This course also looks at intrinsic bias—how bias influences a person's life, how to develop strategies to be aware of hidden bias and a framework to apply in not only your professional but personal life to identify when negative bias may be providing influence. This course looks at what intrinsic bias is, how it influences the decision-making process, and how EQ (specifically empathy) helps us identify our bias and gain an understanding of those we work with and serve.



Community Policing in the 21st Century

Rex Scism

President/CEO

Midwest Police Consultants, LLC

Hours: 2

In May 2015, the United States Department of Justice released the comprehensive findings of the President's Task Force on 21st Century Policing. That report summarized six primary findings related to nearly every facet of criminal justice, including training and education. This course satisfies multiple areas covered in the task force report and consists of two primary modules, designed to expand participant knowledge in the areas of implicit bias, cultural diversity, mental illness, emotional intelligence, effective de-escalation strategies and community policing.



Courtroom Demeanor and Testimony

Gregory J. Harlin

President and CEO

Murlin Consultants

Hours: 3

The purpose of this course is to train officers not only to better understand the total dynamics of the court process but, more importantly, to also improve testimony skills while on the stand. A variety of topics are covered, ranging from an overview of the court, trial, pretrial hearings, and jury selection to media concerns, attire, report writing, pretrial preparation guidelines, testimony strategy recommendations, the defense mindset, and tactics in the courtroom. This course is designed for anyone in the law enforcement community who desires to improve their skills for court; become more confident, accurate, comfortable, and creditable witness when giving testimony; and most important, increase their quality of life through success.



Courtroom Security

Ray Farris

Retired Assistant Director

Tennessee Law Enforcement Training Academy/Tennessee POST

Hours: 1

Courtroom Security will give the learner specific targets and goals to increase/enhance the safety and security of their court operation. This course is designed for the court officer as well as the supervisor to promote continuing awareness of threats and assessments of courthouses.



Cultural Competency: Racial Profiling and Implicit Bias Part 1

Aaron Olson

Instructor

Portland Community College

Hours: 2

This course concentrates its efforts toward providing content within the context of policing in the 21st century. Law enforcement officers are faced with diverse issues and diverse people (externally and internally) daily. This course focuses heavily on understanding the need to accept and manage diversity, understanding law enforcement culture, understanding how to self-assess and recognizing hidden biases and how to develop a process of continuously becoming culturally competent.



Cultural Competency: Racial Profiling and Implicit Bias Part 2

Aaron Olson

*Instructor
Portland Community College*

Hours: 2.5

The course covers 3 parts: 1) multicultural law enforcement elements in terrorism and disaster preparedness applicable to homeland security; 2) response strategies for crimes motivated by hate/bias and racial profiling centered on laws, investigations, prosecutions, reporting, and monitoring; 3) and cultural effectiveness for law enforcement using community policing and multicultural response strategies for gangs, the homeless, and the mentally ill.



De-escalation for Law Enforcement

Gary T. Klugiewicz

Senior Consultant, Verbal Defense and Influence

Hours: 1

De-escalation for Law Enforcement will provide personnel with conflict prevention and conflict resolution techniques. Officers will learn how to make themselves a tactical communicator and keep physically safe. Verbal de-escalation conflict management training involves using posture and body language, tone of voice, and choice of words for calming a potentially volatile situation before it escalates into violence.



Domestic Violence: Call Through Investigations

Rod Reder

*Founder and Owner
Reder Investigations and Security Consulting, L.L.C.*

Hours: 2

A proactive response by law enforcement to a domestic violence incident is key to a successful case. Knowing the state statutes, understanding the victim's plight, and being able to use your training to read a crime scene and conduct thorough and complete interviews will enhance the chances of successfully handling the case. In this course, participants will be instructed on the human dynamics involved in domestic violence cases, model policies for law enforcement, and understanding strangulation cases.



Effective Communication for Law Enforcement

Tim Christol

*Retired Chief of Police
Owner of Edgeway Strategies*

Hours: 2

From the first line to senior staff, law enforcement officers use communication skills to direct, inform, and persuade others to behave in a certain manner. These techniques help to keep our citizens safe so we can complete our overall mission to "Serve and Protect." Understanding how we communicate with others while considering emotions, experiences, and levels of understanding allows us to convey clearer messages and engage in more effective use of our words, actions, and emotions.

COURSE | HIGHLIGHT

Fentanyl, Opioids, and Naloxone (Narcan) Use

Hours: 1



Course description:

The Fentanyl, Opioids and Naloxone course spans two hours of dedicated training that focuses on the recognition, awareness, and response to drug-related threats. Those who take this course will learn about the trends in packaging and distribution methods of Fentanyl and other opioids. The training material will explain how recognition and awareness can reduce the risk of exposure. The course will identify what symptoms to look for if accidental exposure has occurred, and the steps that must be followed to handle that situation.

Trainees objectives:

- ▶ Discuss and obtain a working knowledge of how the Opioid crisis came to exist.
- ▶ Discuss the role of Opioids and pain management.
- ▶ Identify how Fentanyl is being packaged and distributed along with its analogues.
- ▶ List and describe the symptoms of an Opioid overdose.
- ▶ Discuss the proper Protective Equipment needed to process Fentanyl.
- ▶ Identify an opioid overdose and respond correctly.
- ▶ Describe how to utilize Naloxone during an opioid overdose.
- ▶ Discuss protocols during undercover operations and street level narcotics dealing with Fentanyl.
- ▶ Describe the risks when handling Fentanyl and its analogues.
- ▶ Discuss how to minimize the risks associated with processing evidence and field testing suspected Fentanyl.

Instructor:

Matthew Griffin



Matt Griffin is a fourteen-year law enforcement veteran specializing in narcotic-related investigations. He started his police career with the Virginia Beach Police Department in August of 2003. He was assigned to the 3rd precinct where he received several accolades including the Class Act Award for initiative and motivation. Matt's expertise in patrol narcotics earned him a certification in Virginia Beach Criminal and Superior Court as an expert witness in narcotics packaging, distribution and sales.

In February of 2007, Matt began working with the Keene, NH Police Department where he continued his work in narcotics by assisting with the NH Drug Task Force.

In November of 2015, Matt was selected to the New Hampshire Attorney General's Drug Task Force where he currently works in an undercover capacity. Matt's Drug Task Force has investigated dozens of fentanyl-related overdoses and continues to combat the deadly drug by educating the public and conducting undercover operations targeting the sources.

In 2016, Matt was awarded a New Hampshire State Police Commendation for his arrests and seizures in 2016. In 2016 and early 2017, Matt led several undercover operations targeting suspected prostitution rings in the New Hampshire area which were instrumental in uncovering several human trafficking/sex trade situations.



Emergency Vehicle Operations Course (EVOC) (2 editions)

2nd edition - Hours: 2

Shana Roberts

*TN Law Enforcement
Training Academy*

3rd edition - Hours: 2

Dr. Geoff Alpert

Professor, University of SC

Andy Clark

Lawyer, Memphis, TN

This lecture will cover the various aspects of operating a police vehicle. Topics will include model policies for vehicle inspection, understanding vehicle dynamics and learning effective control techniques, proper defensive driving for emergency and non-emergency driving, understanding serious or fatal crashes from a victim's prospective, understanding the impact of liability involved in the operation of a police vehicle, and model policies for pursuit driving and associated case laws.



Fentanyl, Opioids, and Naloxone (Narcan) Use

Matthew Griffin

*Law Enforcement Instructor/Narcotics Agent
New Hampshire Attorney General's Drug Task Force*

Hours: 1

The Fentanyl, Opioids and Naloxone course spans two hours of dedicated training that focuses on the recognition, awareness, and response to drug-related threats. Those who take this course will learn about the trends in packaging and distribution methods of Fentanyl and other opioids. The training material will explain how recognition and awareness can reduce the risk of exposure. The course will identify what symptoms to look for if accidental exposure has occurred, and the steps that must be followed to handle that situation.



Firearms Training Series (13 courses)

Greg Lee

*Firearms Trainer
Metro Nashville Police Department, TN*

Hours: 9.5 total

Firearms training for law enforcement demands more than mastering the fundamentals of marksmanship. It also must include a clearly defined set of priorities to guide police officers in the use of firearms. With guidance from firearms expert Greg Lee, this series will teach officers ways to master and maintain an appropriate level of combat accuracy under realistic time-constrained conditions; empowering them to perform quickly and efficiently without sacrificing safety.



Fitness for First Responders: Yoga

Olivia Kvitne Mead

*Founder and Director
Yoga for First Responders*

Hours: 3

This training uses tactical breath work, physical drills, and cognitive behavioral therapy resulting in optimal functioning of the entire psychophysiological system including increasing mental toughness, enhancing tactical skills, preventing injury, self-de-escalation and more. This course will introduce the trainee to the basic concepts of yoga, mindfulness and resilience, functions of the brain and nervous system, as well as the principles that make yoga job-specific and culturally informed. Attendees will learn techniques to use right away along with resources to continue their training.



Indicators of Child Abuse

Jim Sears

*Retired Sergeant
Irving Police Department*

Hours: 3

This course will assist law enforcement officer in recognizing indicators of child abuse. The course will cover physical abuse and neglect, emotional abuse and neglect, and sexual abuse.



Interacting With Drivers Who Are Deaf or Hard of Hearing

Anna Goodloe

*Training Coordinator
Johnson County, TX Sheriff's Office*

Hours: 1

This course teaches officers some of the best practices for interacting with the deaf and hard of hearing community. Topics include an indicator that a traffic stop involves a deaf or hard of hearing individual, how officers can improve interactions with this community, and some of the common words in the American Sign Language.



Introduction to Racial Profiling

Tom Vitacco

*Ret. Sergeant
Alamo Heights Texas Police Department*

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating this appropriate traffic and field stops. Topics covered include legal aspects of racial profiling, logical and social arguments against racial profiling, and elements of inappropriate and appropriate traffic stops.



Introduction to Use of Force

Lt. Tommy Arguijo

*Patrol Lieutenant
Lamesa Police Department*

Hours: 1

Introduction to Use of Force is a core class which is designed to educate officers on the laws regarding use of force as well as application of force in required situations. The training is designed to give an officer confidence and credibility when involved in use of force incidents.



Mental Illness (2 editions)

1st edition - Hours: 2

Gary T. Klugiewicz

*National Trainer/Director
Vistelar*

3rd edition - Hours: 2

Mike Kennedy

*Training Coordinator,
Lea County Sheriff's
Office*

Many law enforcement personnel do not receive adequate mental health training, which can result in ineffective and sometimes fatal outcomes. This course is designed to train first responders how to handle Point-of-Impact Crisis Intervention Situations for persons with special needs, including Long-Term EDP (Emotionally Disturbed Person with mental health issues), chemical abuser (under the influence of or suffering the aftermath of alcohol or drug abuse), or Short-Term EDP (a person in crisis now)—or sometimes all three. The course will focus on the development of a non-intrusive yet effective crisis intervention protocol that addresses the safety needs of both the first responder(s) and the person(s) in crisis.



Missing and Exploited Children

Jim Sears

*Sergeant
Irving Police Department, TX*

Hours: 3

This course is intended as an introduction to issues related to responding to and investigating missing and exploited children cases.



Missing Children: Response and Investigation

Gus Paidousis

*Chief of Security
Knox County Schools*

Hours: 4

This course will examine current trends and explore research data as it relates to missing and abducted children. The course will cover NISMART II Study, Washington State Child Homicide Study, Infant Abductions, and Child Homicides. The course will also explore the 1992 disappearance and murder of Kassandea Ann Trimmier. The course will help officers with the critical first steps in their response to a missing child case.



Officer-Involved Domestic Violence

Rod Reder

Founder and Owner, Reder Investigations and Security Consulting, L.L.C.

Hours: 1

Law enforcement agencies have generally ignored officer-involved domestic violence and allowed batterers to continue wearing a badge—enforcing the domestic violence laws that they violate themselves. This program encourages law enforcement officials to adopt a zero-tolerance policy to this. The program also describes the many stressors of a law enforcement career and how to deal with those stressors. Statistics, case examples, federal laws, and model policies will be reviewed to help provide participants with a factual basis for effective handling of domestic violence.



Officer-Involved Shootings: Mental Wellness and Liability

Lt. Tommy Arguijo

*Patrol Lieutenant
Lamesa Police Department*

Hours: 1

Officer-Involved Shootings: Mental Wellness and Liability is a course which is designed to educate officers on the application of deadly force in required situations. The course will cover taxing mental phases an officer will go through after an officer-involved shooting, and it will cover the liability the officer and agency may face.



On Combat: A Primer

Lt. Col. Dave Grossman

*Retired West Point Psychology Professor,
Professor of Military Science, and Army Ranger*

Hours: 1

"On Combat – A Primer" is a one hour training course taken from the book On Combat and produced with the author Lt. Col. Dave Grossman. This course examines the psychological and physiological effects of fight related stress on the body and mind of those engaged in potentially lethal conflict. Although no officer wishes to engage in the use of lethal force and the vast majority of officers will not have to, it is important to train officers and leaders about the effects to expect and how to recognize natural reactions and respond accordingly. This course does just that.



On Killing: A Primer

Lt. Col. Dave Grossman

*Retired West Point Psychology Professor,
Professor of Military Science, and Army Ranger*

Hours: 1

"On Killing – A Primer" takes a psychological look at a very real phenomena within the ranks of law enforcement from lessons learned in military conflict concerning the psychology of killing. Although every police officer will not face the reality of taking a life in the line of duty, we owe it to our officers to prepare them for the potential in terms of psychological processes involving remorse, rationalization, isolation, and social tolls – and important insights to apply in managing the aftermath of Officer-Involved shootings. On Killing – A Primer is a course taken away from the award winning Author Lt. Col. Dave Grossman's bestselling book – On Killing and presented by him in our studio.



Police Health and Mental Wellness

Andy O'Hara

Founder, Badge of Life

Hours: 2

This course explores the many issues and problems police officers commonly face with stress in their careers. It outlines the traps many officers fall into, the difference between stress and trauma, and how critical incidents and cumulative stress can shorten a career. Officers will also learn several easy steps to avoid the impacts of chronic stress and how to be prepared for trauma before it happens. Officers will learn how to assist others in preventing burnout, traumatization, and suicide and how to enjoy a career that is long, healthy, and satisfying.

COURSE | HIGHLIGHT

Racial Profiling Courses

Introduction to Racial Profiling

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating this appropriate traffic and field stops. Topics covered include legal aspects of racial profiling, logical and social arguments against racial profiling, and elements of inappropriate and appropriate traffic stops.

Trainees objectives:

- ▶ Discuss the legal aspects of racial profiling
- ▶ Analyze legislative requirements regarding racial profiling
- ▶ Discuss Supreme Court decisions and lower court decisions involving appropriate actions in traffic stops
- ▶ Discuss racial profiling and the community
- ▶ Analyze logical and social arguments against racial profiling

Racial Profiling and Drug Interdiction

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating elements of inappropriate and appropriate traffic stops, and profiling as it relates to reasonable suspicion of criminal activity, especially drug couriering.

Trainees objectives:

- ▶ Discuss the legal aspects of racial profiling
- ▶ Explain elements of a traffic stop which could constitute reasonable suspicion of criminal activity
- ▶ Discuss elements of a traffic stop which would constitute reasonable suspicion of drug courier activity

Racial Profiling for Traffic Stops and Field Contacts

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating this appropriate traffic and field stops. Topics covered include legal aspects of racial profiling, logical and social arguments against racial profiling, and elements of inappropriate and appropriate traffic stops, and profiling as it relates to reasonable suspicion of criminal activity, especially drug couriering.

Trainees objectives:

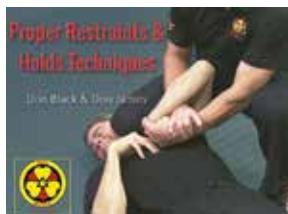
- ▶ Detect the elements of racially motivated traffic stops
- ▶ Outline the elements of a proper traffic stop
- ▶ Outline the elements of a proper field contact or citizen encounter

Instructor:

Tom Vitacco



Tom Vitacco is a State Certified (TCOLE) Advanced Police Instructor who began his law enforcement career in 1994 at the Alamo Heights Police Department, in Texas. Tom retired as a Sergeant in 2017 after serving in positions including Patrol, SWAT, Criminal Investigations, Training, and Administration. Tom now works as an instructor at the Alamo Area Council of Governments (AACOG) Regional Law Enforcement Academy where he trains both cadets and current Peace Officers in a wide variety of subjects to include firearms, tactics, criminal investigations, supervision, leadership, de-escalation and crisis intervention. Tom is also a Corporal with the Bexar County Sheriff's Office Reserve Branch Training Unit. Tom has a BA Degree in Criminal Justice from the University of Texas at San Antonio and is also a graduate of several specialized programs including the Law Enforcement Management Institute of Texas (LEMIT Sam Houston State University), the FBI Law Enforcement Executive Development Association Program (LEEDA) and the FBI Texas Command College.



Proper Restraints and Holds Techniques

Don Black

Senior Instructor, Koga Institute

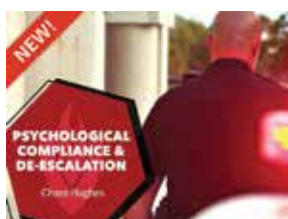
Don James

Instructor

Basic Law Enforcement Academy at the Community College of Aurora

Hours: 2

This course will cover basic premises of the Koga Institute related to the police role in arrest, emotional control, the concept of control, and the use of pain compliance and leverage. Specific, humane and effective basic control holds will be demonstrated and explained in detail. The control holds demonstrated are a small part of the Koga System which is a more comprehensive system of Arrest Control, Baton, Crowd Control and Police Tactics.



Psychological Compliance and De-escalation

Chase Hughes

CEO of Ellipsis Behavior Laboratories

Retired Navy Chief, Behavior Expert and Author

Hours: 1

Hundreds of studies have shown that nonverbal behavior makes up more than 2/3 of communication between people. Law enforcement deals in human behavior more than any other element, but the training has been missing. The course is specifically designed to address critical problems in today's law enforcement when it comes to training on violence prediction, threat recognition, and de-escalation. Psychological Compliance and De-Escalation addresses these key issues with the aim of saving lives, building community trust, and enhancing compliance on patrol.



Racial Profiling and Drug Interdiction

Tom Vitacco

Ret. Sergeant

Alamo Heights Texas Police Department

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating elements of inappropriate and appropriate traffic stops, and profiling as it relates to reasonable suspicion of criminal activity, especially drug couriership.



Racial Profiling for Traffic Stops and Field Contacts

Tom Vitacco

Ret. Sergeant

Alamo Heights Texas Police Department

Hours: 1

This course explores racial profiling to assist law enforcement officers in navigating this appropriate traffic and field stops. Topics covered include legal aspects of racial profiling, logical and social arguments against racial profiling, and elements of inappropriate and appropriate traffic stops, and profiling as it relates to reasonable suspicion of criminal activity, especially drug couriership.



Responding to a Scene

Lt. Tommy Arguijo

*Patrol Lieutenant
Lamesa Police Department*

Hours: 1

Responding to a Scene course will discuss five elements used in the prior analysis of a scene, expand on four elements that an officer must recognize and control in every encounter, and discuss 5 helpful tools used in redirecting someone's behavior using verbal persuasion as well as discussing verbal appeals. When words are no longer an option, we will discuss what happens when the officer recognizes this.



Security Assessment for Places of Worship

Ron Aguiar

Author and Owner of Security Consulting Company, Oasis Safety

Hours: 1

This course is intended to give an officer the knowledge to perform a safety and security assessment for any religious facility in your jurisdiction. There are many vulnerabilities, besides shootings, that a place of worship may have without realizing it. This course will address certain preventative measures that can be taken to guard against shootings; it is not to train you on how a place of worship should organize and distribute an armed security team.



Sovereign Citizens

Brice Allen

*Homeland Security Training Coordinator,
Tennessee Department of Safety and Homeland Security*

Hours: 2

This course will provide vital information about this growing challenge by discussing the most common theories and practices of the sovereign citizen as well as the movement's ever-changing tactics and techniques, ways to better identify and recognize sovereign citizens, and what to do when encountering a sovereign citizen.



The Bulletproof Mind: A Primer (2nd edition)

Lt. Col. Dave Grossman, U.S. Army (Ret.)

*Director
Killology Research Group*

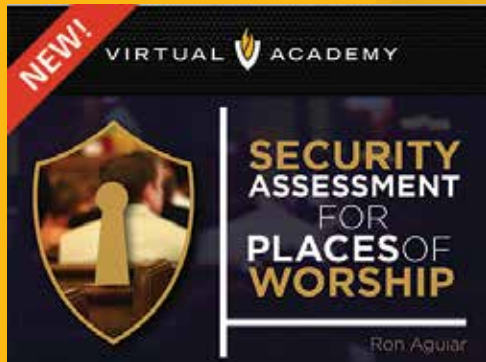
Hours: 2

This course, by world-renowned legend in the military and law-enforcement community, presents Lt. Col. Dave Grossman's recipe for prevention, response, and survival in the face of a new kind of domestic and international terrorism. Students will gain an understanding and application of the effects of physiological arousal upon humans faced with close-range interpersonal aggression in order to limit and prevent undesired physiological arousal and post-traumatic stress disorder (PTSD). Students will also gain an understanding of (1) the physiological effects of combat and (2) military violence enabling techniques, in order to explain the role of media violence in causing violent crime.

COURSE | HIGHLIGHT

Security Assessment for Places of Worship

Hours: 1



Course description:

In the U.S., almost 58% of places of worship have less than 100 members in attendance during a regular worship service. Small congregations may not have the resources to bring in a consultant or send staff away to training in this area. This course is intended to give an officer the knowledge to perform a safety and security assessment for any religious facility in your jurisdiction. There are many vulnerabilities, besides shootings, that a place of worship may have without realizing it. This course will address certain preventative measures that can be taken to guard against shootings; it is not to train you on how a place of worship should organize and distribute an armed security team.

Trainees objectives:

- ▶ Assess security risks within houses of worship
- ▶ Determine risks involving children within houses of worship
- ▶ Explain to facility administrators weak points in security and safety

Instructor:

Ron Aguiar



Ron Aguiar is security professional and author who is considered an expert in church safety and security. With more than 30 years of experience in private security, law enforcement and church security, he is able to relate and respond to just about any security-related situation a church or parachurch organization would face.

Ron began his law enforcement career as an officer at a Hawaii Police Department for eight years. In 1992, Ron became the Director of Safety and Security for an international pizza chain where he assessed, developed, and instituted safety and security policies and programs at the corporate and store levels as the company grew from 190 to 1,300 stores.

Starting in 1998, Ron spent the next 19 years as Director of Safety and Security for one of the ten largest churches in the U.S. in which he managed and oversaw the day-to-day functions of the safety and security and medical teams.

Ron now serves as Founder and CEO for Oasis Safety, a security consulting company created to serve churches, schools and parachurch organizations across the country who are looking to protect their members, students and families from harm.

Ron is also the author of the book "Keeping Your Church Safe" that is a practical blueprint for churches covering all aspects of church security and safety for staff, premises and members.



Use of Force and Liability Issues

Kirk Davis

State Police Agency Assistant Director of Training

Hours: 1

Police use of force is an often misunderstood and highly contentious topic that frequently draws scrutiny depending on the circumstances involved. Seizures of free citizens via the use of force is a fundamental aspect of policing and must be thoroughly understood by those who are sworn to enforce the law. This course will identify the legal justifications for using force, explain the Constitutional legal standard used to evaluate force, discuss the purpose of a force continuum, identify the primary factors used to determine the reasonableness of force, levels of subject resistance, corresponding force options, and the criteria for using deadly force.



Writing Better Police Reports

Dr. Jean Reynolds

President

Maple Leaf Press in Winter Haven, FL

Hours: 1

This refresher course is designed for experienced law enforcement professionals who want to sharpen and update their report writing skills. Topics include police terminology, bullet style, current trends in report writing, principles for organizing and writing reports, strategies for avoiding common errors, and techniques for writing reports efficiently.



Telecommunication Courses



Autism Awareness for 9-1-1 Telecommunicators

Jared Pelham, ENP

*IDU/TERT Team Command Staff
Hamilton County 911 ECD, Chattanooga, TN*

Hours: 1

This course will provide an understanding of the impact and challenges of an Autism Spectrum Disorder (ASD) Emergency on telecommunicators, responders, and family members and how to incorporate those challenges into skills needed to gather information when processing these calls for service.



Call Handling for the Telecommunications Center

Mark Grant

*ENP/RPL/CMCP
Director of Dyersburg Emergency Operations*

Hours: 1

This course will explore national standards for call answering, processing and screening for 911 call centers. It also promotes the need for standardized procedures and written policies as well as properly handling trouble reports.



Counseling and Discipline for the Telecommunications Center

Lisa Fulton

*Instructor
National Emergency Number Association*

Hours: 1

Most supervisors view counseling and discipline as the most undesirable part of their job. However, they serve a vital purpose and when done correctly and consistently counseling and discipline can foster a productive and cohesive work environment. This course provides methods for conducting counseling, and explains the concept of progressive discipline and the benefits of doing it effectively.



De-escalation for Telecommunicators

Gary T. Klugiewicz

*National Trainer/Director
Vistelar*

Hours: 1

De-escalation for Telecommunicators will provide you with career building, career changing, and, even, career saving conflict prevention and conflict resolution communication tactics. You will learn how to make yourself a tactical communicator and keep yourself physically and legally safe while reducing stress when dealing with citizens, fellow professionals, and in your personal life. This kind of "conflict management" involves using posture and body language, tone of voice, and choice of words as a means for calming a potentially volatile situation before it can manifest into physical violence.



Effective Communication for Telecommunicators

Tim Christol

*Retired Chief of Police
Owner of Edgeway Strategies*

Hours: 2

From the first line to senior staff, telecommunicators use communication skills to direct, inform, and persuade others to behave in a certain manner. These techniques help to keep our citizens safe so we can complete our overall mission to "Serve and Protect." Understanding how we communicate with others while considering emotions, experiences, and levels of understanding allows us to convey clearer messages and engage in more effective use of our words, actions, and emotions.



HR Practices for the Telecommunications Center

Lisa Fulton

*Instructor
National Emergency Number Association*

Hours: 1

This course explains the laws pertaining to FMLA, ADA, and hiring in basic terms. Real-world examples will clarify their purpose and we will further separate myth from fact by examining what they mean for daily operations in the PSAP. Attendees will walk away with an understanding of the most common HR issues and resources to help learn more.



Implementing Text to 9-1-1 in the PSAP

Monica Million

*2019 NENA President
Executive Director, Colorado 911 Resource Center*

Hours: 1

By offering a text to 911 solution, ensure you give all citizens access to public safety services. You will be presented with costs, technical and operational considerations when making decisions to deploy a solution.



Interpersonal Communication

Lisa Fulton, ENP

Instructor, NENA

Scott Fulton

Sergeant, Mount Juliet Police Department

Hours: 1

Interpersonal Communication skills are essential for developing working and personal relationships. This course will explore the various skills involved with Interpersonal Communication. It will introduce why these skills are beneficial, how they are used, and when to use them. It will also cover the importance of handling confrontation properly, identifying triggers that could cause loss of temper, and how to manage difficult relationships.



Personnel Issues

Lisa Fulton, ENP

*Instructor
National Emergency Number Association*

Hours: 1

This one-hour session will cover various personnel issues and explore options for addressing these issues. Supervisors often feel frustrated and helpless when confronted with negative behaviors from their employees. This course will review successful tactics that can be used to help guide the employees back to positive productivity.



Quality Assurance and Improvement in the PSAP

Eric Parry

*Chairman
NENA Education Advisory Board*

Hours: 1

This course is a one-hour webinar-style course providing an overview of what PSAPs should know when considering implementing a Quality Assurance process. The course discusses the various recommended processes for conducting call review from how the call is answered and processed, as well as how the call is dispatched. The three major disciplines—Police, Fire, and Emergency Medical call processing are discussed in-depth. The new APCO/NENA ANS 1.107.1.2015 Standard for the Establishment of a Quality Assurance and Quality Improvement Program for Public Safety Answering Points is covered.



Responding to an Active Violence Event

Scott Fulton

*Sergeant
Mount Juliet Police Department*

Hours: 1

This course is designed to define terms associated with an active violence event, to identify tactics used by first responders with which the telecommunicator may not be familiar, and to discuss options when a person finds themselves in an active violence event.



Servant Leadership in the PSAP

Jared Pelham, ENP

*IDU/TERT Team Command Staff
Hamilton County 911 ECD, Chattanooga, TN*

Jimmy Hillis

*Day Shift Supervisor/Team Leader
Hamilton County 911 ECD, Chattanooga, TN*

Hours: 1

This course will discuss the impact and rewards of a servant style leadership in the PSAP. It will introduce tools for Supervisors and Telecommunicators to help develop an effective team through Servant Leadership. Servant Leadership turns the power pyramid upside down; instead of the people working to serve their leader, the leader is there to serve the people. In this session, students will learn how to use this philosophy of serving to unlock, drive, motivate, and create higher-performing teams for better-fulfilled employees.



Stress Management for Telecommunicators

George Manning

*Professor of Psychology and Business
Northern Kentucky University*

Hours: 1

Emphasizes how stress affects human health and behavior. Stress can affect a person psychologically, emotionally, and physically. The course will examine how stress affects such diseases as cancer, hypertension, diabetes, and heart disease. Stress can also be related to environmental factors such as job and family life. Telecommunicators will learn stress management techniques that will aid them in dealing with stress on a daily basis.

COURSE | HIGHLIGHT

Understanding Stress for the Telecommunicator

Hours: 1



Course description:

Telecommunicators within the 9-1-1 industry endure severe and repetitive stressors throughout their career. In order to combat the short and long-term effects on the Telecommunicators well-being, it is important to understand how the body reacts to stressful stimuli. This course highlights what body systems are affected by stress, how those systems respond to and recover from stress, and how the Telecommunicator can effectively manage stress for a more productive life.

Trainees objectives:

- ▶ Define stress and how it affects our well-being
- ▶ Identify how the body processes a stressful environment
- ▶ Learn ways to be more resilient to stress

Instructor:

Jamison Peevyhouse, ENP



Jamison Peevyhouse, ENP is skilled in Crisis Management, Government, Crisis Communications, Emergency Management, and Law Enforcement. In addition to 9-1-1, he also has been a long-time field response unit with Emergency Management and Search and Rescue.

Jamison's career began in 1998 as a telecommunicator in the Weakley County Tennessee 9-1-1 Center where he also served as supervisor, trainer, and director.

While serving as Legislative Affairs Representative on the TN Emergency Number Association's Legislative Committee from 2011-2014, Jamison helped to craft the "9-1-1 Funding Modernization and IP Transition Act of 2014" which later became law.

In August of 2015, Jamison was appointed to the Policy Advisory Committee of the TN Emergency Communications Board to assist with developing and revising policies related to the operation of 9-1-1 services within Tennessee. In June of 2016, he was appointed to serve as Chairperson for a one year term and is now serving as the Training Coordinator.

In June of 2016 Jamison was elected as the 2nd Vice President of the National Emergency Number Association. In June of 2018, he was sworn in as President of NENA: The 9-1-1 Association's Board of Directors.



Supervision 101 for the Telecommunications Center

Lisa Fulton

Instructor

National Emergency Number Association

Hours: 1

A front line Supervisor in the PSAP is quite possibly the hardest yet most powerful position in the agency. This course will review a few of the biggest obstacles Supervisors encounter and give 'best practices' techniques to handle them. The discussion will cover the basic skills, knowledge and abilities needed in supervision, various leadership methods, conflict resolution, counseling and disciplinary, proper documentation and knowing your overall mission.



Understanding Stress for the Telecommunicator

Jamison Peevyhouse, ENP

Immediate Past President

National Emergency Number Association

Hours: 1

Telecommunicators within the 9-1-1 industry endure severe and repetitive stressors throughout their career. In order to combat the short and long-term effects on the Telecommunicators well-being, it is important to understand how the body reacts to stressful stimuli. This course highlights what body systems are affected by stress, how those systems respond to and recover from stress, and how the Telecommunicator can effectively manage stress for a more productive life.



Wellness and Resiliency in 9-1-1

Monica Million

2019 NENA President

ENP Executive Director, Colorado 911 Resource Center

Jamison Peevyhouse, ENP

Immediate Past President

National Emergency Number Association

Hours: 2

Hiring the right fit and preparing those employees for a life long journey in mental and physical wellness in this profession and beyond is the foundation of this course. Learning and finding tools to assist the 9-1-1 professional in managing vicarious trauma and the importance of deploying these resources in your daily life.



Investigations Courses



Basic Photography Techniques for Law Enforcement

John Williams

John Williams Consulting, LLC

Kerri McClary

Investigator, University of South Carolina Division of Law Enforcement and Safety

Hours: 3

Crime and accident scenes cannot physically be presented in court, nor can numerous objects and situations. Therefore, the court recognizes the next best evidence—the photograph. This 3-hour course is designed to teach basic and advanced photographic techniques that are required to document crime scenes and accident scenes for investigative purposes and court presentation.



Cell Phone Technologies and Data Recovery (2nd edition)

Glenn Bard

*Chief Technical Officer
PATCtech*

Scott Lucas

Pennsylvania State Trooper (Retired)

Hours: 4

This training course is designed to increase the knowledge and effectiveness of investigators in the recognition, use, and display of information that can be derived from background research and cellular data records. Students will receive instruction on mapping results from cell phone tower reports, cell phone technology definitions, understanding the informational records, and what information can be obtained from cell phone providers.



Components of Child Abuse Investigations

Jim Sears

*Retired Sergeant
Irving Police Department*

Hours: 2

This course will cover an overview of the issues of child abuse covering topics such as the nature of child abuse, possible effects of abuse, family dynamics, characteristics of abusive parents, theories of child abuse, and possible effects of abuse.



Criminal Drug Interdiction

Greg Goltz

*Creator and Trainer
CRIMINALaddiction Inc.*

Hours: 4

Officers will see firsthand how criminal patrol techniques can yield large and small drug and other type arrests from traffic stops and other legal contacts. Officers will also learn of the incredibly advanced concealment places in land vehicles that smugglers and other people involved with drugs hide the drugs, weapons, and currency.



Death and Homicide Investigations

Tony Monheim

Owner, Homicide Training

Hours: 4

This course is designed to enable the investigator to immediately interpret what he or she sees upon entering crime scene and to derive from that knowledge an analytical approach to the investigation. Participants will become familiar with the indicators of suspicious death and learn just how equivocal the death scene can be. Actual real-life examples will help the investigator become acquainted with forensic concepts such as lividity, rigor mortis, algor mortis, decomposition, antemortem, and postmortem trauma, etc.



Executing Search Warrants

Steve Rothlein

Division Chief (Retired)

Miami-Dade Police Department

Hours: 1

This course will take an in depth look at the 4th Amendment (Search and Seizure). In addition, the requirements of probable cause and affidavits will be examined to ensure your warrants are valid every time. Steve Rothlein has developed best practices and a check list for developing search warrants to limit liability and makes sure officers "get it right". This course will cover the topics of liability which include mistaken address, inclusion of poor information, and execution considerations such as known weapons, associates, etc.



Eyewitness Evidence/Identification

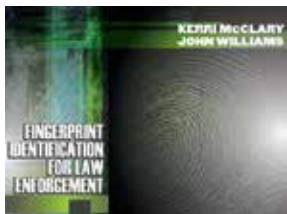
Tommy Arguijo

Patrol Lieutenant

Lamesa Police Department, TX

Hours: 3

Eyewitness evidence is critical to the apprehension and prosecution of criminals. Research has proven that a number of small changes to the identification process will help improve the accuracy and reliability of eyewitness identification, ensuring that the highest quality of eyewitness evidence is collected and preserved. The goal of this curriculum is to provide students with a knowledge and understanding of how the implementation of recommended protocols, or best practices, can improve the accuracy and reliability of eyewitness evidence.



Fingerprint Identification and Preservation Methods

John Williams

John Williams Consulting, LLC

Kerri McClary

Investigator, University of South Carolina Division of Law Enforcement and Safety

Hours: 3

As law enforcement entities, we do not make the facts; we discover and report them. It is not what we think, but what we can prove. The physical evidence we seek will help build a strong foundation for the criminal investigation, based upon facts we can prove. This course is designed to provide an overview of the fundamental stages in crime scene investigation and present information on recognizing, preserving, and developing friction ridge skin impressions. Information will also be offered on the best methods for evidence preservation, collection, and packaging.



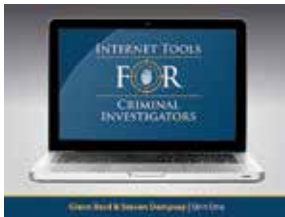
Firearms Investigations Training

Benjamin Hayes

*Special Investigator
U.S. Department of State*

Hours: 3

Increasingly, law enforcement officers and the public face the issue of armed offenders. Whether encountering firearms or investigating firearms related crimes, it is imperative to understand the nature of firearms in the United States. This course will cover many topics surrounding this issue, including firearms commerce, firearms recognition, and firearms investigations. Firearms commerce provides a comprehensive view of the laws that regulate firearms and methods of lawful acquisition. Firearms recognition will explore the expansive world of firearms and how to correctly identify them in reports and for investigations. Firearms investigations will teach you how to properly take firearms into custody and how the information from firearms can assist in your investigations.



Internet Tools for Criminal Investigators (2nd edition)

Glenn Bard

*Chief Technical Officer
PATCtech*

Scott Lucas

Pennsylvania State Trooper (Retired)

Hours: 4

The focus of this course is to familiarize officers with the Internet and online applications as tools for criminal investigations. Officers will also learn procedures for investigating crimes occurring online.



Introduction to Cyber Security

Janine Kremling

*Associate Professor
California State University at San Bernardino*

Hours: 4

This course provides a basic overview of cybercrime, cyberthreats, vulnerabilities, and cyber security responses by law enforcement. It outlines strategies to reduce vulnerabilities through cyber security measures. The course ends by looking into the future to see what may be ahead and the challenges it may pose to law enforcement.



Investigative Strategies for Child Abuse

Jim Sears

*Retired Sergeant
Irving Police Department*

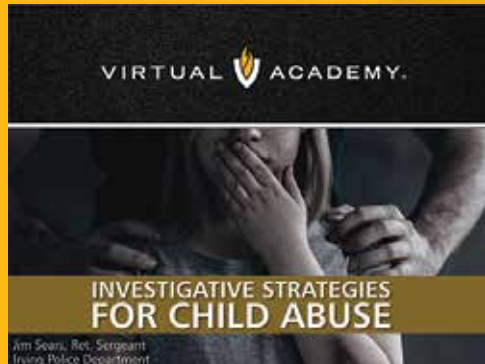
Hours: 3

This course will discuss the best practices for investigating child abuse cases, including appropriate procedures and considerations, interviewing of parents and children, and special investigative issues.

COURSE | HIGHLIGHT

Investigative Strategies for Child Abuse

Hours: 3



Course description:

This course will discuss the best practices for investigating child abuse cases, including appropriate procedures and considerations, interviewing of parents and children, and special investigative issues.

Trainees key objectives:

- ▶ Consider three questions to be addressed when conducting an investigation and appropriate procedures and factors to consider for probable cause to arrest in child abuse and neglect cases.
- ▶ Explain requirements of a child abuse investigation report.
- ▶ Explain strategies and issues when interviewing parents/care providers in child abuse cases.
- ▶ Explain factors that determine an officer's approach in interviewing a child.
- ▶ Consider the impact on an interview of the first five stages of development or maturational crisis theory of Erik Erikson.
- ▶ Outline factors related to ascertaining the truthfulness of a child's statement.
- ▶ Outline investigative considerations in immersion, branding iron, and retaliation burns plus miscellaneous investigative considerations in various types of burn cases.
- ▶ Outline investigative considerations of intentional poisoning and bite marks.
- ▶ Consider advanced investigative techniques that are available from specialists with advanced training.
- ▶ Outline factors that should be considered in presenting testimony of a child in a child abuse case.
- ▶ Outline factors relating to runaway youths.

Instructor: **Jim Sears**



Sgt. Jim Sears has been a law enforcement officer for over 30 years working with the Irving Police Department. He initially served as a Patrol Officer and School Resource Officer. Sgt. Sears worked as a Detective in the Child Abuse Unit for 10 years before being promoted to Sgt. He worked 6½ years as the supervisor for the Domestic Violence, Child Abuse, and Youth Service Units at the Irving Family Advocacy Center before retiring in September of 2015.

Jim is a Texas Commission (T.C.O.L.E) on Law Enforcement instructor specializing in Domestic Violence and Child Abuse, Instructor at the Crimes Against Children's Conference in Dallas, and is a Certified Instructor for Advanced Child Abuse Investigations through Texas Municipal Police Association (TMPA). Sgt. Sears is on the design team for the new Fox Valley/NCJTC in their national training project for the Conducting Unexplained Child Death investigations. He is also an instructor for the Gundersen National Child Protection Training Center and an Adjunct instructor for Tarrant County College in Ft. Worth.

Jim is the 2011 recipient of the Lt. Bill Walsh Award for the Dallas Children's Advocacy Center for career achievements in the field of Child Abuse Investigations. In January of 2017, Sgt. Sears received the Nick Fowler award from BPOA class #179 and #186 as Outstanding Instructor.



Investigative Techniques for Social Media: Parts 1, 2, and 3

Glenn Bard

CTO of PATCtech and Instructor for PATCtech

Hours: 6 (2 hrs each Part)

This course discusses the history of social media, how social media platforms work and what can be determined from profiles. Additionally, it will discuss how to copy and preserve social media profiles, how to trace profile creators, current software, and other investigative techniques necessary.



ISIS and Social Media

Mubin Shaikh

Ex Security Intelligence Counter Terrorism Operations

Master of Policing Intelligence and Counter Terrorism (Macquarie)

Hours: 1

This course covers violent radicalization in the context of the Islamic State Group alternatively called ISIS, ISIL and DAESH. It looks at the genesis of this group on social media, the process of recruitment of men and women into the group from their own social media postings, and attempts made to counter their influence online by the State Department, U.S. military forces and NGO's. This UNCLASSIFIED presentation will examine the role that social media plays in ISG cyber operations through screenshots of first-person conversations conducted with ISG Foreign Terrorist Fighters from the West (including Europe), as well as their supporters.



Packaging and Submission of Forensic Evidence

Kay Sheriff

Retired Lab Director

TN Bureau of Investigations

Hours: 2

This course is designed to teach law enforcement officers about evidence submission to units in many forensic services laboratories. The course includes the scope of service of typical Forensic Units; suggestions on the collection, preservation, packaging, documentation, and submission of evidence to the units; limitations of service that might be encountered; and report interpretations.

This course is intended to provide general information regarding the packaging and submission of forensic evidence. Every state crime lab and law enforcement agency may have their own policies for packaging and submitting forensic evidence. Your department policies supersede any material presented in this course.



Practical Kinesic Interviewing: Part 1

Stan Walters "The Lie Guy"

President

Truth and Deception, Inc.

Hours: 4

This course is designed to help develop a solid foundation for interviewing skills and maximize the amount of usable information gained from any interview. Officers will learn the basic principles of behavior analysis, the Narrative-Based Interview method for recovering the maximum amount of information during interviews, reliable verbal and nonverbal cues of deception, and much more.

COURSE | HIGHLIGHT

Investigative Techniques for Social Media: Parts 1, 2, and 3

Hours: 6



Course description:

This course discusses the history of social media, how social media platforms work and what can be determined from profiles. Additionally, it will discuss how to copy and preserve social media profiles, how to trace profile creators, current software, and other investigative techniques necessary.

Trainees objectives:

- ▶ Discuss how Snapchat works, how data can be preserved, and how a victim can download their own Snapchat data
- ▶ Discuss what we can get from a search warrant
- ▶ Describe what type of data Google stores, how to properly trace a Google email, and how to contact Google for legal process
- ▶ Discuss what Tumblr, Pinterest, and Instagram are, how they operate, and how to track information on each
- ▶ Discuss what is available on Twitter and its server
- ▶ Discuss what common symbols mean, such as # and @
- ▶ Describe what acronyms, such as RT and DM, mean
- ▶ Discuss what Facebook is, what we can get from Facebook and its server, how to search Facebook, and how to navigate the Facebook world
- ▶ Discuss how we can copy a live page into a video, picture, and a saved HTML
- ▶ Discuss what we can find forensically on the devices

Instructor:

Glenn Bard



Glenn Bard is a retired PA State Trooper enforcement officer and U.S. Veteran of Operation Desert Storm. In 1999 Glenn was selected as a Computer Crime Investigator for his state law enforcement agency and has since investigated crimes across the United States ranging from Child Pornography to Criminal Homicide. Glenn has also conducted forensic examinations for city, state and federal Law Enforcement agencies including the FBI, US Postal Inspectors, and I.C.E. Due to his training and experience, Glenn has been certified as an expert witness in the areas of Computer Forensics and Computer Technology. Additionally, he has been a speaker for dozens of organizations, to include the Cyril H. Wecht Institute of Forensic Science and Law, Pennsylvania Fraternal Order of Police, Illinois Fraternal Order of Police, New Jersey Fraternal Order of Police, Federal Fraternal Order of Police, and the Institute of Law Enforcement Education, among many others. Glenn developed and instituted a Computer Forensics program at the Westmoreland County Community College where he is a faculty instructor in the Computer Technology division. Glenn is a national instructor and consultant for the Public Agency Training Council on the topic of Criminal Investigations of Electronic Storage Devices. For PATCtech, Glenn oversees all technical operations for Digital Forensic and Data Services.



Practical Kinesic Interviewing: Part 2

Stan Walters "The Lie Guy"

*President
Truth and Deception, Inc.*

Hours: 4

This course is designed to provide the smart practices needed to manage each interview and gain compliance and cooperation from the interview subject. A confession is NOT the objective—it's information. Officers will learn things such as how to recognize and correctly respond to verbal and nonverbal cues and how to encourage the subject to talk using influence and persuasion tactics. Officers will also learn the Four Personality Behavior Types and the most effective persuasion techniques to get each type to talk and be cooperative and compliant.



Statement Analysis® Interviewing Techniques

Mark McClish

*President
Advanced Interviewing Concepts*

Hours: 2

Statement Analysis® is the process of analyzing how a person phrases his statement in an effort to determine if the person is being truthful or deceptive. People will always word their statement based on all their knowledge. Therefore, their statement may contain information they did not intend to share. People will provide more information than what they realize. The problem is they sometimes give more information than what the interviewer realizes. This course will show you what to look for in a verbal and written statement in order to determine if a person is lying or telling the truth.



Violent Jihadist Radicalization: Case Study of the Toronto 18

Mubin Shaikh

*Ex Security Intelligence Counter Terrorism Operations
Master of Policing Intelligence and Counter Terrorism (Macquarie)*

Hours: 3

This course covers violent radicalization in the context of national security investigations. It brings together academic and operational insights on models of radicalization but against the backdrop of a group of young Muslim men whose process of violent radicalization starts in high school and culminates in a plot to detonate three, 1-ton ammonium nitrate truck bombs at the stock exchange, a military base, and an intelligence service building in Canada. Viewers will understand how and where radicalization can occur, what possible counter radicalization methods can be used, and how quickly local investigations can become international ones.

School Safety Courses



AMBER and Silver Alert Initiatives

Gus Paidousis

*Chief of Security
Knox County Schools, Knoxville, TN*

Hours: 2

This module will examine the National and State efforts in developing and implementing protection strategies relating to our children and seniors. The AMBER Alert as well as the Silver Alert Initiatives will be examined with particular attention given to best practices for law enforcement to follow. Topics covered include the national strategy and mission of AMBER Alert, best practices for AMBER Alert plans, the evolution of AMBER plans, AMBER Alert activation data, and Silver Alert initiatives.



Emergency Operations Planning for Schools

Chris Dorn

*Analyst and Executive Producer
Safe Havens International*

Hours: 1

In this course, officers will learn why most school emergency operations plans fail when tested by a major crisis and, more importantly, learn how to develop viable plans under the U.S. Department of Education and Jane's models. This detailed and information-packed session will examine the key role of law enforcement when working with partners in education, other responding agencies, and emergency management personnel during major incidents.



School Safety: Yesterday, Today and Tomorrow

Michael Dorn

*Executive Director
Safe Havens International, Inc.*

Hours: 3

This dynamic, fast paced, informative and fascinating session will help dispel many of the school safety myths that dominate the American media and popular perception of school staff, students, and parents. Course participants will hear a brief historical overview of major school safety incidents followed by tangible and practical real world action steps to make school a safer place where children can learn more effectively. This session will emphasize evidence based, research backed and assessment based concepts.



School Vulnerability Assessment

Don Green

Blount County Sheriff's Office

Jeff Stiles

Management Services Division, Knoxville Police Dept.

Hours: 3

This course will provide information regarding distinguishing between security versus crisis as well as emphasizing the importance of a safety plan initiative. Reviewed items will be considerations for adaptation within a plan. Finally, vulnerability assessments and involvement of crime prevention through environmental design best practices will be discussed.

COURSE | HIGHLIGHT

School Vulnerability Assessment

Hours: 3



Course description:

This course will provide information regarding distinguishing between security versus crisis as well as emphasizing the importance of a safety plan initiative. Reviewed items will be considerations for adaptation within a plan. Finally, vulnerability assessments and involvement of crime prevention through environmental design best practices will be discussed.

Trainees objectives:

- ▶ Explain the evolution of school security models.
- ▶ Outline the greatest impediments to school security.
- ▶ Explain the scope of school security.
- ▶ Outline various school security concerns.
- ▶ Compare a district-level plan and a campus-level plan.
- ▶ Explain a school crisis.
- ▶ Create a school security or safety crisis plan.
- ▶ Conduct vulnerability assessments utilizing CPTED principles.

Instructors:

Don Green Jeff Stiles



Don Green currently serves both as a consultant for Savant Learning System's Virtual Academy and works with the Blount County Sheriff's Office. He previously was the Director for the University of Tennessee's Law Enforcement Innovation Center as well as ending a 30 year career with the Knoxville Police Department where he last served as Deputy Chief over the Criminal Investigation Division.

Don has been actively involved with numerous law enforcement professional organizations such as the Police Executive Research Forum, the International Association of Chiefs of Police, the FBI Law Enforcement Executive Development Association and the FBI National Academy.

Jeff Stiles has worked at Knoxville Police Department for almost 28 years. He is currently in KPD's management services division, which oversees the Training Academy, budget, and fleet. Jeff transferred there from the Criminal Investigations Division where he worked in the organized crime section and the internet crimes against children.

Jeff worked in patrol for many years, was a patrol supervisor, and supervised the SRO unit. He worked with the State Department of Education in developing curriculum for development of vulnerability assessments, for safety planning, and for all-hazards planning. Jeff has also taught beginning principal's training in Middle Tennessee. Jeff also worked 20 years on SWAT before retiring.



Six Senses of School Safety

Chris Dorn

*Analyst and Executive Producer
Safe Havens International*

Hours: 3

This course will cover a wide array of dangers that can exist in schools beyond just violence. Since violence is not a leading cause of death in schools preparing for weapons assaults and active shooter events should be just one piece of the school safety puzzle. This course will provide an awareness level overview of the school safety assessment process so that Law Enforcement personnel can be familiar with the assessment process and learn how they can be an integral part of shaping and improving not just safety and security but also the school climate, culture, test scores and the level of emergency preparedness in a school.



The Root of Violence Part 1: Lessons from Jonesboro on School and Gang Violence

Lt. Col. Dave Grossman

*Retired West Point Psychology Professor,
Professor of Military Science, and Army Ranger*

Hours: 2

This course examines school massacres, common denominators, and preventative actions that can be taken by school administrators and law enforcement. Internal and external threats are discussed, providing valuable training on how to deter, detect, and defeat attacks, along with effective police response to an active school shooting. Officers will learn how to work with educators to make their local schools safer at little or no expense.



The Root of Violence Part 2: The External Threat and Predicting Terrorist Attacks

Lt. Col. Dave Grossman

*Retired West Point Psychology Professor,
Professor of Military Science, and Army Ranger*

Hours: 2

Part II provides in-depth training in predicting terrorist attacks, along with effective police response to such attacks. Colonel Grossman believes "the greatest achievement is the crime that did not happen". Preparations to deter and delay terrorist attacks are discussed, and Col. Grossman teaches responders to "think outside the box" when utilizing non-traditional resources in response to terrorist assaults.



The Root of Violence Part 3: School Violence Prevention and Management Tactics

Lt. Col. Dave Grossman

*Retired West Point Psychology Professor,
Professor of Military Science, and Army Ranger*

Hours: 2

The impact of the video game industry on school violence is explored, along with how parents can contribute to a healthier child in their home. Col. Grossman also expounds on his Bullet-Proof Mind course, addressing how police officers can prepare for and survive violent encounters, both physically and mentally. Students will learn how to avoid Post Traumatic Stress Syndrome, which is described by Col. Grossman as "the gift that keeps on giving".

Constitutional Criminal Law and Procedure



Constitutional Criminal Law and Procedure (9 courses)

Marvin Zalman

Professor of Criminal Justice
Wayne State University

Hours: 10

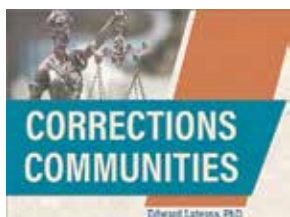
This course series serves as an overview to constitutional aspects of criminal procedures, including investigations, arrests, search and seizures, pre-trial processes, trial rights, sentencing, and appeals. Courses 1–4 focus primarily on the rights protected by the Fourth Amendment, and courses 5–9 focus on the rights protected by the Sixth Amendment.

Courses

1. Introduction to Constitutional Criminal Law and Procedure
2. 4th Amendment (Exclusionary Rule and Remedies)
3. Search Warrants and Probable Cause
4. Arrests and Terry Stops and Warrantless Searches (Exceptions)
5. 6th Amendment (Right to Counsel, Impartial Jury)
6. Miranda and the Interview
7. Suspect ID's (Lineup, Show up)
8. The Pretrial Process
9. The Criminal Trial



Corrections Courses



Corrections Communities

Edward J. Latessa

*Director and Professor of the School of Criminal Justice
University of Cincinnati*

Hours: 1

This course is designed to familiarize the learner with the history and recent developments of the halfway house, community residential programs, and programs for juveniles. The course is structured in such a way that the learner will understand the effectiveness of these facilities, as well as the treatment options within these facilities. The course will also examine special populations, ranging from sex offenders, mentally disordered offenders, and females.



Cultural Diversity

Cheryl Price

*Warden
Bibb County Correctional Facility*

Hours: 0.5

Cultural diversity continues to be a major focal point of the workplace and our communities. In this course, students will learn how having a healthy perspective on diversity makes an organization more effective by capitalizing on all the strengths of each employee. This course will allow officers to explore cultural differences in our personal and professional lives and learn how to embrace these differences without allowing them to become stumbling blocks. Officers will learn how to combat negative stereotypes and prejudices in the workplace by communicating effectively and promoting positive behaviors.



Effectively Managing LGBTI Inmates

Shane Dotson, MS, CJM, C.C.E.

Certified DOJ PREA and PREA Compliance Auditor

Hours: 1

This course of instruction will provide a basic understanding of how you will be able to effectively manage and communicate with LGBTI, Transgender, and Intersex inmates within your facility. This course will also provide the basic tenants of the different principles and standards to manage LGBTI, Transgender, and Intersex inmates.



Personal, Cell, and Area Searches

Cheryl Price

*Warden
Bibb County Correctional Facility*

Hours: 1

Maintaining control of an institution cannot be accomplished without effectively conducting searches by a distant surveillance method, cursory inspections, or through face-to-face action by professionally trained employees. Searches are conducted to prevent the introduction of contraband and/or to provide for the safe, secure operation of the institution. Through this course, officers will receive training in conducting cell and area searches, frisk and strip searches, and authorized searches of visitors, guests, and staff in an efficient manner.



PREA 101: Basic Introduction to PREA

Shane Dotson, MS, CJM, C.C.E.

Certified DOJ PREA and PREA Compliance Auditor

Hours: 1

This course of instruction will provide a basic understanding of PREA. The Prison Rape Elimination Act was implemented to prevent sexual abuse and sexual harassment in confinement and this course will introduce you core concepts of PREA.



PREA First Responder Duties, Protocols and Investigations

Shane Dotson, MS, CJM, C.C.E.

Certified DOJ PREA and PREA Compliance Auditor

Hours: 1

This course of instruction will provide a basic understanding of your duties as a First Responder, how the coordinated response works, and what you can expect in the investigation process of an alleged sexual abuse. The duties of the first responder are one of the critical components to protect the alleged victim from further abuse and provide a safe and secure environment.



Professionalism and Ethics

Fred Campbell, Ph.D.

*Deputy Warden
Arkansas Department of Corrections*

Hours: 1

The learning objectives in this course are familiarization with departmental policies on standards of conduct, unlawful harassment, mission and vision statements, and leadership values; defining ethics; defining leadership values; understanding and defining Be, Know, and Do; learning unlawful harassment terms; and understanding the agency's mission statement and vision statement. This course will also focus on minimum standards of conduct, effective leadership, loyalty, duty, respect, selfless service, honor, integrity, and personal courage.



Security Audits and Count Management

Cheryl Price

*Warden
Bibb County Correctional Facility*

Hours: 1

This course will focus on maximizing the benefit and credibility of security audits. Physically counting inmates to ensure around-the-clock accountability of all inmates assigned to the institution is the very heart of institutional security. Correctional professionals are expected to confine inmates and not allow them to be released until they have completed their sentences. Therefore, this course will provide training to enable understanding to account for, confine, control, and manage inmates through formal and informal counts.



Segregation (Inmates)

Cheryl Price

Warden

Bibb County Correctional Facility

Hours: 1

Maintaining full control of inmates and protecting those who are not capable of or simply refuse to function properly in the general population requires having resources to separate those inmates from the rest of the population. Providing an area of separation for these inmates also provides staff the flexibility needed to safely and securely manage the institution. Strict compliance with appropriate standards of care is a must. This course will address those standards, policy implementation, and the overall professional operations of the unit.



Use of Force

Cheryl Price

Warden

Bibb County Correctional Facility

Hours: 1

The purpose of this course is to instruct correctional officers on which policies cover the use of force, when and when not to use force, the different levels of force that can be used, the level of force that should be used in a given situation, and the consequences of force used illegally. This course will cover the different types of force that are commonly used in a prison environment, including reasonable force, unnecessary force, excessive force, non-deadly force, and deadly force. Correctional officers will learn that unnecessary and/or excessive force will result in unfortunate outcomes.

This course also addresses the rules of engagement in events such as situations where force is used to prevent an escape, an individual unlawfully gaining access to the premises, and when a response/action could cause even more danger to the community. Participants will be trained on the force continuum and that the objectives for transitioning through different levels of force are to persuade, comply, impede, and stop. The training will also focus on laws that center around the rights of inmates and the criminal liability associated with unlawful uses of force.



Administrative Courses



Workplace Harassment

Amber Aziza

*Founder and CEO
Amber Aziza Enterprises*

Brad Minor

*Global Director of Client Experience
Learning Technologies Group*

Jonathan Motley

Partner, Safford Motley PLC

Hours: 2

This course covers a handful of important subjects, including diversity and inclusion, harassment in the workplace, how to resolve conflict, and managing within the law. Students will recognize the importance of diversity awareness and its impact on their organization, and learn about the various types of unlawful harassment in the workplace



ROLL CALL COURSES | HIGHLIGHT

Virtual Academy™ Roll Call courses are smaller, comprehensive videos of the full courses or interviews with our Subject Matter Experts where they give tips and instructions based on their field of expertise. Currently, you can access over 70 Roll Call courses through Virtual Academy's Training Management System.

Sign up today at virtualacademy.com.



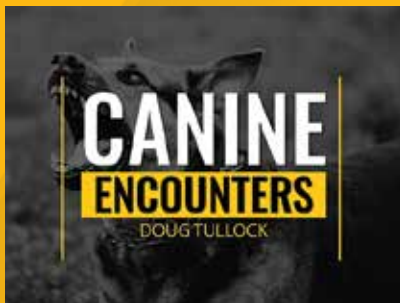
Decoding the 21-Foot Rule

Drew Brakebill

*Firearms Instructor
Blount County Sheriff's Office*

Length: 4:44 mins.

Decoding the 21-Foot Rule briefly discusses the guideline of the 21 Foot Rule and how that distance can change depending on an officer's reflexes and a suspect's running speed. The main purpose of this roll call is to outline a drill that allows officers a real life comparisons of their draw reflexes and suspects' running speed.



Canine Encounters

Doug Tullock

*Law Enforcement Training Coordinator
Virtual Academy*

Length: 5:20 mins.

Canine Encounters highlights the issue of officers encountering aggressive canine. This roll call offers some information for officers to consider before using deadly force against a seemingly aggressive dog.



Blink Rate

Chase Hughes

*CEO of Ellipsis Behavior Laboratories
Retired Navy Chief, Behavior Expert and Author*

Length: 4:21 mins.

Blink Rate can be one of the most reliable indicators of increasing or decreasing stress. This roll call discusses how an officer may take note of the rate a person is blinking as an indicator to gauge a person's reaction during questioning.



Upcoming Courses

▶ Investigating Family Violence

Tom Vitacco

Ret. Sergeant

Alamo Heights Texas Police Department

Hours: 1

This course is designed teach officers important elements of investigating family violence. This includes a discussion of the elements of family violence including national statistics, types of abuse, and identifying the predominant aggressor.

▶ Investigating Sexual Assault

Tom Vitacco

Ret. Sergeant

Alamo Heights Texas Police Department

Hours: 1

This course is designed teach officers important elements of investigating sexual offenders. This includes a discussion of the elements of sexual assault including national statistics, victim PTSD, and how to interview a victim.

▶ Investigating Sexual Offenders

Tom Vitacco

Ret. Sergeant

Alamo Heights Texas Police Department

Hours: 1

This course is designed teach officers important elements of investigating sexual assault. This includes a discussion of the elements of sexual assault including national statistics, sexual offender classification, and characteristics of sexual offenders.

▶ MACTAC: Active Shooter Response

Corey Zavorka

Tactical Team Lead, St. Louis Co.

Tucker Schnerre

Dennis Jenkerson

Terence McCoy

Scott Brown

Dustin Schmidt

Jason Steinmetz

Tactical Officers, St. Louis Co.

Hours: 2

MACTAC: Active Shooter Response is designed to train first responders in proper tactics and techniques when responding to an active shooter event. How to park upon arrival, vital equipment, and traveling and bounding to the building are all demonstrated. In addition, communication, clearing and searching rooms, and one to three officer team formations are covered in detail.



Notes

Notes



Because...You Deserve More



317 South Lindell St.
Martin, TN 38237

virtualacademy.com

inquiries@virtualacademy.com

844.381.2134