



Administrative Progress Report (APR) August 2010

To: POST Commissioners and Advisory Committee Members

From: POST STAFF

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

DOMESTIC VIOLENCE/SEXUAL ASSAULT COURSE ON TRIBAL LANDS

The Commission approved the acceptance of a grant in the amount of \$650,000.00 from the California Emergency Management Agency to develop video and classroom training on the subject of Domestic Violence/Sexual Assault. The training will strengthen law enforcement and prosecution strategies to address violent crimes against female tribal victims.

POST staff assembled subject matter resources from Native American communities, the legal profession, and law enforcement to create these courses. POST contracted with the San Diego Regional Training Center to deliver the classroom training and to utilize the video assets from the telecourse.

The courses developed under this grant are intended to inform officers on how to respond to calls of domestic violence/sexual assault on tribal lands and create awareness of the legal and cultural issues related to tribes and tribal lands.

Questions about the grant may be directed to Bureau Chief Ed Pecinovsky, Training Program Services Bureau, at (916) 227-2820, or Ed.Pecinovsky@post.ca.gov.

2011 POST INSTRUCTOR SYMPOSIUM PLANNING BEGINS

POST and the San Diego Regional Training Center hosted a meeting to begin planning for the 2011 Instructor Symposium, which will be held in San Jose on April 5-8, 2011. The committee reviewed the evaluations from the 2010 symposium, identified presentations to be repeated in 2011, and discussed possible new topics. Discussions also identified keynote speakers and lunch presenters to keep within the theme of instructor improvement. A meeting will be held in January 2011 to finalize plans and confirm the final agenda for the symposium.

Questions about the 2011 Instructor Symposium may be directed to Senior Consultant Anne Brewer, at (916) 227-4895, or Anne.Brewer@post.ca.gov.

FUTURE VISION TEAM ANALYZES SCANNING DATABASE CONTENT

POST's Future Vision Team (FVT) convened in August to perform a detailed analysis of the 95 "scanning hits" that comprise its database to date (i.e., August 2010). Scanning hits are informational items that have been identified by FVT members as elements constituting events or trends that may impact POST in the future. The database consists of interviews of representatives of key stakeholder groups, 25 Command College reports, and 59 "other sources" (e.g., journal articles, news articles, and broadcasts). A schematic depicting stakeholders and influential parties was prepared by FVT members at the beginning of the scanning process to assist stakeholders during interviews and to identify areas to be researched.

Preliminary analysis of the scanning hits revealed that the majority were technology-based and primarily involved training delivery (e.g., web-based, virtual reality, video-conferencing, and social networking). Others involved cybercrime, forensics, and "new technology" (e.g., organic interfaces—integration of devices with the body). A secondary recurring theme was diminishing resources.

The next step for the FVT is prioritizing trends and driving forces that present the greatest potential for impacting peace officer standards and training. Upon confirmation of the two or three predominant driving forces, the forces will be used to identify alternative futures for POST. At this juncture, the POST Leadership Team will review the FVT's work product. Following Leadership Team review and input, a preferred future for the organization will be chosen. This preferred future may be used in drafting POST's next strategic plan. A part of the planning process will also identify various "wild cards" (i.e., events that could significantly impact POST's future). Contingency planning will accompany this step to prepare POST to respond to these events should they occur.

Questions about the FVT may be directed to Bureau Chief Mike Hooper, Center for Leadership Development Bureau, at (916) 227-4805, or Mike.Hooper@post.ca.gov.

TEAM BUILDING WORKSHOP PROGRAM

For more than 30 years, the Team Building Workshop Program has provided specialized consultant services to assist the management team of a local agency with planning, problem solving, goal setting, or team building. Local agencies may apply for a POST-reimbursed Team Building Workshop beginning on May 1st each year. Applications are approved in the order received.

Funding is available for 50 workshops per fiscal year. All 50 workshops have been allocated for FY 2010/11 and five agencies have been placed on a waiting list. In the event an agency experiences a compelling need for a workshop due to a management crisis and all workshops have been allocated, the agency may request an urgency exemption.

Question about Team Building Workshop Program may be directed to Associate Governmental Program Analyst Kathy Hobson, Management Counseling Services Bureau, at 916-227-3911, or Kathy.Hobson@post.ca.gov.

ANNUAL RESERVE PEACE OFFICERS CONFERENCE

The California Reserve Peace Officers Association (CRPOA) held its annual training conference in San Diego in August. Approximately 420 reserve officers and coordinators from throughout the state were in attendance. The training consisted of 16 different classes covering a variety of subjects. Officers attending the conference could receive up to 24 hours of training to meet the Continuing Professional Training requirement. As part of the conference, Bureau Chief Frank Decker and Senior Consultants Stephanie Scofield and Robert Ziglar presented two, eight-hour update classes on the Reserve Peace Officer Program to approximately 90 attendees. The subjects covered included reserve levels, peace officer selection, entry-level and in-service training requirements, requalification, course presentation, and compliance reviews.

CRPOA plans to hold the next training conference in San Jose on August 25-27, 2011. Information on the conference is available at www.crpoa.org.

Questions about the reserve coordinator update may be directed to Senior Consultant Stephanie Scofield, Basic Training Bureau, at (916) 227-3454, or Stephanie.Scofield@post.ca.gov.

NEW ONLINE OFFICER SAFETY TRAINING ON LEARNING PORTAL

Officer Safety: Make the Right Choice is now available on the POST Learning Portal. The new course focuses on awareness and attitude as important factors in officer safety. The course scenarios provide an opportunity for officers to identify warning signs and risk factors for assaults on peace officers that may be present in some of the most common types of contacts. Course content is derived from the *Law Enforcement Officers Killed and Assaulted* (LEOKA) report findings, as well as subject matter resources and the POST LEOKA Committee. Users receive two hours of CPT credit upon completion of the course.

As of August 26, 2010, 1,029 officers have completed the course. Feedback on the course has been positive. The following comments were received online via POST's course evaluation instrument:

- “Officer safety is a vital aspect of law enforcement and I am very thankful for this web-based training.”
- “This is the best web based training that POST has produced to date. Excellent training!”

Questions about the online officer safety course may be directed to Senior Consultant Tamara Evans, Training Program Services Bureau, at (916) 227-0473, or Tamara.Evans@post.ca.gov.

Questions about the POST Learning Portal may be directed to Senior Instructional Designer Catherine Bacon, Learning Technology Resource Bureau, at (916) 227-4546, or Catherine.Bacon@post.ca.gov.

Questions about the LEOKA report findings may be directed to Senior Consultant Greg Murphy, Basic Training Bureau, at (916) 227-3467, or Gregory.Murphy@post.ca.gov.

REPORT WRITING PROJECT BEGINS PILOT TESTING

In February 2010, POST concluded research which established standardized Basic Course skills tests for Arrest Methods, Firearms, and Vehicle Operations (Strategic Plan Objective A.4). Subsequently, staff extended the study to create similar tests for the PC 832 course and for the Basic Course Report Writing test requirements.

In April 2009, staff and subject matter resources identified report writing performance dimensions and observable behaviors and used those results to develop evaluation forms and a scoring methodology. The first pilot test took place in mid-August and the second pilot test is scheduled for mid-November. Results from the pilot tests will validate the evaluation forms and scoring methodology. Validation of the forms and scoring methodology will allow POST to deliver higher quality and defensible products to our clients.

Questions about the Report Writing Project may be directed to Senior Test Validation & Development Specialist Chau Nguyen Chan, Standards and Evaluation Services Bureau, at (916) 227-4836, or ChauN.Chan@post.ca.gov; or POST Special Consultant, Jon Von Brauch, at vonbrauch1@aol.com.

POST WEBSITE REDESIGNED

In August 2010, the Computer Services Bureau (CSB) introduced POST's redesigned website (<http://www.post.ca.gov>). In addition to its new look, the site contains many structural improvements, allowing POST's clients to find materials more quickly and easily. Improvements include an overhauled search engine, a new "Site Map" index feature, and streamlined menus that provide simpler site navigation.

This six-month project involved transferring over 400 web pages to a modern Content Management System (CMS). The CMS reduces the need for technical staff to write complex programming code, and empowers authorized non-technical staff to publish web materials through a simple word-processor tool. This system also supports advanced features that will benefit POST's clients, such as blogs, discussion forums, e-mail newsletters, and private web pages.

CSB is currently hosting a series of in-house training sessions to familiarize POST staff with the functions of the new system, and to provide "hands-on" instruction for updating web pages.

Questions about the redesigned POST website may be directed to Web Designer Daria Rowert, Computer Services Bureau, at (916) 227-4848, or Daria.Rowert@post.ca.gov.

DEVELOPMENT OF A MODEL COMMUNICATIONS TRAINING OFFICER PROGRAM

The project to develop specifications and resources for a voluntary model Communications Training Officer (CTO) program for Public Safety Dispatchers (PSD) is progressing. Development of a model CTO program structure is an extension of updates to the PSD job analysis and the PSD basic

course. The development of a standardized CTO resource package is a priority expressed by the public safety communications community and involves the development of trainer, trainee, supervisory, and program management resources for a comprehensive on-the-job training program.

A workshop to continue developing the model CTO program was held in Costa Mesa in August. The CTO resources were reviewed and revisions are to be completed before the next workshop.

Questions about this project may be directed to Special Consultant Lou Madeira, Standards and Evaluation Services Bureau, at (916) 227-4871, or Lou.Madeira@post.ca.gov; or to Senior Personnel Selection Consultant Bill Groome, Standards and Evaluation Services Bureau, at (916) 227-3255, or Bill.Groome@post.ca.gov; or to Senior Consultant Don Shingara, Basic Training Bureau, at (916) 227-3935, or Don.Shingara@post.ca.gov.

COMPLETION OF ONLINE PROCTOR TRAINING NOW REQUIRED FOR PELLETB PROCTORS

In August, two new courses were made available on the POST Learning Portal: the “Jumpstart Course” (which covers general test security issues pertinent to all of POST’s high-stakes exams) and the POST Entry-Level Law Enforcement Test Battery (PELLETB) Course (which covers issues specific to the PELLETB). Both courses are expected to protect the interests of the hundreds of agencies that rely on the PELLETB by stressing the importance of standardized, secure testing of all candidates. Because these courses cover test security, a special registration process (which is outlined in correspondence that was sent to authorized agency representatives) is required for course access.

By October 1, 2010, all individuals who have access to PELLETB tests are required to complete both the Jumpstart Course and PELLETB Course. After October 1, 2010, POST will only provide PELLETB testing services to agencies in compliance with the new requirement.

Questions about online proctor training may be directed to Personnel Selection Consultant, Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830, or Elizabeth.Wisnia@post.ca.gov.

POST LIBRARY CONVERTING TO INTEGRATED LIBRARY SYSTEM

The POST Library has begun converting from a document management system to a more user friendly integrated Library system. This will allow users to find books, journals, Command College papers, Master Instructor projects, and POST archives in a single search. A user will be able to see if materials are on order or checked out, and then request items electronically, through a personal account. This fall the Library staff will be working to convert library data, and designing a research portal that will include not only library materials, but also POST archives that are now unavailable. Look for new features by November at <http://www.post.ca.gov/post-library.aspx>.

Questions about the POST Library upgrades may be directed to Supervising Librarian Laurel Espell, Information Services Bureau, at (916) 227-3204, or Laurel.Espell@post.ca.gov.

CORONER JOB ANALYSIS REPORT NOW AVAILABLE

The California Coroner Occupational Analysis Report is now available through the POST website (<http://lib.post.ca.gov/Publications/CoronerAnalysisReport.pdf>). This report details POST's collaboration with California death investigators to develop a standardized basis for statewide training and curriculum. Local jurisdictions can also use the information for the selection of death investigators.

Questions about this project may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830, or Elizabeth.Wisnia@post.ca.gov; or to Personnel Selection Consultant Tammura Brown, Standards and Evaluation Services Bureau, at (916) 227-2810, or Tammura.Brown@post.ca.gov.

POST CONTINUES REVIEW AND REVISION OF THE 24-HOUR FIELD TRAINING OFFICER UPDATE COURSE

Staff from the Basic Training Bureau met with subject matter resources in August for a second workshop to review and recommend revisions to the 24-hour Field Training Officer (FTO) Update Course. The group reviewed blocks of instruction and focused on combining “Ethics and Professionalism” with “Leadership.” The group identified areas throughout the course relating to ethical issues in order to generate discussion among course participants. Additionally, the group introduced language and content for a new block on driving practices. The new block, tentatively titled “Addressing Driving Issues,” will focus on how an FTO will impart proper driving practices to a trainee. The block will cover Situation-Appropriate, Focused, and Educated (SAFE) driving, and will stress the need for ongoing driver training and modeling appropriate driving behavior while adhering to the law and department policies.

Questions about this project may be directed to Senior Consultant Don Shingara, Basic Training Bureau, at (916) 227-3935, or Don.Shingara@post.ca.gov.

POST STAFF MEMBER ATTENDS AMERICAN PSYCHOLOGICAL ASSOCIATION ANNUAL CONFERENCE

Dr. Shelley Weiss Spilberg, Ph.D., attended the annual conference of the American Psychological Association (APA) held in San Diego on August 11-13. Dr. Spilberg participated in several Police and Public Safety Services Section sessions, including a legal update, and a full-day workshop entitled: “Pre-employment Evaluations for High-Risk Professions.” Information provided during these sessions will be included in the forthcoming revision to the POST Psychological Screening Manual for California Law Enforcement.

Questions about the APA proceedings may be directed to Supervising Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824, or Shelley.Spilberg@post.ca.gov.

2011 POST DETECTIVE SYMPOSIUM PLANNING BEGINS

On August 18, 2010, the Detective Training Symposium Sub-committee members met to discuss plans and progress to date for the 2011 Symposium. The 2011 Detective Training Symposium will take place on April 12-14 at the Universal City Sheraton Hotel. This symposium will be hosted by the Los Angeles Police Department. Several plenary session presenters have been confirmed and many of the break-out session presenters will return from last year to provide training on cell phone and GPS technology and blood spatter analysis. The Committee will reconvene in October at the host hotel to finalize plans.

Questions about the Detective Symposium may be directed to Senior Consultant Anne Brewer, Institute of Criminal Investigation Program Manager, Training Program Services Bureau, at (916) 227-4895, or Anne.Brewer@post.ca.gov.

LEGISLATIVE UPDATE - STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2009/10 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<p><u>AB 33</u> (Nava and Cook)</p>	<p>Commission on Peace Officer Standards and Training: Missing Children. This bill would require the Commission on POST, as necessary and appropriate, to modify its missing persons investigations guidelines and curriculum with contemporary information.</p> <p>Commission Position: Neutral.</p>	<p>To Enrollment 8/27/10</p>
<p><u>AB 1899</u> (Eng)</p>	<p>State Agencies: Information: Internet Website. This bill would require, subject to specific exemptions, state agencies (including POST, the Department of General Services, and the office of the State Chief Information Officer) to post specified audits and contracts to the state's Reporting Transparency in Government Internet Website.</p> <p>Commission Position: Neutral.</p>	<p>To Enrollment 8/27/10</p>

Bill # and Author	Title, Summary, and Commission Position	Status of Bill
<u>SB 110</u> (Liu)	People with Disabilities: Victims of Crime. This bill states that every state law enforcement agency in the POST program <u>may</u> provide training to its peace officers using the telecourse “Crime Victims with Disabilities,” each time the Commission on POST and the Department of Justice update the telecourse to reflect changes in law, standards, and information since the telecourse was produced in 2002. Commission Position: Neutral.	To Enrollment 8/19/10
<u>SB 1062</u> (Strickland)	Public Safety Omnibus Bill. This bill, in part, would make non-substantive changes to Section 13540 of the Penal Code. Commission Position: Support.	To Enrollment 8/12/10
<u>SB 1190</u> (Cedillo)	Animal Control Officers: Illegal Dumping Enforcement Officers: Baton Training. This bill would remove the requirement that animal control officers and illegal dumping enforcement officers complete training certified by the Department of Consumer Affairs in order to be permitted to carry a club or baton and would instead require the officers to complete training approved by the Commission on POST. Commission Position: Neutral.	Chapters 7/15/10
<u>SB 1296</u> (Correa)	Peace Officer Training: Injuries: Post-Traumatic Stress. This bill would require the Commission on POST to assess the training needed by peace officers on the topic of how to interact with returning veterans or other persons suffering from traumatic brain injury (TBI) or post-traumatic stress disorder (PTSD). Should a need for training be found, the Commission would be required to create and make available a course for first-responding peace officers, distribute a training bulletin on the subject via the Internet, and report to the Legislature on the extent peace officers are receiving the training. Commission Position: Neutral.	To Enrollment 8/23/10