Date:       July 5, 2012

Bulletin:   2012-09

Subject:   New Design Makes POST Training Videos More Interactive for Trainees, Easier for Instructors

POST is pleased to announce that its longstanding law enforcement training video program (“telecourses” or DVD training videos) has been redesigned and improved for both instructors and trainees.

The new training videos, which will be released on DVD format beginning July 2012, will provide easy-to-follow steps for group facilitation by instructors and will include features to allow Continuous Professional Training (CPT) credit to be awarded to trainees viewing on an individual basis.

Since the inception of the training video program nearly 20 years ago, instructor-led classroom facilitation of the POST videos has been required in order for trainees to receive CPT credit. However, the direction and instructor support needed to accommodate this requirement was limited. Now, the POST training videos will provide enhanced functionality and options for facilitators and individual trainees that include set-up questions, sample facilitation sessions/demonstrations, and interviews with subject matter resources that clarify and reiterate important teaching points.

Facilitated (Group) Viewing Option

The “Facilitated Group” track on the DVD videos will feature a short introduction to the topic, followed by scenarios with related questions and activities to assist in facilitating a group discussion. The facilitator has the option to play subject matter resource (SMR) comments after the discussion to re-emphasize a training point or to ensure all topics are covered. No additional training of facilitators is required to present the videos.

Facilitators can prepare by previewing the scenarios and subject matter resource comments. They can also preview sample facilitation segments that model the group discussions and highlight the teaching points from each scenario. An “Instructor Guide” document (PDF) is included on the DVD for printout from a computer.

As with previous POST training videos, the new DVD programs will be segmented and can be viewed over a period of time. When all of the segments are completed, the agency can submit a POST Roster through Electronic Data Interchange (EDI) for CPT credit for each trainee.

Non-Facilitated (Individual) Viewing Option

The “Informational/Individual” track on the DVD will allow for an individual trainee or a small group of trainees to view the training video without formal (classroom) facilitation by an instructor, yet still qualify for CPT credit. This requires the agency to have a process in place that accommodates asynchronous discussion between the trainee(s) and a designated instructor. The instructor may be the supervisor, training manager, training video coordinator,
or a recognized expert within the agency. This person would review the video ahead of time and be familiar with the content/training points in order to 1) discuss the issues with the trainees, 2) apply agency policy to the issues, and 3) validate that learning has occurred. This discussion can take place by e-mail, phone, or in person.

The “Informational/Individual” track features the same scenarios and questions or activities as the “Facilitated Group” track. The individual viewer would notify the designated instructor at the agency that they plan to take this training for CPT credit (giving the instructor time to also view the training if he/she has not already done so).

The trainee watches the scenarios and reviews the questions. They can choose to write down their responses, comments, or notes in the trainee guide that is included in a PDF file on the DVD. The viewer is able to observe the sample group discussions, and immediately following, hear comments by the SMRs that reiterate and reinforce the teaching points. After viewing the video, the trainee can have a discussion with the designated instructor regarding the material. When satisfied that the trainee has viewed and learned the material, the instructor can add the trainee to the POST roster for CPT credit.

If the individual viewers do not participate in a follow up discussion, they will not be eligible for CPT credit; however, they will still benefit from completing the training.

All pre-2012 POST Training Video DVDs (telecourses) that were developed in the standard format are still valid training, and may be viewed for CPT credit when facilitated.

To order the POST training videos go to www.post.ca.gov/post-training-videos.aspx.

Comments or concerns regarding the POST Training Video Program may be directed to Learning Technology Resources Bureau at askltr@post.ca.gov or by phone at (916) 227-4889.

PAUL A. CAPPITELLI
Executive Director