

## 2015 Training Annual Report

NOPD agrees to document all training provided to or received by NOPD officers, whether required or otherwise. Officers shall sign an acknowledgment of attendance or digitally acknowledge completion of training. NOPD shall report training delivered and received annually. This report shall include a:

- a) Description of each course, including a summary of the subject matter; the duration, date and location, the name of the instructor, and the number of persons who completed the training; and
- b) Listing of all officers who completed in-service, recruit, specialized, or elective training; and
- c) Listing of officers who did not complete required training and the corrective action taken for each officer. [Consent Decree ¶288]

The purpose of this report is to document the training delivered to all New Orleans Police Department (NOPD) Recruits and Officers in 2015. This includes training provided directly by the Department's Municipal Training Academy (Academy) as well as specialized and elective trainings provided by other Specialized Units and/or outside entities. While the current electronic training database, implemented in 2016 and discussed in greater detail below, captures all Recruit and Officer training in great detail, the database utilized in 2015 only provided a listing of all of the courses a Recruit or Officer was required to attend (completion of all Recruit, In-Service courses, Specialized Units and Electives training), and did not have the capacity to provide a list of specific courses each officer did not complete. As the former system tracked all officers who completed their Recruit and In-Service training, the Academy is able to report that 1165 Officers and Supervisors completed their In-Service training while 29 Officers on limited duty due to illness and/or injury did not complete that training.

The Academy recently implemented a software platform system (PowerDMS) which electronically tracks, maintains, and reports complete and accurate records of current training curricula, Lesson Plans, training delivered, attendees, Recruits and Officers who did not attend mandatory training (by specific course), course descriptions, the date and location of trainings, and instructor names. Recruits and Officers are currently able to electronically acknowledge completion of training. Implementation of this centralized electronic document system not only simplifies the Academy's retention of training records, but also satisfies Consent Decree Paragraphs 286 and 288. Lastly, PowerDMS data can be input into the Early Warning System, named "Insight," which is currently in development. The entry of training information into Insight will further facilitate tracking of officer training records.

## Updated Training Summary

The Academy made great strides in training Recruits and Officers in 2015. In addition to other major investments into improving the Department's infrastructure and equipment, the NOPD's Education and Training Academy moved into the University of New Orleans' (UNO) Lindy Boggs Center while the existing Academy on Paris Avenue undergoes renovations into a state-of-the-art academic institution. The facilities provided by UNO are technologically advanced and spacious. Both Recruits and Officers have not only received training in top-notch training facilities, but updated, best practices instruction.

To facilitate compliance with over 80 paragraphs of the Consent Decree dedicated to training, NOPD's Compliance Bureau, the OCDM and the Academy have been working together to address the Consent Decree requirements. In 2015, a Consent Decree Compliance Matrix was developed collectively and is updated on a regular basis as the Academy progresses with updated courses and enhanced trainings delineated by the Consent Decree. Over 20 new Policies/Chapters were approved by OCDM and DOJ and considered "effective" within 2015.<sup>1</sup> When new Chapters were approved by both OCDM and DOJ, training was updated and disseminated to all Recruits and Officers via Daily Training Bulletins, Roll Call trainings and updated Lesson Plans. The Academy's Curriculum Director, hired in 2015, began his review of existing Lesson Plans not just to verify compliance with the newly approved 2015 Lesson Plan template, but more importantly -- for content-rich accuracy, and incorporation of community policing, ethics and constitutional policing throughout course materials. Further, Lesson Plans have been and are, on an on-going basis, scrutinized by seeking out the use of best case practices in adult instruction, such as scenario-based training techniques and utilization of Body Worn Camera footage, as appropriate, for every course. Lesson Plans have been updated and in some cases, developed, utilizing the above-mentioned standards. This high level scrutiny is carried out on an on-going process and is in line with the Annual Master Training Plan.<sup>2</sup>

Training of Recruits in 2015 included 45 training modules with over 900 training hours. For all other trainings in 2015 please refer to "2015 NOPD Training Class Roster," attached. 2015 also welcomed three Recruit classes: No. 171<sup>3</sup>, No. 172<sup>4</sup>, No. 173<sup>5</sup>, all of whom graduated in 2015. NOPD is currently training 2 additional Recruit classes and looks forward to maintaining this pace moving forward.

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<sup>1</sup> New and approved Chapters in 2015 include: Use of Force; Firearms; Mediation Settlement; Canines; Foot Pursuits; Vehicle Pursuits; Sexual Assault; Domestic Violence; Negotiated Settlements; Prisoner Transportation Search and Seizure; Terry Stops; Search Warrant Content, Forms and Reviews; Handcuffing and Restraints; Control Devices and Techniques; Reporting Use of Force; Use of Force Review Board; Authorized Ammunition; Firearms Training Qualification and Requalification; Conducted Electrical Weapon; Employee Counseling; and In-Car Camera.

<sup>2</sup> Development of this Plan began in late 2015. It is a robust plan for all Academy functions, including Academy structure and course outlines.

<sup>3</sup> Graduation date: April 2, 2015.

<sup>4</sup> Graduation date: September 2, 2015.

<sup>5</sup> Graduation Date: December 30, 2015.

Both domestic violence and sexual assault trainings were developed based upon Consent Decree mandates (including the tenets of the *Blueprint for Safety*<sup>6</sup>), utilization of local subject matter experts and Detectives in Specialized Units and then delivered to all Recruits and Officers. In conjunction with the City and NOPD, a *Blueprint for Safety* Domestic Violence live webinar was created and first introduced to all Command-level officers. Soon thereafter, all Supervisors within the Department were required to watch the recorded version of the webinar with an attendance rate of 100%.

In November and December 2015, Command staff and Supervisors attended Dr. Lorie Fridell's *Fair and Impartial Policing* training in 2 separate sessions. Dr. Fridell has developed a nationally-renowned training module on what is known about human biases from a scientific outlook. The training offered guidance for promoting fair and impartial policing in the areas of policy, training, supervision and accountability, leadership, recruitment and hiring, outreach to diverse communities, and measurement tools addressing the effectiveness of the tenets of the training. Two additional trainings are scheduled for 2016.

Additionally, over 30 new Detectives attended the Reid School of Investigation and Interrogation. The 4-day course is designed to provide instruction on how to analyze and categorize verbal answers from suspects as more indicative of a truthful person or a deceptive person. Detectives learned how to use nonverbal behavior displayed by the suspect to make a determination of whether they are telling the truth or withholding relevant information. The course also instructs detectives on how to read nonverbal behavior during the interrogation to identify the suspect's frame of mind and to recognize when the suspect is ready to confess. Lastly, the course identifies various nonverbal behavior symptoms every investigator should know. Detectives learn the psychology of what suspects tell investigators and what they really mean, as most unsuccessful interrogations are a result of the interrogator's inability to move the guilty suspect from one stage of the interrogation to the other. The Academy also developed a New Detective training course which includes all Consent Decree requirements contained in paragraph 170.

In December 2015, various members of the Academy and Compliance Bureau attended a 3-day training developed by California P.O.S.T., a nationally recognized law enforcement training entity, with the goal of gaining further knowledge in incorporating "best case practices" into all levels of instruction and Academy structure. The trainings provided high quality and insightful methodologies via instruction and documents provided to NOPD by the California P.O.S.T. team for use at the Academy.

The Academy also retained a new Field Training Officer (FTO) Coordinator. Based on the *San Jose Model*,<sup>7</sup> the FTO program was re-vamped to include qualifications for the FTO selection process,

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<sup>6</sup> The *Blueprint for Safety* is a framework of policies that New Orleans has adopted within the criminal justice system to improve the City's response to domestic violence.

<sup>7</sup> The *San Jose Model* is one of many field training models wherein newly graduated Recruits/new Officers are prepared to function as independent Officers at the conclusion of their training cycle. This training cycle typically consists of 16-20 weeks of intensive on-the-job training and daily performance evaluations. Training is conducted and staffed by Field Training Officers and Field Training Sergeants on a 24-hour basis. Field Training Officers have the dual responsibility

curriculum for initial FTO certification courses and FTO re-certification, with an emphasis on the pertinent Consent Decree paragraphs. The FTO program also includes updated training materials for Recruits as to the mechanics of the FTO program, a program which they enter upon graduation from the Academy.

The Compliance Bureau works with the OCDM and the Academy to develop additional programs and, additionally, to develop valid and measureable mechanisms designed to identify the need for further improvements regarding Recruit and In-Service training and the means to address those needs in accordance with the requirements of the Consent Decree. To that end, the Compliance Bureau and the Academy have developed updated Instructor and Course Evaluation tools to assess the quality of instruction and delivery of course materials.

Further, the Academy has placed an increased emphasis on community policing, with the goal of engaging Recruits, Officers, and the local community to strengthen trust and open communication between NOPD and the community. The Academy not only incorporated community policing into its trainings at all levels, but developed multiple outreach activities to engage the community on a proactive basis to strengthen its ties with the community.

Moving forward, NOPD Recruit classes and commissioned Officers are greatly benefitting from NOPD's commitment, both financially and in sweat equity, to providing enhanced best practices training and education in line with the Consent Decree; quality Instructors; excellent training facilities; and the technology necessary to maintain a high level of commitment at a sustainable pace.

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of providing police service in their assigned Districts, as well as conducting training and evaluations for new Officers. Field Training Sergeants are responsible for the supervision of all personnel assigned to their teams and for coordinating and supervising the on-the-job training of new Officers.