



**NEW ORLEANS POLICE DEPARTMENT
EDUCATION AND TRAINING DIVISION**

“2025 ANNUAL MASTER TRAINING PLAN”

July 31, 2024

Approved:

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Superintendent of Police**

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I. OVERVIEW

EDUCATION AND TRAINING MISSION STATEMENT

The mission of the New Orleans Police Department (NOPD) Education and Training Division is to provide recruit, in-service, and professional development training, grounded in constitutional and community policing, and procedural justice.

SUPPORT OF THE DEPARTMENT MISSION

The Education and Training Division program goals are strategically aligned to support the Department's mission in providing professional police services to the public to maintain order, protect life and property, engage the neighborhood and community, and integrate community and solution-oriented problem solving. The Academy's task is to develop well-trained, highly motivated, and courteous employees to serve our community and organization with pride and professionalism.

The Annual Master Training Plan (AMTP) supports the Department mission by identifying a comprehensive set of educational goals and objectives that fosters professional development and provides the skills training necessary for officers to perform their duties in an unbiased, safe, and proficient manner.

ACADEMY COMMITMENT

The N.O.P.D. Academy is committed to providing quality recruit, field, in-service, and professional development training programs which are centered in the best practices of constitutional and community policing. The Education and Training Division shall ensure that all recruits, officers, supervisors, and civilian personnel receive comprehensive training to understand and apply the law, adhere to policy and procedures, and effectively fulfill their duties and responsibilities. This training shall reflect the community expectations that officers' police diligently in a professional manner; have an understanding of and commitment to the constitutional rights of the individuals they encounter; and employ strategies to build community partnerships that sustain public trust, peace, and safety.

PARAMETERS OF THE ANNUAL MASTER TRAINING PLAN (CD Para. 245, 246,249)

CD Paragraph 245 specifies that *“the Training Division shall be the central coordination point for all training, including: Recruit Training Academy; Field training; and all In-Service training, including firearms and other use of force training; Roll Call training; Supervisory training; Tactical and Task Force training; and all Elective training.”* The Education and Training Division Commander is tasked with coordination and oversight of all Department training. The parameters of the programs to be addressed within the AMTP, however, are only in those topical areas prescribed by the Consent Decree as relevant for Recruit, Field Training Officer, and In-Service programs.

The Education and Training Commander’s primary obligation is in the consistent delivery of the programs specified in the AMTP. The learning needs and subject matter expertise utilized for other compartmentalized training is based upon unit specific needs and requirements that must be determined by those respective Commanders. Special purpose programs such as SWAT, Canine, Mounted, Motorcycle, Scooter, Bicycle, Central Evidence, Data Systems, etc., will not be described within the AMTP. The Academy does retain responsibility however for the records management tracking of all such specialized and elective training.

CD Paragraph 246 establishes the intent of the Annual Master Training Plan – *“NOPD’s Training Division Commander shall be responsible for overseeing all NOPD training, including Recruit Academy; Field Training; all In-Service Training; and for ensuring that training is delivered consistent with NOPD’s written training plan.”* **CD Paragraph 249** further refines the parameters of the training programs that are to be recognized within the Annual Master Training Plan – *“...develop a written training plan for NOPD’s Recruit Academy, Field, and In-Service Training, to ensure that recruits, officers, and civilian personnel are trained effectively and lawfully carry out their duties in accordance with the Constitution and laws of the United States.”*

The Annual Master Training Plan is produced from an integrated cycle of job task analysis, training needs assessment, instructional design, and evaluation processes. The Academy is responsible for the development of the AMTP as a management planning tool designed to establish the framework of each year’s training curriculum. The purpose of the training plan process is to annually assess the Department’s training needs and develop a comprehensive plan which strengthens the skills and effectiveness of the organization. This research and planning significantly improves leadership, communications, team building, and law enforcement competencies. The process is essential to the success of the Academy training program management.

II. METHODOLOGY

THE TRAINING NEEDS ASSESSMENT PROCESS

The Training Needs Assessment (TNA) is a process of gathering information to determine what training needs exist so that curricula can be developed to help the Department accomplish its objectives. The TNA shall be performed to identify specific needs or deficiencies, and to support the achievement of organizational goals by increasing the necessary skill sets of Department employees. Training Needs Assessments are the entire basis for training, identifying that the Academy is doing the right training, for the correct reasons, and creating responsive learning.

The TNA is the first step in the design phase of training and development, establishing the entire basis for the Annual Master Training Plan. For each training need, one or more learning objectives will flow from the needs assessment to then transition as a performance measure in the design of lesson plans. Clearly defined instructional objectives ensure that the training will prepare an officer to perform the targeted tasks. A significant focus of the TNA is to identify courses that will positively impact the entire Department when officers and supervisors return to the Academy for annual In-Service training.

As a systematic collection, review and use of information, this assessment will:

- Determine what training is important and needed
- Determine the type and length of training
- Identify gaps between actual performance and the desired performance
- Identify the target audience
- Determine what specific training will improve performance
- Determine if training will make a difference
- Differentiate between training needs and organizational problems
- Link improved job performance with organizational goals, the Louisiana Peace Officer Standards and Training (P.O.S.T.) objectives and Consent Decree compliance
- Identify opportunities for improvement in the methods, quality, and delivery of training

CONSENT DECREE REQUIREMENTS FOR A TRAINING NEEDS ASSESSMENT

C.D. Section XII. Paragraph 249 specifies that the Department will develop an “Annual Master Training Plan” (AMTP) for the recruit academy, field, and in-service training programs. To

comport with best practices, the Academy shall *“identify training priorities and broad training goals”*. The Academy shall *“delineate an industry-recognized, systematic approach to training development that includes the following concepts: analysis, design, development, implementation, and evaluation. This approach should enable NOPD to identify and validate job tasks in sufficient detail to derive learning objectives, which, in turn, should drive the selection of instructional strategies and assessments”*.

This Training Needs Assessment satisfies the requirements of **CD Paragraph 249** as it utilizes an industry recognized methodology and documented systematic approach towards vetting the core components of the Annual Master Training Plan. The process addresses the stated *“analysis and design”* by pinpointing the course goals and the learning objectives that will be presented in the 2025 curriculum. The Annual Master Training Plan will then utilize this TNA to further the *“development and implementation”* of instructional tasks.

CD Paragraphs 252-254 outline the necessity for lesson plans to be consistent with the Annual Master Training Plan. Training needs identified in the Training Needs Assessment translate and are one in the same as the *“learning objectives”* in a lesson plan. Lesson plans will describe the teaching strategies employed to convey these targeted learning objectives. The Training Needs Assessment process serves as the systematic approach to identify key job tasks and training areas of interest. The concepts and training topics that were revealed by the TNA research and interviews transition into formal learning objectives. The identification of meaningful learning objectives serves as the foundation for the instructional development process. The needs assessment flushes out learning objectives that outline the focus of the anticipated training and contributes to the creation of the instructional goal/course overview statement.

TRAINING ADVISORY COMMITTEE

CD Paragraph 248 prescribes that the NOPD will establish a Training Advisory Committee (TAC) to support the Academy’s academic and training practices. The TAC is a resource intended to provide recommendations in police instructional methods and offer guidance in the most effective learning strategies. The primary responsibilities of the TAC are identified in **CD Paragraphs 251 and 256**. The TAC shall: 1) *“annually review and update NOPD’s Training Plan. To inform this update, the Training Advisory Committee shall conduct a needs assessment.”* 2) *“Review all curricula, lesson plans, instructor’s qualifications and testing materials.”*

As this is a volunteer board with limited opportunities to perform the many hours of research required for a *“needs assessment”*, on 9/29/2017 the court amended **CD Paragraph 251**,

reassigning this responsibility to the NOPD. The Training Needs Assessment is prepared for TAC review by the “Curriculum Director” of the NOPD Education and Training Division.

The TAC supports the mission of the Education and Training Division in developing and evaluating the Department’s training needs, serving as a focal point for the implementation of educational best practices. The TAC is composed of representatives from the NOPD, and volunteers from local, state, and federal law enforcement agencies, local universities, and community members. The TAC will assist the Academy and support the effective training of recruits, officers, and civilian personnel through a collaborative review of the Annual Master Training Plan. Under **CD Paragraph 248** the committee is comprised of the following:

- (a) The Training Academy Liaison and select District Training Coordinators
- (b) One NOPD command staff member (Deputy Superintendent or above)
- (c) One community representative from the Police-Community Advisory Board
- (d) Two representatives from area colleges and universities
- (e) One police professional from outside the NOPD with expertise in model training practices
- (f) One representative from the FBI
- (g) One representative from the U.S. Attorney’s Office
- (h) One representative from the District Attorney’s Office
- (i) One representative from the City Attorney's Office

For the 2025 AMTP, the TAC focused on the Training Needs Assessment as the basis for their design review. A primary duty of the TAC is to provide input into the Training Needs Assessment to ensure that the Annual Master Training Plan successfully addresses community issues. The TAC has assigned its members to actively solicit information from community groups and other sources to gain their shared expectations for the responsive training of NOPD personnel.

AMTP AND TNA DELIVERY SCHEDULE

The Curriculum Director is responsible for conducting the TNA in accordance with the schedule for delivery of the AMTP. The TNA Priority Ranking Matrix and Summary Report is to be completed by August 15th of each year. The AMTP shall incorporate the TNA and be reviewed by the TAC, with final submission to the Superintendent by August 31st.

III. ADULT LEARNING

ADULT LEARNING TECHNIQUES (CD Paragraph 256)

Adult learning methodology will include job task related scenarios, role play, group interaction, and problem-solving activities. Most adults learn best by experiencing a blend of activities that promote the three learning domains. Listed below are the three domains targeted for adult learning and the instructional design that best relates to the selection of a teaching method:

“Cognitive”- refers to knowledge or a body of subject matter: *lectures, brainstorming, discussions.*

“Affective”- refers to attitudes and beliefs: *clarification exercises, group process activities.*

“Behavior” – refers to practical application: *role play, simulations, teach-backs.*

The Academy intent for instructional design is to identify when traditional lectures are appropriate, enabling officers to learn best through lectures, discussion, and brainstorming. Instructors must also seek out those opportunities when officers will learn best through a hands-on approach, actively exploring the subject material. The Academy curriculum design will recognize that adults bring experience to each learning activity, and they expect teaching to be relevant and practical. Instructors must actively involve participants in their own learning process by encouraging discussions and organizing content around tasks. Officers must see a reason for learning and how it is applicable and useful to their work.

PROBLEM-BASED LEARNING STRATEGIES

Problem-Based Learning (PBL) is an instructional strategy that promotes active learning. Adults are problem-oriented and want to apply what they’ve learned, relating the connections between classroom theories and practical application. Problem-Based Learning enables the learner to acquire critical knowledge and then utilize this awareness in self-directed learning strategies and to solve team assigned challenges.

Instructors as facilitators, received professional development in how they can best utilize problem-solving activities as a part of the learning experience. This method often challenges participants to work cooperatively in groups to seek solutions to real world problems. Classrooms are arranged into pods to initiate the team concepts inherent to PBL scenarios. The

method is most effective when the problem is posed so that the recruits/officers discover that they need to learn some new knowledge before they can solve the proffered problem. PBL is an experiential learning model that promotes police officer competencies and critical thinking skills and is linked to real time interpersonal decision making.

A key element of PBL activities is to combine decision making with policy and legal guidance, thus requiring the recruit/officer to articulate the reasons for their actions. This aspect reinforces knowledge and application of desired performance objectives, translating to improved standards criteria in the submittal of Field Interview Cards, Use of Force Statements and Probable Cause justification.

THE “PROBLEM BASED LEARNING” IN-SERVICE CURRICULUM

The PBL instructional model features officers from assorted disciplines working together in cohort learning group interaction (5-7 officers). The classroom is assembled into a pod configuration to foster team-based activities throughout the In-Service week. The groups are challenged with problem scenarios, which were developed from the learning objectives identified in the TNA process. Objectives will target performance improvement in the fulfillment of select Department strategic initiatives, policy compliance and community concerns. The intent is to stimulate interactive discussion in team problem solving, and to apply the student’s knowledge and experience into creative solutions for real-life situations. The problem is not easily solved and is designed to encompass multiple relational issues. Effective problem solving will require officers to consider a variety of responses in completing their group assignment. Action plans are not only oriented towards problem resolution, but group collaboration and initiative as well.

Each team is assigned assorted tasks to complete within the scenarios, requiring the reference and application of resource materials that are distributed with each activity packet or by classroom presentations. This requires the officers to review targeted policy chapters and guidance to formulate their responses. The instructor(s) then facilitates discussion and evaluates responses as each group presents their respective task assignment. Upon completion of all presentations a collective and shared problem-oriented solution will result.

The PBL based curriculum also includes hands on “scenario based practical exercises” in areas such as handcuffing, tactics, batons, and the taser. The PBL courses and the practical exercises are often interrelated, building upon knowledge emphasized in the classroom activities.

USE OF THE TRAINING NEEDS ASSESSMENT AND PROBLEM BASED LEARNING IN LIEU OF THE TRAINING HOURS REQUIRED IN EACH CD PROVISION

Beginning in 2020 the Academy was authorized to employ the training needs assessment to address key topical training areas mandated within the Consent Decree and determine which are better suited to PBL delivery. Each year's training agenda must focus upon those operational and performance concerns deemed most significant for that year. The selections from this list must avoid unnecessary repetition of matters which were addressed in recent training courses or have been achieved by other methods, such as daily training bulletins or computer-based learning modules. Each sub-paragraph requirement also does not necessitate that it be individually presented in a separate timed parameter course. A modification request to amend the Consent Decree in this regard has been submitted in 2023 and is pending. This will formally allow the Academy to continue utilizing the TNA process to determine the topical area priorities versus adherence to specific hourly requirements directed for annual in-service refresher training.

SCENARIO BASED PRACTICAL EXERCISES

Scenario-based exercises are utilized to reinforce topical areas throughout the program curricula with the intent to task officers and recruits in their application of the knowledge or proficiency intended. Simulation drills are an effective teaching tool and serve as an essential element of adult learning. Scenario based practical exercises are featured in tactical courses and have been expanded to evaluate the application of physical skills with interactive decision making from policy guidance.

Instructors have received directions in scenario design in how exercises reinforce the theory and practical execution of the course objectives. Academy instructors also received training in the best practices for development and measurement of scenario-based training iterations.

Scenario exercises will be included whenever deemed beneficial towards the intended learning for both classroom and physical tactics courses. By incorporating real-life practical exercises, the decision-making component of police work is effectively challenged. The exercise design will be described within the lesson plan or with the submittal of a Practical Exercise Plan and include the desired performance outcomes. A consistent expectation is for officers to practice the how and why they reacted, and successfully articulate the justification for their individual decision. Small practical exercises also occur randomly within the Recruit Academy schedule and are designed to reinforce prior learning.

IV. CONSENT DECREE REQUIRED PROGRAMS FOR THE AMTP

IN-SERVICE ANNUAL PROGRAMS

Louisiana P.O.S.T. In-Service Training Requirements: 20 hours

8 hours – Firearms; 4 hours - Defensive Tactics; 2 hours – Legal Update and Instruction; 6 hours – Electives (cannot use overage hours from the above)

CORE IN-SERVICE PROGRAM – all Officers

C.D. Paragraph 283 (40) hour core curriculum and (24) hours of electives

SUPERVISOR IN-SERVICE PROGRAM – all Sergeants and Lieutenants

C.D. Paragraph 314 (40) hour supervisor/core curriculum and (24) hours electives

NOPD/CD Topical Area In-Service Requirements: 64 hours (40+24 electives) (*) ()**

8 hours - (CD Paragraph 109/110) Firearms/Firearms Simulator – includes POST qualification

8 hours – (CD Paragraph 109) NAPD Driving/First Aid Certification (alternates bi-annually)

8 hours – (CD Paragraph 109) Taser Energy Weapon; SSGT Defensive Tactics refresher

4 hours – (CD Paragraph 109) Use of Force/Tactical Considerations

4 hours – (CD Paragraph 118) Crisis Intervention

4 hours – (CD Paragraph 162) Stop, Search and Arrest Legal Updates

4 hours – (CD Paragraph 177) Bias Free Policing

1 hour – (CD Paragraph 205) Sexual Assault

1 hour – (CD Paragraph 220) Domestic Violence

8 hours – (CD Paragraph 226) Community Engagement

1 hour – (CD Paragraph 292) Officer Support Services

13 hours – (CD Paragraph 283) Electives (Identified by the Training Needs Assessment process)

(*) For the In-Service curriculum, the Academy received approval to forego the above structured hourly mandate to Consent Decree specific topical requirements utilizing the Training Needs Assessment to establish target priorities and the PBL design to incorporate these essential areas within multiple scenarios and exercises. This approach better reinforces the student's comprehension of learning through interactive discussion and policy review while consistently reinforcing the CD core training. Additional courses that fulfill Consent Decree areas may also be achieved through completion of computer-based training modules.

() Although the CD requirement is structured for 8-hour days, the in-service schedule is based on a 7-hour day/35-hour week. Total actual training hours scheduled amount to 56 vs. 64.**

COMMAND STAFF IN-SERVICE PROGRAM – all Commanders and Bureau Chiefs

C.D. Paragraph 314 (40) hours law enforcement executive curriculum and (24) hours of command-specific electives to be completed via Daily Training Bulletins along with in-person and virtual trainings offered by other agencies/organizations.

DETECTIVE IN-SERVICE PROGRAM – all Detectives and Detective Supervisors

C.D. Paragraph 170 (Hours not specified – 8 suggested)

FIELD TRAINING OFFICER IN-SERVICE PROGRAM – all FTO's and FTO Supervisors

C.D. Paragraph 277 (Hours not specified – 8 suggested)

ACADEMY INSTRUCTOR IN-SERVICE PROGRAM – all Academy Staff and Adjunct Instructors

C.D. Paragraph 260 (hours not specified – 8 suggested)

CRISIS INTERVENTION TEAM IN-SERVICE PROGRAM -all CIT members

C.D. Paragraph 114 (8 hours)

PROFESSIONAL DEVELOPMENT – INITIAL TRAINING PROGRAMS

NEW SUPERVISOR PROGRAM – all new Sergeants

C.D. Paragraph 314 (80) hours

* New Supervisors will receive (40) hours of training in basic supervision skills and (40) Hours of PIB Misconduct Investigations; select courses from the 2025 Supervisor In-Service program may also be added.

NEW DETECTIVE PROGRAM – all new Detectives

C.D. Paragraph 170 (40) hours

* New Detectives assigned in 2025 may also be required to attend select courses added from the 2025 Detective In-Service (8) hours of training.

NEW FIELD TRAINING OFFICER PROGRAM – all new FTO's and FTO Supervisors

C.D. Paragraph 277 (40) hours

INITIAL CRISIS INTERVENTION TEAM PROGRAM - all new Officers and Sergeants

C.D. Paragraph 114 (40 hours)

RECRUIT ACADEMY

Louisiana P.O.S.T. - Recruit Academy: (effective 3/1/24)

496 hours total – Basic Peace Officer

Consent Decree Required - Recruit Academy:

880 hours total - (CD Paragraph 265)

NOPD Recruit Academy:

937.5 hours total – 25 weeks (125 days) - @ 37.5 hours per week (30-minute lunch)

Recruit Academy Start Dates

Listed below are the recruit academy sessions tentatively scheduled in 2025:

CLASS # 203	Starts: 8/26/2024	Graduates: 3/14/2025
CLASS # 204	Starts: 11/4/2024	Graduates: 5/23/2025
CLASS # 205	Starts: 1/13/2025	Graduates: 7/25/2025
CLASS # 206	Starts: 3/24/2025	Graduates: 9/19/2025
CLASS # 207	Starts: 6/2/2025	Graduates: 12/5/2025
CLASS # 208	Starts: 8/4/2025	Graduates: 2/27/2026
CLASS # 209	Starts: 9/29/2025	Graduates: 4/10/2026
CLASS # 210	Starts: 12/15/2025	Graduates: 7/10/2026

Note: The dates for these classes are projected only. Depending on recruitment, three classes are planned to be in session concurrently. The finish dates above may exceed 25 weeks as influenced by the number of holiday/special event assignments within that period. Exigent circumstances may also dictate that an alternate start and finish date is necessary.

LATERAL TRANSFER PROGRAM

Louisiana POST certified officers and Out-of-State certified officers (credentials recognized by LA. POST) will be allowed to transfer into the NOPD and achieve commissioned status. Training in select topical areas, uniquely applicable to NOPD standards, will be required for In-State officers; Out-of-State officers must also complete the POST Legal (60 hours) and Firearms (80 hours) blocks of instruction.

Lateral Transfer Program:

In-State: 337.5 hours total – 9 weeks @37.5 hours (30-minute lunch)

Out-of-State: 450 hours total – 12 weeks @37.5 hours (30-minute lunch)

V. PROGRAM CURRICULA

2025 CORE IN-SERVICE PROGRAM (Officers)

64 Hours *

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day/35-hour week. Total actual training hours scheduled amount to 56.

TACTICAL TRAINING @ N.O. East Campus

Two-Day Combined Session: Firearms and Use of Force Decision Making
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

One Day Session: First Aid – Mon./Wed. Sessions Available

2025 Firearms- P.O.S.T. Qualification (CD Paragraphs 109,110) 7 Hours

This course will review operational proficiency and tactics for the annual P.O.S.T. recertification of officers in firearms. The training will conclude with a stress fire course designed to simulate tension and rigor, with firing positions aligned to the most common officer involved shooting incidents. A night fire course will also simulate low light conditions.

Use of Force Decision Making (CD Paragraphs 109,110) 7 Hours

This course will begin with a classroom presentation that includes an in-depth review of the Department's Use of Force policy guidance. NOPD body worn camera videos will then be introduced to stimulate group discussion, analyzing the officer's actions taken, both pro and con. The class will then utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction and summary critiques in the officer's decision making and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force engaged. The scenarios are designed to evaluate situational and threat assessment, crisis negotiations, contact and control, use of force progression, verbal skills, de-escalation, and marksmanship. The virtual experience includes commonly encountered situations that could result in deadly force, including the application of less than lethal force such as Taser deployment.

First Responder First Aid/CPR Bi-Annual Recertification 7 Hours

This course will recertify officers in the National Safety Council basic level First Aid and CPR. The training will provide the knowledge and skills needed to perform initial life-sustaining treatment for victims of medical emergencies. This course will also review the combat first aid responder procedures and required safeguards for the application of tourniquets and stop the bleeding techniques in field emergency situations.

TACTICAL TRAINING @ Main Campus
Two Day Combined Session for Taser and SSGT
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

Taser Energy Weapon (TEW) - TASER 10 Refresher (CD Paragraphs 64,109) 7 Hours

This course will review the NOPD policy, recent court decisions and legal guidance in the decision to utilize the Taser less than lethal weapon. In a use of force situation, officers will be required to articulate a readily identifiable threat and the resulting justification for taser deployment. Officers will examine the operating requirements of the system to include manipulation of the selector switch and warning alert, complete magazine/cartridge loading, identify indicators on the Central Information Display, and perform a full function test. Officers on an individual basis will engage in scenarios to evaluate the use of warning alerts and verbal commands to achieve de-escalation; live-fire probe deployment to an active threat; and extending an additional deployment after an ineffective application. The training will conclude with practical drills in the rapid transfer and manipulation of the Taser and firearm.

**Strategic Self-Defense Ground-fighting Tactics (SSGT) (CD Paragraphs 109) 7 Hours
Level 1 Refresher**

This course will refresh tactical training in self-defense to protect an officer in a physical encounter. In a use of force situation an officer may be taken to the ground by an offender. The SSGT techniques prepare an officer for how to escape from being restrained and to prevent the suspect from taking the officer's firearm or Taser. Exercise iterations on training mats will include the "hip drill retreat", "forward block" and "bridge and roll escape". Effective preparation for a physical confrontation requires instruction and repetition in proven self-defense techniques.

OFFICER CORE IN-SERVICE @ Main Campus
Three-day Combined Session: Tues./Wed./Thurs.
“Day One - Tuesday”

Shared Community Problem Solving (CD Paragraph 223,177) 1.5 Hours

This course will include a PBL activity that demonstrates community engagement strategies in how officers can create meaningful relationships and go beyond the call for service in shared problem-solving. The training will employ the SARA model in soliciting citizens to be part of the response for neighborhood crime and quality of life concerns. Volunteer community members will interact with the problem-based learning groups to ensure that the solutions are not solely based on the officer’s perspective but that of the community.

Community Problem Solving & Performance Evaluations (CD Para. 300/315) 1 Hour

This course will align the objectives of community engaged problem solving to fulfill the requirements of the performance evaluation system. Officers must provide examples in their self-assessment section for supervisor evaluation of problem-solving actions and community partnerships. These submittals must clearly demonstrate how their efforts applied to the SARA model with substantive actions.

Sustaining Mental and Physical Wellbeing (CD Paragraph 292) 1.5 Hours

Officer Assistance Program instructors and NOPD Chaplains will review the principles of the “MEPPS Model” (Mental, Emotional, Physical, Physiological, and Spiritual) prompting members to employ a self-care commitment in sustaining mental and physical wellbeing. The presentation will address how substance abuse, stress, anxiety, and trauma can have long term repercussions to health. The course will review the “Peer Support” program and the “Critical Incident Stress Model”, valued in providing care and counselling. The impact of “moral injury”, resulting from exposure to trauma and violent events, can be diverted through “Post Traumatic Growth” intervention strategies and rehabilitative dialogue.

LUNCH

Limited English Proficiency (LEP) Resources and Protocol (CD Paragraph 191) 1 Hour

This course will identify the implementation protocol and process for officers interacting with persons with limited English communications. Available resources to include authorized interpreters and cell phone translation services will be demonstrated. Officers will also review the follow-up A/I form documentation that must be submitted and how to label body worn camera videos in an LEP encounter. The training will also identify how LEP individuals are frustrated when an officer does not immediately seek needed interpreter services.

ABLE 2025 (CD Paragraph 315) 2 Hours

The 2025 curriculum requirements are to be provided by the ABLE Program Office

“Day Two - Wednesday”

Evidence Handling and DNA Collection

3 Hours

This course will feature the role of DNA as evidence covering a variety of topics pertaining to Serology and Forensic Biology. The training will equip its participants with information regarding what DNA is, DNA as it relates to forensic science, and what the analysts do at the NOPD Crime Lab in the Forensic Biology Unit. Additionally, participants will gain knowledge on how to collect DNA evidence in the field, as well as the opportunity to practice these skills with practical exercises.

LUNCH

Fingerprint Development and Collection

3 Hours

The fingerprint course will provide officers with brief background knowledge on what a fingerprint is and the different types. It will mainly focus on latent prints (since that is what Officers will only process on scene), techniques on how to process latent prints, as well as packaging, chain of custody, and CE&P forms.

Crime Scene Management

1 Hour

The Crime Scene Unit (CSU) course will cover topics such as radio etiquette, collection procedures/policies, chain of custody, CSU forms and proper PPE to use on scene and how to dispose of it. A brief discussion will be held on the scientific knowledge and understanding of why CSU processes scenes in the manner that they do, as well as any deviations outside of SOP approved by the CSU supervisor, Crime Lab Director, and/or Crime Lab Captain. This course will also discuss scene safety between Crime Scene Investigators and Officers.

“Day Three - Thursday”

Domestic Violence and Children (CD Paragraphs 220,191) 1.5 Hours

This course will include a PBL activity in the recognition and support of children who are exposed to increased levels of trauma on a domestic violence scene. Officers must comprehend the aspects of children on a DV scene and identify "child endangerment". When sufficient threshold indicators are present, officers should notify the Dept. of Family Services of a child who is in danger or experiencing substantial harm. Officers are allowed to fully interview children on a DV scene when the incident does not involve child abuse. As they are considered witnesses, no parental attendance is required. The scenario training for this child interview will demonstrate how to relate and incorporate open-ended questions.

Sexual Assault Sensitivity (CD Paragraph 205) 2 Hours

This course provides comprehensive guidance for initial responding officers on effectively interacting with survivors of sexual assault. Officers are trained to offer a supportive and empathetic presence, ensuring that survivors feel heard and are clearly informed about the subsequent steps in the investigative process. The training incorporates sensitivity training focused on rapport-building and trauma-informed care. Participants will engage in interactive role-play scenarios designed to refine their responses and communication with survivors. Additionally, the course covers critical topics, including the criminal implications of intentionally exposing a sexual partner to HIV, available advocacy resources, the psychological and emotional impacts of sex crimes on victims, the role and procedures of forensic exams, and strategies for managing immediate crisis situations and providing support to survivors in acute distress. These elements are aimed at equipping officers with the necessary knowledge and skills to deliver effective, trauma-informed, and compassionate responses in handling sex crimes.

LUNCH

The afternoon courses will consist of E-Learning training modules to be individually completed in the Academy computer lab. An interactive discussion with a course facilitator will follow.

DOJ/COPS “Crisis Intervention – Focused Response on Youth” (CD Para. 118,109) 1.5 Hours

This E-Learning course offers insights and practical guidance on the applicability of crisis intervention for the youth population. As children and teens confront startling rates of psychological stress, first responders turn to the CIT model for a collaborative, structured and coordinated response. Following individual on-line completion, summary comments and review of the NOPD CIT response will be discussed.

DOJ/COPS “Changing Perceptions: A Fair and Impartial Approach” (CD Para. 177) 1.5 Hours

This E-Learning course directs officers to the effect of implicit bias and provides them with the information and skills they need to reduce and manage their biases.

Final Exam and Course Evaluation .5 Hours

OFFICER CORE IN-SERVICE
E-Learning WEB Based Courses

The following courses are assigned for completion before the end of the year 2025 as determined by the officer's personal/work schedule:

Louisiana POST
On-line Training Modules (Annual Requirement)

These courses are developed by the POST Council and are annual hourly credit requirements. The titles and topics to be addressed will be announced by January 2025.

Department of Justice – Office of Community Oriented Policing Services
“COPS Training Portal”

DOJ/COPS “Police and Dog Encounters: Tactical Strategies and Effective Tools to Keep Our Communities Safe and Humane”

This 5-part roll call series helps develop skills for law enforcement: what dog posture, vocalization, and facial expressions mean; options for distracting and escaping from a dog; and other defensive options.

DOJ/COPS “Introduction to Public Safety De-escalation Tactics for Military Veterans in Crisis”

This E-Learning course provides law enforcement with key signs that a veteran faces significant mental health challenges connected to military service and demonstrates proven tactics that can be used when responding to affected veterans.

2025 SUPERVISOR IN-SERVICE PROGRAM (Sergeants and Lieutenants) 64 Hours*

(* Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day/35-hour week. Total actual training hours scheduled amount to 56.

TACTICAL TRAINING @ N.O. East Campus

Two-Day Combined Session: Firearms and Use of Force Decision Making
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

One Day Session: First Aid – Mon./Wed. Sessions Available

2025 Firearms- P.O.S.T. Qualification (CD Paragraphs 109,110) 7 Hours

This course will review operational proficiency and tactics for the annual P.O.S.T. recertification of officers in firearms. The training will conclude with a stress fire course designed to simulate tension and rigor, with firing positions aligned to the most common officer involved shooting incidents. A night fire course will also simulate low light conditions.

Use of Force Decision Making (CD Paragraphs 109,110) 7 Hours

This course will begin with a classroom presentation that includes an in-depth review of the Department's Use of Force policy guidance. NOPD body worn camera videos will then be introduced to stimulate group discussion, analyzing the officer's actions taken, both pro and con. The class will then utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction and summary critiques in the officer's decision making and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force engaged. The scenarios are designed to evaluate situational and threat assessment, crisis negotiations, contact and control, use of force progression, verbal skills, de-escalation, and marksmanship. The virtual experience includes commonly encountered situations that could result in deadly force, including the application of less than lethal force such as Taser deployment.

First Responder First Aid/CPR Bi-Annual Recertification 7 Hours

This course will recertify officers in the National Safety Council basic level First Aid and CPR. The training will provide the knowledge and skills needed to perform initial life-sustaining treatment for victims of medical emergencies. This course will also review the combat first aid responder procedures and required safeguards for the application of tourniquets and stop the bleeding techniques in field emergency situations.

TACTICAL TRAINING @ Main Campus
Two Day Combined Session for Taser and SSGT
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

Taser Energy Weapon (TEW) - TASER 10 Refresher (CD Paragraphs 64,109) 7 Hours

This course will review the NOPD policy, recent court decisions and legal guidance in the decision to utilize the Taser less than lethal weapon. In a use of force situation, officers will be required to articulate a readily identifiable threat and the resulting justification for taser deployment. Officers will examine the operating requirements of the system to include manipulation of the selector switch and warning alert, complete magazine/cartridge loading, identify indicators on the Central Information Display, and perform a full function test. Officers on an individual basis will engage in scenarios to evaluate the use of warning alerts and verbal commands to achieve de-escalation; live-fire probe deployment to an active threat; and extending an additional deployment after an ineffective application. The training will conclude with practical drills in the rapid transfer and manipulation of the Taser and firearm.

**Strategic Self-Defense Ground-fighting Tactics (SSGT) (CD Paragraph 109) 7 Hours
Level 1 Refresher**

This course will refresh tactical training in self-defense to protect an officer in a physical encounter. In a use of force situation an officer may be taken to the ground by an offender. The SSGT techniques prepare an officer for how to escape from being restrained and to prevent the suspect from taking the officer's firearm or Taser. Exercise iterations on training mats will include the "hip drill retreat", "forward block" and "bridge and roll escape". Effective preparation for a physical confrontation requires instruction and repetition in proven self-defense techniques.

SUPERVISOR CORE IN-SERVICE @ Main Campus
Three-day Combined Session: Tues./Wed./Thurs.
“Day One - Tuesday”

Shared Community Problem Solving (CD Paragraph 223,177) 1.5 Hours

This course will include a PBL activity that demonstrates community engagement strategies in how officers can create meaningful relationships and go beyond the call for service in shared problem-solving. The training will employ the SARA model soliciting citizens to be part of the response for neighborhood crime and quality of life concerns. Volunteer community members will interact with the problem-based learning groups to ensure that the solutions are not solely based on the officer’s perspective but that of the community.

Community Problem Solving & Performance Evaluations (CD Para. 300/315) 1 Hour

This course will align the objectives of community engaged problem solving to fulfill the requirements of the performance evaluation system. Officers must provide examples in their self-assessment section for supervisor evaluation of problem-solving actions and community partnerships. These submittals must clearly demonstrate how their efforts applied to the SARA model with substantive actions.

Sustaining Mental and Physical Wellbeing (CD Paragraph 292) 1.5 Hours

Officer Assistance Program instructors and NOPD Chaplains will review the principles of the “MEPPS Model” (Mental, Emotional, Physical, Physiological, and Spiritual) prompting members to employ a self-care commitment in sustaining mental and physical wellbeing. The presentation will address how substance abuse, stress, anxiety, and trauma can have long term repercussions to health. The course will review the “Peer Support” program and the “Critical Incident Stress Model”, which are valued in providing care and counselling. The impact of “moral injury”, resulting from exposure to trauma and violent events, can be diverted through “Post Traumatic Growth” intervention strategies and rehabilitative dialogue.

LUNCH

INSIGHT – Supervisor Feedback Log Corrective Action Plans (CD Para. 315/325) 1 Hour

This course will review how the Supervisor Feedback Log will be utilized for the documentation of counselling in non-disciplinary occurrences. The core concepts for developing an effective corrective action plan for directed officers will be presented. As the SFL application is limited in offering a structured and prompted design with tracking, the training will outline the use of the redirection, counselling and notes tabs within the system.

ABLE 2025 (CD Paragraph 315) 2 Hours

The 2025 curriculum requirements are to be provided by the ABLE Program Office

“Day Two - Wednesday”

Evidence Handling and DNA Collection

3 Hours

This course will feature the role of DNA as evidence covering a variety of topics pertaining to Serology and Forensic Biology. The training will equip its participants with information regarding what DNA is, DNA as it relates to forensic science and what the analysts do at the NOPD Crime Lab in the Forensic Biology Unit. Additionally, participants will gain knowledge on how to collect DNA evidence in the field, as well as the opportunity to practice these skills with practical exercises.

LUNCH

Fingerprint Development and Collection

3 Hours

The fingerprint course will provide officers with brief background knowledge on what a fingerprint is and the different types. It will mainly focus on latent prints (since that is what Officers will only process on scene), techniques on how to process latent prints, as well as packaging, chain of custody, and CE&P forms.

Crime Scene Management

1 Hour

The Crime Scene Unit (CSU) course will cover topics such as radio etiquette, collection procedures/policies, chain of custody, CSU forms and proper PPE to use on scene and how to dispose of it. A brief discussion will be held on the scientific knowledge and understanding of why CSU processes scenes in the manner that they do, as well as any deviations outside of SOP approved by the CSU supervisor, Crime Lab Director, and/or Crime Lab Captain. This course will also discuss scene safety between Crime Scene Investigators and Officers.

“Day Three - Thursday”

Domestic Violence and Children (CD Paragraphs 220,191) 1.5 Hours

This course will include a PBL activity in the recognition and support of children who are exposed to increased levels of trauma on a domestic violence scene. Officers must comprehend the aspects of children on a DV scene and identify "child endangerment". When sufficient threshold indicators are present, officers should notify the Dept. of Family Services of a child who is in danger or experiencing substantial harm. Officers are allowed to fully interview children on a DV scene when the incident does not involve child abuse. As they are considered witnesses, no parental attendance is required. The scenario training for this child interview will demonstrate how to relate and incorporate open-ended questions.

Sexual Assault Sensitivity (CD Paragraph 205) 2 Hours

This course provides comprehensive guidance for initial responding officers on effectively interacting with survivors of sexual assault. Officers are trained to offer a supportive and empathetic presence, ensuring that survivors feel heard and are clearly informed about the subsequent steps in the investigative process. The training incorporates sensitivity training focused on rapport-building and trauma-informed care. Participants will engage in interactive role-play scenarios designed to refine their responses and communication with survivors. Additionally, the course covers critical topics, including the criminal implications of intentionally exposing a sexual partner to HIV, available advocacy resources, the psychological and emotional impacts of sex crimes on victims, the role and procedures of forensic exams, and strategies for managing immediate crisis situations and providing support to survivors in acute distress. These elements are aimed at equipping officers with the necessary knowledge and skills to deliver effective, trauma-informed, and compassionate responses in handling sex crimes.

LUNCH

Conducting Misconduct Investigations (CD Paragraph 315/382) 3 Hours

This course will address three distinct areas related to PIB Misconduct Investigation guidance: Complaint Intake and Investigation; Credibility Assessments; and the Preponderance of Evidence standard. Revisions to policy include the classification of “credible violation/infraction” to be applied by supervisors to minor non-disciplinary incidents. Incumbent counselling will be documented in the INSIGHT- Supervisor Feedback Log with corrective action plans. Continued focus on the proper method for assessing credibility of officers and witnesses will be reviewed. The “preponderance of evidence” standard is essential for sustaining a complaint, and this presentation will provide examples of the threshold to be attained.

Final Exam and Course Evaluation .5 Hours

SUPERVISOR CORE IN-SERVICE
E-Learning WEB Based Courses

The following courses are assigned for completion before the end of the year 2025 as determined by the supervisor's personal/work schedule:

Louisiana POST
On-line Training Modules (Annual Requirement)

These courses are developed by the POST Council and are annual hourly credit requirements. The titles and topics to be addressed will be announced by January 2025.

Department of Justice – Office of Community Oriented Policing Services
“COPS Training Portal”

DOJ/COPS “Changing Perceptions: A Fair and Impartial Approach” 1 Hour

This E-Learning course directs officers to the effect of implicit bias and provides them with the information and skills they need to reduce and manage their biases.

DOJ/COPS “Crisis Intervention First Look: Focused Response for Youth” 1 Hour

This E-Learning course offers insights and practical guidance on the applicability of crisis intervention for the youth population. As children and teens confront startling rates of psychological stress, first responders turn to the CIT model for a collaborative, structured and coordinated response.

DOJ/COPS “Police and Dog Encounters: Tactical Strategies and Effective Tools to Keep Our Communities Safe and Humane” 1 Hour

This 5-part roll call series develops skills for law enforcement: what dog posture, vocalization, and facial expressions mean; options for distracting/escaping from a dog; and other defensive options.

DOJ/COPS “Intro to Public Safety De-escalation Tactics for Military Veterans in Crisis” 1 Hr.

This E-Learning course provides law enforcement with key signs that a veteran faces significant mental health challenges connected to military service and demonstrates proven tactics that can be used when responding to affected veterans.

Texas A&M Engineering Extension Service (TEEX)
Institute for Enforcement and Protective Services Excellence

TEEX “Active Attack Event Response Leadership” 2 Hours

See 2025 Active Shooter In-Service section for course description.

2025 COMMAND STAFF IN-SERVICE PROGRAM

64 Hours*

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day/35-hour week. Total actual training hours scheduled amount to 56.

TACTICAL TRAINING @ N.O. East Campus

Two-Day Combined Session: Firearms and Use of Force Decision Making
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

One Day Session: First Aid – Mon./Wed. Sessions Available

2025 Firearms- P.O.S.T. Qualification (CD Paragraphs 109,110) 7 Hours

This course will review operational proficiency and tactics for the annual P.O.S.T. recertification of officers in firearms. The training will conclude with a stress fire course designed to simulate tension and rigor, with firing positions aligned to the most common officer involved shooting incidents. A night fire course will also simulate low light conditions.

Use of Force Decision Making (CD Paragraphs 109,110) 7 Hours

This course will begin with a classroom presentation that includes an in-depth review of the Department's Use of Force policy guidance. NOPD body worn camera videos will then be introduced to stimulate group discussion, analyzing the officer's actions taken, both pro and con. The class will then utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction and summary critiques in the officer's decision making and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force engaged. The scenarios are designed to evaluate situational and threat assessment, crisis negotiations, contact and control, use of force progression, verbal skills, de-escalation, and marksmanship. The virtual experience includes commonly encountered situations that could result in deadly force, including the application of less than lethal force such as Taser deployment.

First Responder First Aid/CPR Bi-Annual Recertification 7 Hours

This course will recertify officers in the National Safety Council basic level First Aid and CPR. The training will provide the knowledge and skills needed to perform initial life-sustaining treatment for victims of medical emergencies. This course will also review the combat first aid responder procedures and required safeguards for the application of tourniquets and stop the bleeding techniques in field emergency situations.

TACTICAL TRAINING @ Main Campus
Two Day Combined Session for Taser and SSGT
Individually Scheduled – Mon./Tues. and Wed./Thurs. Sessions Available

Taser Energy Weapon (TEW) - TASER 10 Refresher (CD Paragraphs 64,109) 7 Hours

This course will review the NOPD policy, recent court decisions and legal guidance in the decision to utilize the Taser less than lethal weapon. In a use of force situation, officers will be required to articulate a readily identifiable threat and the resulting justification for taser deployment. Officers will examine the operating requirements of the system to include manipulation of the selector switch and warning alert, complete magazine/cartridge loading, identify indicators on the Central Information Display, and perform a full function test. Officers on an individual basis will engage in scenarios to evaluate the use of warning alerts and verbal commands to achieve de-escalation; live-fire probe deployment to an active threat; and extending an additional deployment after an ineffective application. The training will conclude with practical drills in the rapid transfer and manipulation of the Taser and firearm.

**Strategic Self-Defense Ground-fighting Tactics (SSGT) (CD Paragraph 109) 7 Hours
Level 1 Refresher**

This course will refresh tactical training in self-defense to protect an officer in a physical encounter. In a use of force situation an officer may be taken to the ground by an offender. The SSGT techniques prepare an officer for how to escape from being restrained and to prevent the suspect from taking the officer's firearm or Taser. Exercise iterations on training mats will include the "hip drill retreat", "forward block" and "bridge and roll escape". Effective preparation for a physical confrontation requires instruction and repetition in proven self-defense techniques.

COMMAND STAFF IN-SERVICE @ Main Campus

ABLE 2025 (CD Paragraph 315) **2 Hours**

The 2025 curriculum requirements are to be provided by the ABLE Program Office.

Legal Updates for Department Leadership (CD Paragraph 306) **2 Hours**

This course will review pertinent legal guidance and court rulings outside of criminal law that impact department leaders. Information derived from current Civil Service cases, civil court litigation against police agencies, and Federal legislation that relates to the administration of the Department will be presented.

Management Summaries - Use of Force/Misconduct (CD Paragraph 314) **2 Hours**

This course will relate the command staff role in managing use of force. The training will include a tutorial on how to maximize the mining of Department databases, including an analysis of the IAPro, INSIGHT and MAX trends and findings. PIB/FIT will present a breakdown of the primary causal factors for use of force incidents and trends in misconduct investigations to stimulate discussions for mitigation strategies.

Sustaining Mental and Physical Wellbeing (CD Paragraph 292) **1.5 Hours**

Officer Assistance Program instructors and NOPD Chaplains will review the principles of the "MEPPS Model" (Mental, Emotional, Physical, Physiological, and Spiritual) prompting members to employ a self-care commitment in sustaining mental and physical wellbeing. The presentation will address how substance abuse, stress, anxiety, and trauma can have long term repercussions to health. The course will review the "Peer Support" program and the "Critical Incident Stress Model", which are valued in providing care and counselling. The impact of "moral injury" resulting from exposure to trauma and violent events, can be diverted through "Post Traumatic Growth" intervention strategies and rehabilitative dialogue.

TEEX "Active Attack Event Response Leadership" **2 Hours**

See 2025 Active Shooter In-Service section for course description.

Command Staff Electives (CD Paragraph 314) **11 Hours**

Command-specific electives are to be completed via Daily Training Bulletins along with in-person and virtual training offered by agencies and professional organizations. This training will be based on identified needs and current concerns to be approved by the Superintendent's office as identified.

2025 ACTIVE SHOOTER IN-SERVICE PROGRAM

8 Hours

Attendance for this practical training will be determined by officer/supervisor unit assignment and the limitations on the number of training sessions and seats to be offered:

Law Enforcement Active Shooter Emergency Response - Customized **8 Hours**

This FEMA course (PER-275-C) is designed to provide the knowledge, skills, and abilities to rapidly deploy and neutralize violent offenders during active shooter incidents or mass casualty events in order to prevent the loss of innocent lives. This course achieves the objectives through classroom presentations, hand-on performance-based field training and scenario-based practical exercises.

SUPERVISOR CORE IN-SERVICE **E-Learning WEB Based Courses**

The following course will be mandated to all supervisors for completion before the end of the year 2025 as determined by the supervisor's personal/work schedule:

Texas A&M Engineering Extension Service (TEEX) **Institute for Enforcement and Protective Services Excellence**

TEEX "Active Attack Event Response Leadership" **2 Hours**

This on-line course developed by the Texas A&M Engineering Extension Service for the Texas Commission on Law Enforcement, is designed to provide leaders in first response and emergency management agencies with strategic leadership and integrated response strategies that will prepare them to not only "stop the killing" but also to "stop the dying" in active shooter events.

2025 DETECTIVE IN-SERVICE PROGRAM

8 Hours*

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

These training courses will be completed in the Academy computer lab. For the E-Learning training module, an interactive discussion with a course facilitator will follow.

LEXISNEXIS Accurant Virtual Crime Center (AVCC)

4 Hours

The education consultant for LexisNexis, who is dedicated to the NOPD as the primary training contact, will present a familiarization course demonstrating the computer functionality of the AVCC Searching and Mapping features. The session will support criminal investigations related to people, vehicles, social media, phones, photo line-ups, assets, and other topics.

LUNCH

Investigative Interviews

(CD Paragraph 170)

1 Hour

This course will review updates and changes to the law, and best practices regarding interrogations and confessions.

DOJ/COPS “Introduction to the Non-Confrontational Investigative Interviewing Approach”

(CD Paragraph 170)

2 Hours

Each detective will complete this DOJ-COPS training portal/E-Learning course exploring the techniques of non-confrontational interviewing to optimize results from investigations. The course compares confrontational versus non-confrontational interviews, highlighting the strengths and weaknesses of each approach. Traditional interview techniques often employ a confrontational approach which can have negative outcomes such as false confessions, resistance, and reduced credibility.

2025 FIELD TRAINING OFFICER IN-SERVICE PROGRAM

8 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Documenting Performance Standards in ADORE

(CD Paragraph 277)

3 Hours

This course will review the latest revisions and system documentation requirements for the ADORE FTO Management system. Exercises will evaluate how to best document recruit performance deficiencies and corrective action plan - opportunities for improvement.

De-escalation/Tactical Refresher

(CD Paragraph 109)

4 hours

This course will allow FTO’s an opportunity to practice the latest de-escalation tactics and strategies. Provide demonstrations and practical exercises on the latest tactical practices so they are able to better relate to and correct tactical practices taught to recruits by the academy.

2025 ACADEMY INSTRUCTOR IN-SERVICE PROGRAM 8 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Transforming Police Recruit Training (CD Paragraph 260) 7 Hours

This course will outline the “Guiding Principles” as recommended by the Police Executive Research Forum “Critical Issues in Policing Series” (2022) publication, for improving recruit training on a nation-wide level. Instructors will be challenged to envision how some of these select best practices could apply to the NOPD recruit program.

2025 CRISIS INTERVENTION TEAM IN-SERVICE 8 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Crisis Intervention Strategies (CD Paragraph 109/118/294) 7 Hours

This course will expand upon the E-Learning course “Focused Response for Youth” offered by the DOJ/COPS Office for practical guidance on the applicability of crisis intervention for the youth population. The session will also review the protocol for deployment of the Mobile Crisis Intervention Unit and response to non-emergency CIT calls for service. Guidance towards the state law for "deteriorating condition" that supports an involuntary commitment will also be discussed.

“PROFESSIONAL DEVELOPMENT - INITIAL TRAINING PROGRAMS”

2025 CRISIS INTERVENTION TEAM INITIAL TRAINING PROGRAM 40 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Signs and Symptoms of Mental Illness	(CD Paragraph 116)	3 Hours
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This course will enable CIT officers to recognize and identify signs and symptoms of mental illness; identify medications and possible conditions being treated; determine any history of treatments; and recognize and identify substance abuse.

Personality Disorders	(CD Paragraph 116)	1 Hour
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This course will define the various types of personality disorders that may be encountered and recommend methods for effective CIT communications.

Developmental Disabilities	(CD Paragraph 116)	2 Hours
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This course will define the various types of developmental disabilities that may be encountered and recommend methods for effective CIT communications.

Children and Adolescents	(CD Paragraph 116)	1 Hour
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This course will discuss the unique differences in the mental maturation and development of children and adolescents, and how they will respond in a mental health crisis event.

Field Trip to Mental Health Treatment Facility	(CD Paragraph 116)	8 Hours
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This course will bring CIT members to tour a treatment facility to meet with doctors and patients. The training will provide officers with an understanding of what benefits patients will gain while under care.

Substance Abuse	(CD Paragraph 116)	1 Hour
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This course will discuss the co-occurring disorder of mental health issues and substance abuse. The training will include the biological factors that contribute to substance abuse, and the behaviors exhibited by people who are using drugs and/or alcohol.

Medical Concerns and Psychopharmacology	(CD Paragraph 116)	1 Hour
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This course will present the most common medical treatment options for mental health patients and review the types of medication prescribed.

Legal Issues	(CD Paragraph 116)	2 Hours
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This course will inform officers of the legal issues on the commitment process for people with mental health needs.

Body Worn Camera Review	(CD Paragraph 116)	2 Hours
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This course emphasizes the benefits of CIT members applying their body worn cameras in a call for service. The training will also review video footage of officers handling mental health crisis events.

Crisis Intervention and De-Escalation	(CD Paragraph 116)	3 Hours
This course will present the foundations of crisis intervention to prepare officers for in-depth training on CIT techniques.		
Homeless Assistance	(CD Paragraph 116)	1 Hour
This course will inform officers as to the clinical presentations of homelessness, the root causes, solutions, and resources to address it.		
PTSD and Veteran Mental Health	(CD Paragraph 116)	1 Hour
This course will relate the symptoms of post-traumatic stress syndrome and the resources available to veterans afflicted by this illness. The training will offer recommended approaches and effective communication methods with these individuals.		
Community Resources	(CD Paragraph 116)	2 Hours
This course will identify the resources that are available within the community to assist with mental health, substance abuse and homelessness. The training will include how to contact and access services for clients.		
In Our Own Voice – NAMI	(CD Paragraph 116)	2 Hours
This course utilizes video vignettes from the National Alliance of Mental Illness and incorporates live discussions with individuals that have symptoms of mental illness.		
Role Play Scenarios	(CD Paragraph 116)	5 Hours
This course applies the techniques of de-escalation and crisis resolution for mental health crisis events into role play interactive scenarios.		

2025 NEW SUPERVISOR PROGRAM 40 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Fundamental Management Skills	(CD Paragraph 315)	2 Hours
This course will provide techniques and strategies for the effective supervision of police personnel. Time management concepts will assist supervisors in how to achieve success in accomplishment of the myriads of management activities required.		
Community Engagement Strategies	(CD Paragraph 226,177)	2 Hours
This course will include a PBL activity in how to implement relationship-based policing in this community. The scenario will require officers to consider how they can become most productive in initiating and fostering community engagement.		
Use of Force Reports	(CD Paragraph 109)	3 Hours
This course is designed to provide new supervisors with the knowledge and direction regarding the appropriate level of force subordinates may use when met with resistance and managing the incident.		

Use of Force Investigations (CD Paragraph 109) 3 Hours

This course will provide direction for thoroughly documenting and investigating a reportable use of force incident.

Canine Deployment Authorization (CD Paragraph 38) 1 Hour

This course will provide NOPD Supervisors with the guidelines and protocol on authorizing the deployment of police canines.

Vehicle Pursuits 1 Hour

This course will address the requirements of the Department's Vehicle Pursuit Policy, Chapter 41.5. The training presents the high-risk danger of vehicle pursuits as it relates to the safety of the public, the police officer, and the violator.

INSIGHT Early Intervention System (CD Paragraph 325) 5 Hours

This course is designed for supervisors to understand the intent and purpose of the Insight system, what it means to them in their role and responsibility, and to be able to interact with the Insight main screens, reports, and functional components.

Performance Evaluation System (CD Paragraph 300) 4 Hours

This course will provide an overall orientation to the revised evaluation system and process developed by the NOPD to meet the requirements of the Consent Decree. By understanding the system and process, the evaluating supervisor will be better able to document the performance of the employee and provide feedback to both parties on their relative performance expectations.

Positive Career Development – JPIP (CD Paragraph 315) 2 Hours

This course will provide new supervisors with tools that will enable them to be effective performance managers, facilitate positive career development, identify, and work with subordinates to improve performance deficiencies, and help their subordinates achieve personal, unit, and organizational goals and objectives.

Intro to the FTO Manual (CD Paragraph 275) 1 Hour

This course will provide an overview of the program requirements and the platoon supervisor's role in management of FTO's and recruits under the FTO Manual.

Payroll/ADP 1 Hour

This course will inform supervisors on their requirements for administration of the payroll system and approval of employee time sheets.

Report Writing Evaluation/Quality Control (CD Paragraph 315) 2 Hours

This course is designed to provide NOPD Supervisors with the basic knowledge and instruction on the evaluation of police reports; along with identifying both boilerplate and conclusory language. This training will present the elements of quality control towards professional standards and performance expectations in the Supervisory review of police reports and approval of Department documentation.

Supervisor Report of Accident/First Report of Injury **1 Hour**

This course will demonstrate the supervisory requirements for the investigation of an officer involved in a traffic accident and the investigation of an officer-involved injury.

Tactical Planning and Execution of Search/Arrest Warrants (CD Paragraph 127) **7 Hours**

This course will detail the methodical planning approach necessary to ensure officer safety in the everyday service of arrest and search warrants. Supervisors will be trained on the use of the Raid Planning Form and the scoring mechanism for defining high risk warrants. Exercises will examine the key planning stage requirements and incumbent quality of supervisory briefings and close-out actions. In this presentation supervisors and detectives will receive guidance on the legal requirements and limitations for forced entry and breaching.

2025 NEW SUPERVISOR - PIB MISCONDUCT INVESTIGATIONS **40 Hours (*)**

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Interview and Interrogation Techniques (CD Paragraph 382) **4 Hours**

This course will present select modules from the FBI Interview and Interrogation instruction to assist in the soliciting of critical information from witnesses, complainants, and officers.

Complaint Intake and Investigation (CD Paragraph 382) **4 Hours**

This course will provide an overview with instruction on classifying and documenting misconduct complaints and completing administrative investigations. The training will include changes in policy that reflect mandates designed to bring the Public Integrity Bureau into compliance with the Consent Decree.

Disciplinary Investigations/Report Writing (CD Paragraph 382) **4 Hours**

This course will outline the core components of a misconduct investigation summary report. The training will include scenario exercises for completion of practice reports.

Credibility Assessment (CD Paragraph 382) **1 Hour**

This course will inform investigators how to identify alleged misconduct that is not clearly stated in the complaint or that becomes apparent during the investigation. The training will also direct how to properly weigh the credibility of civilian witnesses against officers; using objective evidence to resolve inconsistent statements; and the proper application of the preponderance of the evidence standard.

Identifying Alleged Misconduct (CD Paragraph 382) **3 Hours**

This course will define the requirements for properly framed allegations in a fair, timely and thorough misconduct investigation. The training will prepare the investigator to be able to interview any complainant and identify and assess critical misconduct allegations as well as identify allegations of policy, supervision, tactical or equipment violations that arise out of a misconduct investigation.

Data and Case Management (CD Paragraph 382) 4 Hours

This course will define the primary goal of case management and to effectively manage all aspects of the investigation, in order to achieve a solution in a timely manner. The training will also consider the process of prioritizing, managing, and documenting a case, or series of cases, based on available resources.

Mediation and Active Listening (CD Paragraph 382) 4 Hours

This course will describe the Community-Police Mediation Program, its policy and procedures, the intake process, qualifications for case referrals, the mediation session process, and overall goals of the program. The training will also provide active listening skills and role play practice.

Rules, Policies and the Consent Decree (CD Paragraph 382) 4 Hours

This course will present an in-depth review of the Department rules that govern employee performance.

Relevant Law (CD Paragraph 382) 1 Hour

This course will outline the Federal Law statutes to which Department's members are subject to by virtue of their status as police officers and public officials. The training will also relate how to govern their behavior within the ambit of Federal Law.

Challenges of Misconduct Investigations (CD Paragraph 382) 1 Hour

This course will discuss the challenges that will be encountered in completing a misconduct investigation in a timely manner, and recommended solutions for case management.

Preponderance of Evidence Standard (CD Paragraph 382) 2 Hours

This course will define the legal aspects of the preponderance of evidence standard of proof. The training will provide an overview of the ten standards of proof and distinguishing the elements required for preponderance of the evidence.

Civil Rights and The Color of Law (CD Paragraph 382) 3 Hours

This course will provide Supervisors with the knowledge of what constitutes a Color of Law violation, applicable federal statutes, how the FBI investigates Color of Law matters, and the current landscape of Color of Law incidents in a post-Ferguson environment.

2025 NEW DETECTIVE PROGRAM 40 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Interviews and Interrogations (CD Paragraph 170) 18 Hours

This course will present the FBI modules for interview and interrogation. The training will consist of active listening; cognitive interview; detection of deception; elements of interrogation, and the structure of the interview.

NOPD Guidance Interviews/Interrogations (CD Paragraph 170) 1 Hour

This course will relate to the legal standards, ethics, and mechanics of conducting effective and constitutional investigations. The training will identify the causes for investigative failures and false confessions, based upon court decisions, accepted practices, and NOPD policy.

Major Crime Scene Investigation 2 Hours

This course will provide new detectives with the basic knowledge and instruction on how to recognize and preserve physical evidence. The training will also outline how to document statements that will yield reliable information to aid in an investigation.

Report Writing for Investigators 1 Hour

This course is designed to offer new detectives the basic knowledge and instruction on the writing of police supplemental reports and the significance of detail in investigative summaries.

Conducting Line-ups (CD Paragraph 171) 2 Hours

This course will provide basic knowledge and instruction on the authorized methods of eyewitness identification of criminal suspects. The training will also discuss the application of NOPD policy guidance and requirements.

Role in Guaranteeing Accurate Convictions (CD Paragraph 170, 171) 3 Hours

This course is presented by the Innocence Project and will advise detectives on the most common causes of wrongful convictions and how to avoid these pitfalls. The training will discuss eyewitness identifications, false accusations, confessions, and faulty forensics.

Search and Arrest Warrants, Informants (CD Paragraph 127) 2 Hours

This course will prepare detectives in how to gather information in preparing a search or arrest warrant. The training will advise of court decisions, accepted practices, procedures and NOPD policy. The training will also direct how to handle and interact with informants.

Digital Forensics Evidence 2 Hours

This course will expose detectives to digital forensics and digital evidence obtained from surveillance, cell phones and computers. The training will indicate the required documentation, identify physical and virtual evidence locations, and describe proper evidence handling procedures. This course will advise detectives on the process for contacting the cellular provider security division and an overview of the capabilities for device location identification – triangulation, available resources and technological capabilities and limitations by provider. The training will also identify how to obtain call history information or other available data that could prove useful to an investigation.

Tactical Planning – Search/Arrest Warrants (CD Paragraph 127) 4 Hours

This course will identify the Constitutional and Department policy guidance for the planning elements in search and arrest warrant service. The training will define a high-risk warrant and the planning stages of intelligence gathering, identifying building footprints, establishing timing, team member assignments, warrant limitations, logistics and the safety briefing. This is Part 1 of a continuing series.

2025 NEW FIELD TRAINING OFFICER/SUPERVISOR PROGRAM 40 Hours (*)

(*) Although the CD requirement is structured for 8-hour days, the Academy schedule is based on a 7-hour day.

Consent Decree and FTO Policy (CD Paragraph 277) 2 Hours

This course will review NOPD Policy 436 and the Consent Decree as it relates to the FTO Program processes and procedural requirements.

Introduction to the FTO Program/Manual (CD Paragraph 277) 2 Hours

This course will provide an understanding of the FTO program, and the ability to correctly complete the FTO manual.

FTO Supervisory Checklists (CD Paragraph 277) 4 Hours

This course will identify all the supervisor and FTO duties as required by policy and procedure, including examples of forms completion and reporting requirements.

Daily Observation/End of Phase Reports (CD Paragraph 277) 4 Hours

This course will instruct FTO's in how to prepare the Daily Observation Report and other recruit/ FTO paperwork.

FTO Mentorship in Report Writing (CD Paragraph 277) 6 Hours

This course will provide FTO's with a background on current recruit training in report writing and provide a foundational knowledge of effective mentorship. The training will include the grading of inferior report exercises.

Communicating FTO's and Behavior Review (CD Paragraph 277) 2 Hours

This course will instruct FTO's in how the program functions, all necessary program documents, and how to identify recruits who need remediation, and how to formulate a remedial action plan.

Remedial Action Plans/Adult Learning (CD Paragraph 277) 2 Hours

This course will inform FTO's and FTO Supervisors in how to effectively teach adult learners and how to set up a remedial action plan to correct deficiencies.

Every Officer a Leader (CD Paragraph 277) 3 Hours

This course is designed to increase the leadership ability and awareness of all commissioned members of the Department. The training will identify who is a leader and review the core values.

Proactive Phase Tactics (CD Paragraph 277) 1 Hour
This course will reinforce the FTO's requirement to expose their recruits to proactive patrol activities. The training shall refresh the guidelines for constitutional policing while enabling a recruit to experience crime fighting initiatives.

Setting the Professional Example (CD Paragraph 277) 2 Hours
This course will define the expectations of an FTO in their appearance, demeanor, investigative actions, and citizen interaction, and the impact this presence has on the community and the recruit.

ADORE Field Training Database (CD Paragraph 277) 4 Hours
This course will prepare FTO's in the use of the ADORE system for the automated tracking and records management of FTO reports and evaluations.

Civil Rights and The Color of Law (CD Paragraph 277) 3 Hours
This course will provide FTO's with the knowledge of what constitutes a Color of Law violation, applicable federal statutes, how the FBI investigates Color of Law matters, and the current landscape of Color of Law incidents in a post-Ferguson environment.

“RECRUIT ACADEMY”

The courses listed below are grouped by the Louisiana POST category titles.

01 – Orientation to Criminal Justice: CJ Series

History of Law Enforcement	POST	1 Hour
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This course will review the history and development of law enforcement with a general background on the role of policing.

Department Rules, Policies and Procedures		2 Hours
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This course will discuss the primary rules and policies that Department members must adhere to. Discussion will also include the officer’s commitment to the Oath of Office and review of the Department’s mission statement.

Orientation to the Criminal Justice System	POST	2 Hours
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This course will provide an overview of the Louisiana Criminal Justice System and an introduction to the function of its agencies. The training will identify the three major components of the Louisiana Criminal Justice System.

Overview of the Criminal Justice Process	POST	1 Hour
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This course will offer an overview of the criminal justice process before, during and after trial. The training will identify the structure of court procedures during and define related trial related terms.

02 – First Aid & CPR: CPR Series

First Aid/CPR	POST	8 Hours
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This course will certify recruits in the National Safety Council basic level First Aid and CPR. The training will provide the knowledge and skills needed to perform initial life-sustaining treatment for victims of medical emergencies.

Emergency First Aid Tourniquet Application		2 Hours
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This course will review the combat first aid responder procedures and required safeguards for the application of tourniquets in field emergency situations. Officers will also be prepared in the protection protocol for exposure to blood borne pathogens.

03 – Report Writing: RW Series

Signal Codes/Spelling

POST

1 Hour

This course will deliver the radio signal codes, 10 codes and dispositions that recruits will be tested on throughout the term. The training will also include distribution of a list with the most common spelling words used in policing and required for the POST examination. Testing on these topics will be periodically scheduled throughout the term.

Report Writing Grammatical/Spelling Exercises

POST

2 Hours

This course will present the initial foundations for police report writing, providing examples of the required third person and past tense requirements, narrative writing, and spelling drills.

Preparing Field Interview Cards

(CD paragraph 162)

2 Hours

This course will explain the requirements in how the field interview is to be documented. The training will include the preparation of the gist section in which the officer must adequately articulate the reasons and justification for conducting a suspicious person stop and inquiry.

Preparing the Probable Cause Gist Statement (CD paragraph 162)

2 Hours

This course will focus on the recruit's ability to prepare the probable cause summary sheet which is essential to the booking process and determination of bond in Magistrate court. The training will require the recruit to summarize all pertinent elements of the criminal code statute that was violated, the elements of the criminal act, and the probable cause that led to the arrest.

Report Writing

POST

14 Hours

This course will relate the importance and mechanics of police report writing, including the characteristics of a well-written report in organization, grammar, and spelling. The training shall identify the various detailed requirements of the NOPD incident report form and narrative.

Use of Force Reports/Gist Statements (CD Paragraph 109)

2 Hours

This course shall establish the prerequisites for thoroughly documenting and investigating a reportable use of force incident. The training will identify the four levels of reportable use of force incidents, and the recruits will prepare reports which include a gist which must support their actions.

Daily Activity Sheets

2 Hours

This course will direct officers in the Department procedures and requirements for the Daily Activity Sheet. The training will include exercises in the proper utilization and completion of this trip sheet.

Preparing Arrest and Search Warrants (CD paragraph 162)

2 Hours

This course will identify the fundamental principles and format for the purpose of search and arrest warrants. The training will consider legal guidance and the applicable Department procedures. Exercises will evaluate the required elements for preparing a valid arrest warrant application.

Report Writing Exercise – Aggravated Battery		1 Hour
Victim/Witness Interview Methods (CD Paragraph 170)	POST	3 Hours
This course will demonstrate the components of an effective interview, substantiating the elements of the crime and providing vital information for a quality investigative report. The training will also emphasize the importance of interview techniques and detailed note taking.		
Report Writing Exercise – Victim/Witness Interview		1 Hour
Municipal Affidavits and Summons		3 Hours
This course will introduce the purpose of a Municipal Affidavit for an arrest versus a Summons. The training will practice completion of affidavit forms for Municipal court proceedings.		
Report Writing Exercise – Armed Robbery		2 Hours
Report Writing Exercise – Burglary		1 Hour
Report Writing Exercise – Domestic Violence (CD para. 220)	Homework Assignment	
Report Writing Exercise – Car Jacking/Shooting		2 Hours
Report Writing Exercise – Narcotics Arrest	Homework Assignment	
Report Writing Final Exam		4 Hours

04 – Legal Aspects: LA Series

Legal Aspects Definitions (CD Paragraph 109,162) POST 2 Hours

This course will define key legal terms and their role in an officer’s everyday vocabulary. The training will enable each recruit to communicate effectively with other criminal justice personnel as well as comprehend the law.

Introduction to the Court System/Sources of Rights (CD Para. 162) POST 2 Hours

This course will recognize that court decisions are the foundation of many police policies and the daily work of a peace officer. This training will also review the structure of the state and federal systems including the appeals process, venue, jurisdiction, and case citation.

Elements of Criminal Conduct (CD paragraph 162) POST 18 Hours

This course will be divided into nine 2-hour presentations and dispersed throughout the curriculum in order determined by the Louisiana Criminal Code, highlighting selected offenses. The training will identify the required elements to arrest a person on particular charges, including a discussion on criminal intent and criminal negligence.

Probable Cause and Reasonable Suspicion (CD paragraph 162) POST 4 Hours

This course will identify the essential legal components needed to establish a basis for reasonable suspicion that leads to responsive police actions. The training will distinguish what constitutes probable cause that may lead to an arrest. The training will also explore the “reasonable man” theory and its application to the review of police actions and decisions.

Stop and Frisk (CD paragraph 162) POST 4 Hours

This course will overview the procedures for “stop” and “frisk” and, the applicable rights afforded to citizens during such situations. The training will be based upon what constitutes a “stop” and/or “frisk” within the context of Terry v. Ohio, and the 4th Amendment.

Arrests and Responses to Terrorism (CD paragraph 162) POST 4 Hours

This course will define the requirements and validity of an arrest, including the types of arrest. The training will also advise what actions may be performed concurrent with and after an arrest and explain the use of force when making an arrest.

Search and Seizure (CD paragraph 162) POST 4 Hours

This course will discuss search and seizure constitutional guidelines and court created exceptions. The training will define the elements of a search and seizure without a warrant.

The Exclusionary Rule (CD paragraph 162) POST 2 Hours

This course will relate the reasoning, application, and effect of the Exclusionary Rule, including its impact on law enforcement policies and procedures. The training will also consider court decisions that shape the introduction of valid evidence or statements in criminal proceedings.

Plain View, Open Fields, Abandonment (CD paragraph 162) POST 4 Hours

This course will explain how the topics of Plain View, Open Fields, Abandonment and E-Surveillance differ in concept, legal rules, and practice to warrant individual treatment. The training will consider applicable court decisions that influence the introduction of valid evidence in proceedings.

Vehicle Stops, Searches and Inventories (CD paragraph 162) POST 4 Hours

This course will identify the types of vehicle stops and the actions an officer may reasonably undertake after a vehicle is stopped. The training will reference the court decisions that define the areas subject to warrantless vehicle searches and explain the guiding limitations.

Witnesses, Hearsay Rules/ Privileged Communications (CD Para. 170) POST 4 Hours

This course will discuss the rules of evidence during trials as they apply to testimony. The training will also focus on the importance of gathering facts that the prosecutor can use to support the case. Discussions will identify what is hearsay testimony, privileged communications, and sequestration.

Line-ups and Other Pre-Trial ID Procedures (CD Paragraph 171) POST 2 Hours

This course will discuss how the 5th, 6th and 14th amendment rights apply to pretrial identification procedures as well as how court cases have modified procedures used by the police. The training will also cover the Department policy and procedures for the conduct of photo and physical line-ups.

Legal Liabilities and Consequences of Police Misconduct POST 2 Hours

This course will identify how lawsuits against police officers have become a major concern in criminal justice. The training will explain that an officer's legal liability may come from many sources. The nature of legal liability is explored, as well as the sources of the law and possible defenses to actions.

Confessions and Admissions: Miranda (CD Paragraph 170) POST 4 Hours

This course will discuss the guidelines developed in court cases for when confessions and admissions are admissible in criminal cases. The training will identify when Miranda warnings must be given and how these rights can be waived. Recruits will also identify the concepts of custody and interrogation as they apply to Miranda rights, and when Miranda warnings are not required.

Municipal Criminal Codes 3 Hours

This course will delineate the responsibilities of the City of New Orleans Municipal and Traffic Courts versus the State Criminal Court. The training will review the most commonly enforced municipal criminal offenses by the police and the elements necessary to secure a successful prosecution.

Municipal, State or Civil Decisions 1 Hour

This course will delineate the responsibilities of the City of New Orleans Municipal and Traffic Courts versus the State Criminal Court.

Civil Rights – Color of Law (CD Paragraph 109,382) 2 Hours

This course will provide recruits with the knowledge of what constitutes a Color of Law violation, applicable federal statutes, how the FBI investigates Color of Law matters, and the current landscape of Color of Law incidents in a post-Ferguson environment.

05 – Firearms: FA Series

Firearms – Use of Force Model **1 Hour**

This course will address the use of force policy and review the sections regarding deadly force.

Firearms – Legal and Moral Responsibilities (CD Paragraph 110) POST **1 Hour**

This course will bring awareness of the legal restraints regarding the use of force. The training will also consider the moral responsibility associated with an officer's use of deadly force.

Introduction to Glock Firearm (CD Paragraph 110) **3 Hours**

This course will instruct recruits in the characteristics and function of the Glock handgun for the safe operation of the weapon. The training will develop the recruit's ability to proficiently handle and fire a weapon under various conditions.

Fundamentals of Shooting **POST 7 Hours**

This course will instruct officers on the fundamentals of marksmanship. The training will address combat shooting techniques, as well as range conduct, safety, and discipline.

Firearms Proficiency Initial Practice (CD Paragraph 110) POST **25 Hours**

This course will provide multiple iterations of practice in firing the Glock handgun towards obtaining a final scored grade required by P.O.S.T. for police officer certification.

Crime Gun Intelligence Process **1 Hour**

This course will present the ATF capabilities for tracing recovered firearms and the process for packaging and delivering weapons for analysis to the evidence room.

Weapons Transition Drills (CD Paragraph 109, 110) POST **4 Hours**

This course will demonstrate and utilize agility drills to practice the effective interchange between the sidearm, Taser and baton.

Firearms Simulator (CD Paragraph 109, 110) POST **6 Hours**

This course will utilize the VIRTRA interactive video training to challenge officers in scenarios for the application of deadly force. Vignettes will evaluate officers in the use of de-escalation and choice of less than lethal options with the controlled electrical weapon.

Mid-Term Simulation Exercises **29 Hours**

These exercises simulate real life situations and crisis events the recruits will encounter during police activities. This training is strategically placed upon completion of the use of force and physical tactics blocks of instruction and will expose potential areas which can be corrected through remedial training.

Firearms Refresher Practice (CD Paragraph 110) POST 7 Hours

This course will provide refresher iterations in firing the Glock handgun towards obtaining a final scored grade required by P.O.S.T. for police officer certification.

Firearms Proficiency Practice/Final Qualification (CD Paragraph 110) POST 22 Hours

This course will provide multiple iterations of practice in firing the Glock handgun towards obtaining a final scored grade required by P.O.S.T. for police officer certification.

Stress Fire/Night Fire/Firearms Proficiency Practice (CD Paragraph 110) POST 8 Hours

This course will simulate tension and rigor, with firing positions aligned to the most common officer involved shooting incidents. The training will also feature a night fire course designed to simulate low light firing conditions.

Orientation to Shotguns POST 7 Hours

This course will instruct recruits in the operation and handling of the pump shotgun. The training will include a familiarization course firing of the weapon, and exposure to the other types of shotguns.

Simulation Final Exercises 35 Hours

These exercises will simulate real life situations and crisis events the recruits will encounter during police activities.

06 – Investigations: INV Series

Preliminary Investigation POST 1 Hour

This course will direct the proper procedures that a responding officer must follow when enroute to and after arrival on a crime scene. The training will also identify the initial investigative actions.

Major Crime Scene Investigation and Preservation 2 Hours

This course will define the parameters of a crime scene and the methods necessary to preserve evidentiary value. The training will review the Department policy and on scene responsibilities.

Interview and Interrogation of Suspects (CD Paragraph 170) POST 4 Hours

This course will provide methods for the interviewing and interrogation of individuals who are considered as suspects or under arrest for a criminal offense. The training will review the Department policy and requirements for recording suspect statements. Recruits will be provided with the basic concepts for conducting a structured interview to achieve voluntary cooperation, while ensuring the suspect's constitutional rights.

Hate Crimes Investigation 2 Hours

This course will recognize the elements and motives behind a hate crime to ensure that the offense may be properly investigated and classified. The training will also identify the investigative resources that should be employed and the available support services that are available to victims.

Crimes Against Persons Investigation **3 Hours**

This course will introduce the skills, techniques, and responsibilities of the first officer on the scene for crimes against persons. The training will also study the criminal statutes and recognize the elements that identify the differences in these crimes.

Sexual Assault Investigation **4 Hours**
(CD paragraph 205) POST

This course will relate the proper and most effective response to a rape or sexual assault incident. The training will identify the role of the platoon officer in assessing a victim and the crime scene, recognizing the impact of the initial response and effect of rape on victims, and the dynamics of sexual assault.

Homicide Investigation **2 Hours**
POST

This course will present the methods and techniques for conducting a homicide investigation. The training will include a review of the criminal statutes that relate to homicide and the role of the first responder on a suspected homicide scene.

Robbery Investigation **1 Hour**
POST

This course will review the criminal statutes relating to the different types of robbery offenses and the elements in classifying same. The training will also cover investigative reporting requirements.

Evidence **4 Hours**
POST

This course will inform recruits on how to protect crime scenes, preserve and collect physical evidence, and package evidence for scientific examination. There is an overview of latent fingerprint retrieval included. The training will also recognize the role of the NOPD Crime Scene unit's roles and responsibilities.

Central Evidence and Property **1 Hour**

This course will describe the packaging and administrative processing requirements for the logging of evidence and property into Central Evidence and Property.

Auto Theft Investigation **2 Hours**
POST

This course will review the criminal statutes relating to auto theft offenses and the elements that must be established to classify the same. The training will also present the tactical considerations in recognizing and identifying stolen vehicles, and investigative reporting requirements.

Drugs and Drug Law **4 Hours**
POST

This course will prepare the recruit to locate and identify drugs in the criminal law statutes. The training shall advise of the effects of drugs on abusers and the most common drugs that they will encounter in patrol activities. Discussion on the challenges of opiate abuse will be included.

Latent Fingerprint Evidence Processing **2 Hours**
POST

This class will present the various methods for searching, developing, and collecting fingerprints from crime scenes. The training will include the distribution of fingerprint retrieval equipment and dusting supplies so that each recruit can perform these tasks during field assignments.

Burglary Investigation **POST** **2 Hours**

This course will review the criminal statutes relating to the different types of burglary and theft offenses and the elements that must be established to classify same. The training will also present the crime scene and investigative reporting requirements.

Identity Theft Investigation **POST** **3 Hours**

This course will review the criminal statutes relating to the different types of identity theft and the investigation of these offenses. The training will recognize the current trends utilized by offenders.

Child Abuse Investigations (CD paragraph 205) **7 Hours**

This course will be presented by the New Orleans Children’s Advocacy Center. The overall goal is to train officers in evidence-based, trauma-informed approaches to responding to children as victims and witnesses of crime. The training will include role playing scenarios and interactive studies to identify the role of the platoon officer in identifying the symptoms and possible occurrence of abuse.

07 – Traffic Services: TS Series

Motor Vehicle Laws **POST** **4 Hours**

This course will educate recruits on LA Title 32 and New Orleans Municipal Traffic Laws. The training will identify the key elements for the most common statutes and distinguish the proper selection and application of State and Municipal Traffic Laws.

Crash Investigations **POST** **2 Hours**

This course will instruct the proper techniques to effectively investigate a traffic crash, including the collection of information for the State of Louisiana Uniform Motor Vehicle Traffic Crash Report. The training will demonstrate how to identify and apply evidence.

Crash Report **POST** **2 Hours**

This course will outline the reporting requirements for completion of the Louisiana Crash form. This training will include interactive accident reconstruction and simulated driver interviews to complete practice investigative summary reports.

Hit & Run Investigation **POST** **1 Hour**

This course will identify the procedures for conducting a hit & run traffic accident investigation. The training will define the major investigative information and the resources available to assist in identifying the suspect vehicle and processing the offender.

Report Writing Exercises - Traffic Accident/Hit & Run **2 Hours**

Directing Traffic **POST** **1 Hour**

This course will familiarize recruits in how to direct traffic in a safe and correct manner. The training will explain the liability and physical damage to which the officer may be exposed while directing traffic. The police recruit will be instructed on the proper use of hand signals to effectively keep traffic moving at a safe speed, therefore creating less inconvenience for the motorist.

Grade Crossing Collision **POST** **4 Hours**

This course will prescribe the difficulties associated with the investigation of highway rail grade crossing collisions. The training will also outline the unique information needed to complete a thorough investigation.

Traffic Incident Management **POST** **4 Hours**

This course will familiarize recruits with the concepts of Traffic Incident Management in how to identify a traffic incident event, and actions to take to ensure safety, traffic flow, and reduction of secondary events. The training will also discuss the dangers and recommended actions for quickly clearing accident scenes on Interstate Highways.

08 – Patrol Activities: PA Series

NAPD Driver’s Training **36 Hours**

This course will review Department policy and operational proficiency in the NAPD certification. This law enforcement specific driving training features a low speed/high stress methodology for reducing collisions and lowering liability risk. The training will also include a risk management review of the most common NOPD accident causal factors.

Methods of Patrol **POST** **2 Hours**

This course will provide an understanding of the functions of patrol. The training will relate how patrol time, organization and delivery, the methods of patrol, and the aspects and style affect an officers’ daily duties.

Violent Crimes **POST** **3 Hours**

This course will introduce recruits in recognizing the hazards and the executing the proper response to the scene of violent crimes. The training will review the tactical considerations of responding to violent crimes, with the emphasis on burglary, robbery, and prowler calls.

Police Driving **POST** **4 Hours**

This course will review the Department policy for driving strategies and speed authorized in the response to calls for service. The training is directed to ensure that officers will arrive to the scenes safely, abide by traffic laws for emergency vehicles and reduce the occurrence of police vehicle accidents.

Issuing Traffic Citations **POST** **3 Hours**

This course will demonstrate enforcement of traffic laws, set forth by the State of Louisiana and New Orleans Municipal Code. The training shall also describe how to write traffic citations and sustain positive citizen interaction during this process.

Vehicle Stop Tactics **POST** **7 Hours**

This course will relate the officer survival skills and tactics necessary to conduct a safe and effective vehicle stop. The training will reference the Departmental policies and include discussion on implicit bias and adherence to constitutional guidance.

Vehicle Pursuits **4 Hours**

This course will review the Department policy and supervisory approval of vehicle pursuits. The training shall also address the high-risk danger of vehicle pursuits as it relates to the safety to the public, the police officer and to the violator.

Building Searches **21 Hours**

This course will demonstrate tactical entry into a building in response to a crime in progress or another crisis event where an active suspect may be concealed. The training shall focus on the safety and survival skills that will enable an officer to methodically search through methodical room clearing, or in the case of an active shooter, make a rapid entry using proper technique.

Observation and Perception Skills **POST** **1 Hour**

This course will distinguish the skills that should be developed to improve an officer's perception and observation. The training will also indicate what factors influence observation and perception, and how these may differ from civilians.

Crimes in Progress **POST** **1 Hour**

This course will identify the proper manner to respond to emergencies and crimes in progress. The training will emphasize officer survival tactics so that the safety of the officer, victim, civilians, and the suspect is foremost at all times. Includes a review of the responsibilities of the first officer on scene.

Unusual Occurrences **POST** **2 Hours**

This course will assess the responsibilities of the responding officer for the occurrence of unusual instances and major crisis events. This training will include an introduction to the National Incident Management System (NIMS) with a focus on the initial implementation of the Incident Command.

09 – Specialized Activities: SP Series

Body Worn Cameras

2 Hours

This course will outline the operational and functional requirements of the AXON Body camera, the nopd.evidence.com database, and the relevant departmental policies governing both. The training will also demonstrate how to activate and deactivate the recording function on the AXON Body camera, and the proper manner of labelling and categorizing videos being maintained in the nopd.evidence.com database.

Crisis Intervention – Mental Disorders (CD Paragraph 109,118, 226,294) POST

14 Hours

This course will prepare recruits to recognize and identify a crisis situation. The training will establish the duties of contact and control, and the completion of a rapid assessment. Team members practice effective methods of communication and establish good rapport. The decision to transition to physical force and handling excited delirium incidents will also be addressed.

Police Survival – Legal and Mental Aspects (CD Paragraph 109) POST

4 Hours

This course will bring awareness of the legal and mental aspects of a critical incident, including an officer's rights and responsibilities in making a full accounting of the incident. The training will identify a critical incident and its commonalities, with the administrative procedures that should be followed afterwards. Discussions will relate the protection afforded to an officer under Garrity regarding the difference between the taking of administrative and criminal statements.

Understanding Domestic Terrorism

POST

12 Hours

This course will define domestic terrorism and the various ideologies. The possible motivations for terrorism and the difference between activist and extremist will be covered. Special training on the recognition and handling of sovereign citizens will also be presented.

Courtroom Testimony

POST

1 Hour

This course will present best practices for an officer to employ when testifying in court.

Mock Trial

5 Hours

The training will utilize one of the scenarios and recruit prepared police reports from the simulation exercises as the basis of a mock trial. The mock trial will simulate a courtroom including guest attorneys performing in the roles of Judge, District Attorney and Defense Attorney.

Police Canine Operations (CD paragraph 109)

2 Hours

This course will inform recruits of the Departmental guidelines and protocol for the deployment of police canines. The training will consider the review and supervisory approval process and the limitations for when a canine can be activated for investigative support.

Tactical Problems and Crowd Control

POST

3 Hours

This course will propose tactical and response methods for dealing with snipers, active shooters, explosive devices, and crowd control. The training will analyze factors to be considered in protests and demonstrations and review Departmental policy for controlling hostile crowds.

Preparedness for Civil Disturbances **POST** **4 Hours**

This course will explain the police role in civil disturbance including how the First Amendment allows for protests and the difference between a protest and a riot. The training will also explain the use of force and cases that relate to civil disturbance. Recruits will also be exposed to riot control equipment and basic riot control formations.

Operating While Intoxicated Enforcement **POST** **4 Hours**

This course will identify the criminal statutes that relate to the enforcement of driving while under the influence or while intoxicated. The training will review the effects of alcohol on a driver and the methods to detect and process the OWI offender.

Bomb Threats/Hazardous Devices **2 Hours**

This course will discuss the Departmental procedures for reported bomb threats and suspected explosive devices. The training will provide the first responder with questions and actions in the vetting process for potential building or area evacuations.

Disaster Management and Planning **2 Hours**

This course is designed by the Office of Homeland Security and reveals the incident management recommendations for the handling of environmental catastrophes and crisis events.

Hostage Negotiations and Crisis Management **POST** **4 Hours**

This course will present the basic tactics and techniques which must be employed in order to resolve a barricaded suspect or hostage situation safely and successfully.

National Incident Management System (NIMS 700/800) **(Homework/On-line Training)**

This course is one of three components of on-line certification courses offered by the Department of Homeland Security. This training defines the parameters and operational aspects of first responder participation in the Incident Command structure. Recruits will submit a DHS certificate of completion.

National Incident Management System (NIMS 100/200) **(Homework/On-line Training)**

This course is one of three components of on-line certification courses offered by the Department of Homeland Security. This training defines the parameters and operational aspects of first responder participation in the Incident Command structure. Recruits will submit a DHS certificate of completion.

10 – Officer Survival Series: OS Series

Officer Survival – General Tactical Considerations/Defensive Tactics POST 7 Hours

This course shall present survival strategies to ensure that an officer accesses safety advantages whenever possible in an encounter. This training shall describe the techniques needed to successfully assess the level of threat while engaged in police duties. Discussions will include the art of de-escalation, identifying how different confrontations occur, survival readiness, tactical thinking, flashlight and cover positioning, verbal challenge, and the advantage of surprise.

Officer Survival/Non-Compliant – Arrest, Search and Handcuffing (CD para.162) 7 Hours

This course will expand upon the MDTs control training and provide scenario-based training with street survival tactics for handling non-compliant suspects and considerations that would enhance the safety of the officer. The training will include control tactics for resisting suspects using protective gear.

Strategic Self Defense and Ground-fighting Techniques (SSGT) - Level I 37 Hours

This course will prepare recruits in the Vanguard SSGT system for self-defense against an actively aggressive or aggravated aggressive suspect. The training will qualify a recruit in all seven (7) categories of the Level One SSGT system: Common Grab Defense; Headlock Defense; Bear-hug Defense; Tackle Defense; Striking and Knife Defense; Escaping from the bottom (on the ground); and Controlling A Grounded Subject from the Top.

Strategic Self Defense and Ground-fighting Techniques (SSGT) - Level II 37 Hours

This course will prepare officers for the tactics to be utilized in the control, search and handcuffing of an arrested suspect. The training is a component of a larger defensive tactics system that includes weapons retention and batons.

Preparing for Deadly Force (CD Paragraph 109) POST 3 Hours

This course shall identify the causes of death and possible countermeasures to be taken during firearms confrontations and other dangerous situations. The training will identify when to use force, how to decide the amount of force needed, and what steps to take after a use of force incident. Interactive role play scenarios will evaluate when to use tactical de-escalation techniques.

Taser Energy Weapon (TEW) – Taser 10 (CD Paragraph 64) 11 Hours

This course will present the basic operational theory and practical training to effectively operate the TASER 10 Energy Weapon. The training will also review the NOPD policy and related court decisions.

Officer Survival Tactics – Conducting Suspicious Person Stops (CD para. 162) 3 Hours

This course will demonstrate tactics to be utilized in an encounter with a suspicious person in a pedestrian stop that are essential to their safety and preventing any escalation of the incident. This training will include the interview and observational methods to be utilized.

Officer Survival/High Risk Vehicle Stops - Practical Exercises **15 Hours**

This course will present strategies for the approach and tactics utilized in a vehicle stop. The training shall provide safety factors for both routine traffic violations and high-risk felony stops.

Situational Decision Making – Practical Exercises **35 Hours**

These exercises will examine the application of officer survival and decision making in scenarios that include suspicious persons and vehicle stops, and other suspect encounters.

Dog Bite Prevention **(Homework/On-line Training)**

This course will utilize the ASPCA interactive officer safety course for recognizing aggressive dogs and the tactics that can be used to prevent officers from being bitten by dogs or using deadly force. Recruits shall submit a certificate of completion.

11 – Public Trust & Professionalism: PP Series

NOPD Mission, Vision and Values **1 Hour**

This course will address the NOPD Mission Statement, NOPD Core Beliefs, the Education and Training Division Mission Statement and the Importance of Community Policing.

Leadership Skills **2 Hours**

This course is designed to challenge and prepare recruits for the basic leadership skills that they will be expected to perform while attending the recruit academy.

Team Building **1 Hour**

This course will direct recruits in the performance expectations for expanding interrelations and team building in recruit academic and physical activities.

Police Role in the Community **(CD paragraph 226)** **POST** **2 Hours**

This course will assist each recruit in understanding their obligation to society, their role in the community, and their place in the criminal justice system. The training will also identify ways in which officers can influence and affect the community's attitude toward the police, and emotional temptations that lead to unethical behavior.

Community Policing - Foundations **(CD paragraph 226)** **7 Hours**

This course will familiarize participants with the development of community policing both as an overall philosophy and as a problem-solving method. The training will enable participants to distinguish differences between traditional law enforcement and community policing.

The Cultural Gumbo of New Orleans **4 Hours**

This course will identify the distinct cultural differences in the New Orleans neighborhoods and community make-up of the city. The training will also expose recruits to some of the most common street languages.

Diversity in the Community **POST** **2 Hours**

This course will aid the recruit in understanding and identifying unique factors when communicating with minority citizens.

Attaining Respect for the Peace Officer (CD paragraph 226) **POST** **2 Hours**

This course will share each recruit's collective role in gaining respect for the peace officer, and ensure they are aware that their actions often influence the public's attitude toward the law enforcement community. The training will also identify the standards by which citizens evaluate a police department and what the community expects from their officers.

Emotional Intelligence **5 Hours**

This course will present the concept of emotional intelligence which is made up of personal competence and social competence, with each including awareness skills and management skills. Recruits will comprehend self-awareness which is a personal ability to accurately recognize and understand emotions as they happen.

Standards of Conduct (CD paragraph 226) **POST** **3 Hours**

This course will define the standards of conduct expected of a professional police officer. The training will explain ethics, areas of service, and the elements of integrity. Discussions on off-duty professionalism, social media, lifestyle choices, and common neglect of duty violations will also be emphasized.

Police Radio Operational Instruction **2 Hours**

This course will issue the police radios and explain operating requirements and functionality.

Radio Protocol **2 Hours**

This course will apply the signal codes into practical demonstrations of professional police radio communications. The training will explain the purpose and benefits of concise transmissions for requesting information, responding to calls for service, and emergency operations.

Officer Assistance Program (CD paragraph 292) **2 Hours**

This course will advise recruits as to the protocols and the availability of officer support services for mental and physical health and wellness. This course will discuss the First Responder In-Patient Program for officer-involved substance abuse. The recognition of officer wellness indicators and de-stressors will also be reviewed.

La. Law Enforcement Telecommunications System (LLETS) **2 Hours**

This course defines the individual police officer requirements to function within the State's telecommunications network and concludes with a user certification test.

Language Access Plan and LEP Protocol (CD Paragraph 191) **1 Hour**

This course will present the protocol and procedures for communicating with Limited English Proficiency individuals and the support services available.

LGBTQ Awareness Training (CD paragraph 226) 3 Hours

This course will discuss terms used in the LGBTQ community and identify positive police interactions. The training will propose methods of cooperation and community impact and how the Department and the LGBTQ community can make the City a safer, more accepting place to live.

Crime Prevention (CD paragraph 226) POST 1 Hour

This course will identify crime prevention concepts and examine a set of theories regarding the police-citizen cooperation roles in the prevention of crime. The training will also discuss the operational aspects of crime prevention programs and the basic steps necessary in assessing a crime problem.

Encountering the Hearing Impaired 1 Hour

This course will describe the actions that can be undertaken for an officer to communicate with a person who is hearing impaired. The training will identify the support resources that are available to assist and what materials may be utilized until the arrival of an interpreter.

ABLE (CD paragraph 226, 294) 7 Hours

This course will introduce the Department's ABLE Peer Intervention program which provides officers with the tools to intervene successfully when confronted with the mistakes of their peers. The training will identify program components— addressing inhibitors, critical loyalty & active bystanders.

Police and the Media 1 Hour

This course outlines the responsibilities of the Public Information Office and Department guidelines for officers dealing with the media in the performance of their duties.

INSIGHT 2 Hours

This course is designed for recruits to understand the concept of the Department's early intervention system and what it means to them in their roles and responsibilities. The training shall also present displays of the Insight main screens and functional components.

Introduction to the Field Training Officer Manual 2 Hours

This course will provide an understanding of the FTO program, and the ability to correctly complete the FTO manual.

FTO End of Phase Reports 2 Hours

This course is designed to give Recruits/ FTO's an understanding of the Daily Observation Report and the daily recruit/ FTO paperwork. The training will review completed Daily Observation Reports and the purpose of these towards the Performance Chart that tracks recruit progress.

Survival Spanish (CD paragraph 191, 226) 35 Hours

This course employs a variety of self-instructional techniques that provide a law enforcement officer with immediate access to practical Spanish that can be deployed in policing activities. An officer typically uses only a small number of phrases, questions, and commands in order to do his job. These very limited survival language items form the basis of this program.

Career Planning & Financial Literacy		2 Hours
This course will provide recruits with information to enhance retention with career planning by explaining tenure and pension benefits, including public service loan forgiveness.		
Professional Standards and Accountability Bureau Audit Process		1 Hour
This course will review the audit standards for officer actions in constitutional policing, procedural justice, community engagement, and use of force.		
Evolution of Police Ethics	POST	3 Hours
This course recognizes that officers understand the concepts and importance of acting ethically, being honest, possessing integrity, and conducting themselves professionally, however it is equally important to understand the situational forces that can and have historically caused officers' views of right and wrong to become skewed.		
Procedural Justice & Police Legitimacy	POST	10 Hours
This course will ensure that law enforcement personnel understand and employ the core concepts of police legitimacy and procedural justice in order to build better relationships with the communities they serve.		
De-Escalation	(CD Paragraph 109, 226) POST	12 Hours
This course will review the principles of de-escalation in the handling of crisis events and critical incidents involving use of force. The training will include a review of the Departmental guidance and feature role play scenarios that evaluate an officer's decision making towards force options.		
P.O.S.T. Final Exam	POST	4 Hours
Academy Mid-Term and Exit Surveys		2 Hours
HQ – ID Photos/IT Profile Assignment		5 Hours
Graduation Rehearsal		4 Hours
Guest Speakers		5 Hours
<u>12 – Physical Training: PT Series</u>		
Physical Fitness Formation Training	POST	4 Hours
Physical Fitness Training Baseline Assessment	POST	4 Hours
Physical Fitness Assessment #1	POST	3 Hours

Physical Fitness Assessment #2	POST	3 Hours
Physical Fitness Assessment #3	POST	3 Hours
Physical Fitness Final Assessment	POST	4 Hours
Physical Fitness Weekly Training	POST	44 Hours
Physical Fitness and Wellness	POST	2 Hours
<p>This course will introduce recruits to the skills, techniques, and responsibilities of wellness and activities that can lead to a healthier lifestyle. The training will also demonstrate warm-up activities and exercise techniques the Academy will expect under Cooper Institute Fitness Standards. Physical fitness training hours are dedicated throughout the term and the Academy performance standards will be outlined during this presentation.</p>		
Nutrition and Wellness		2 Hours
<p>This course will provide hands on opportunities for recruits to analyze their food intake and discuss ways to make healthier choices that work seamlessly with the New Orleans Police Department’s physical training program.</p>		

13 – Domestic & Family Matters: DV Series

Handling Juveniles	POST	4 Hours
<p>This course shall detail the legal requirements and Department guidelines for handling situations involving juveniles. The training shall also review the Children’s Code. A special presentation will be made by a Juvenile Court Judge on the activities that take place in a juvenile court proceeding.</p>		
Victim Assistance and Notification	(CD para. 226) POST	1 Hour
<p>This course will provide an overview of victim assistance, including the law that governs basic rights for crime victims & witnesses. The training will describe the advantages of the victim assistance program and define the purpose of the Louisiana Victim Notice & Registration forms.</p>		
Law Enforcement and the Elderly	(CD paragraph 226) POST	1 Hour
<p>This course will provide a description of the crimes associated with elder abuse. The training will review the Louisiana Law that governs abuse of elderly/disabled adult victims and propose investigative and notification requirements.</p>		
Death Notification	POST	1 Hour
<p>This course will expose recruits to the impacting factors and techniques for death notifications. The training will relate the psychology of victim suffering that should be considered in the visit.</p>		

Domestic Violence (CD para. 220) POST 28 Hours

This course will review the Department’s Domestic Violence Policy, as outlined by the New Orleans *Blueprint for Safety*. The training will identify physical and psychological tactics used by the predominant aggressor to maintain power and control, and the value of the domestic violence checklist as an investigative guide to interpret behaviors. The resources that are available to the victims of domestic violence are discussed, including the parameters of protective orders. The training will review the classification as misdemeanors or felonies and how the patterns of abuse can escalate into more serious offenses. Multiple interactive role-play scenarios will be utilized to expose recruits to the comprehensive handling of these crimes.

14 – Use of Force: UF Series

Use of Force (CD Paragraph 109) POST 14 Hours

This course will outline the decision-making criteria and considerations to be applied in a use of force situation. The training will review Department policy and State laws for compliance. Recruits will identify to what degree or level the force is considered reasonable and when should force be considered justifiable and acceptable. Scenario driven role play will evaluate if the levels of force and resistance are appropriately articulated under constitutional guidelines. Discussion will include the Graham factors and the deployment of de-escalation techniques.

Verbal Communication as a Force Option (CD Paragraph 109, 226) 7 Hours

This course shall develop tactical communication strategies for officer safety and enhanced professionalism. The training will deploy the principles of verbal judo which incorporates words as a force option and a valuable tool in de-escalation strategies. The overall goal of tactical communication and verbal judo is to generate voluntary compliance from a compliant or non-compliant violator(s).

Human Performance and Use of Force (CD Paragraph 109, 226) 2 Hours

This course will analyze the human performance elements and causal factors that influence the decision to use force.

15 – Active Shooter: OS Series

Active Shooter Response (CD Paragraph 109) POST 28 Hours

This course addresses the technical aspects of planning and implementing a rapid law enforcement deployment to an active shooter incident. The training will provide participants with the knowledge, skills, and abilities to rapidly deploy and neutralize violent offenders during active shooter incidents to prevent the loss of innocent lives.

Practical Exercises

Practical Exercises are structured as reinforcement refreshers.

Radio Signal Codes

Field Interview Card

Probable Cause Gist Statement

Signal Code Dispositions

ECW Taser Loading

ECW Targeting

Weapons Transition

Suspicious Persons Stop

Vehicle Stop Tactics

Handcuffing

Daily Activity Sheets

Peer Evaluations/Self Assessments

Peer Evaluations are completed by recruits to recognize fellow class members for notable strengths and weaknesses. These anonymous surveys are utilized by the Academy staff to distinguish students who are rated by their peers for demonstrating excellent performance and those that may need support or corrective action. These summaries are solicited on a quarterly basis throughout the term and indicate the levels of interaction between recruit class members. Recruits will also be tasked to complete self-assessments which identify their personal training progress and opportunities for improvement.

“LATERAL TRANSFER PROGRAM”

Louisiana POST certified officers will be allowed to transfer into the NOPD and maintain their commissioned status. Lateral officers will receive full transfer credit for completed Louisiana POST courses, supported with tailored training in select topical areas uniquely applicable to NOPD standards and policy. Additional recruit academy courses that are NOPD specific and not offered by other Louisiana POST academies, will also be required of all lateral transfers.

The abbreviated Louisiana Lateral Transfer Program will be completed in 9 weeks @37.5 hours. Out-of-State officers (credentials recognized by LA. POST) must also complete the POST Basic Legal (60 hours) and Firearms (80 hours) blocks of instruction, extending their session to 12 weeks.

COURSE TITLE	NOPD SPECIFIC	CONSENT DECREE/NOPD	POST-NOPD & CD POLICY ADDED	TOTAL HOURS
Dept. Rules, Policies & Procedures	x			2
Relationship Based Policing		x		3
Daily Activity Sheets	x			2
ABLE		x		8
LGBTQ Awareness		x		2
Stop & Frisk – POST			2	4
Arrests – POST			2	4
Searches & Seizures – POST			2	4
Report Writing – POST			16	28
Body Worn Cameras	x			1
Use Of Force – POST			7	13
Use Of Force Reports	x			2
De-escalation – POST			7	12
Human Performance		x		4
Vehicle Stops & Searches – POST			2	4
Preparing Field Interview Cards		x		1
Vehicle Pursuit Policy	x			3
Sexual Assault – POST			1	4
Arrest & Search Warrants – POST			2	4
Firearms Qualification – POST			16	24
NAPD Driving	x			37
Line-ups Pre-trial Procedures – POST			1	2
Fingerprinting/Latent – POST			3	10
SSGT Self Defense level 1	x			37
SSGT Self Defense Level 2	x			37

Crisis Intervention – CIT			7	30
Municipal Codes/Affidavits	x			3
Vehicle Stop Tactics – POST			6	14
Building Searches	x		7	14
Taser Energy Weapon	x			14
Active Shooter – POST			7	28
Police Canine Operations	x			1
Domestic Violence – POST			14	28
Handling Juveniles – POST			2	3
Civil Disturbance – POST			2	7
Child Abuse Investigations	x		2	6
First Aid-POST/CPR/Tourniquets				11
Language Access Plan		x		1
Secondary Employment	x			1
Opiate Abuse/NARCAN	x			1
Intro Field Training Manual	x			3
Survival Spanish		x		30
INSIGHT		x		1
Cloud Gavel/CASTNET/LLETS	x			4
MDT Intro	x			2
Roll Call/Graduation/Other				12
Test	x			1
NOPD SPECIFIC COURSE TOTAL				229
POST- NOPD/CD POLICY ADDED			108	
TOTAL HOURS				337

VI. REFERENCES and BIBLIOGRAPHY

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VII. ATTACHMENTS

- a. **2025 Training Needs Assessment – Section I**
- b. **2025 Training Needs Assessment – Section II “Priority Ranking Matrix”- Assigned Courses**