



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

**“2023 ANNUAL MASTER TRAINING PLAN”**

**August 31, 2022**

**Approved:**

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Superintendent of Police**

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## I. OVERVIEW

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### **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 compartmentalized training are 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 Academy training program management.

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## II. METHODOLOGY

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### 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 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 2023 curriculum. The Annual Master Training Plan will then utilize this TNA to further the *“development and implementation”* of instructional tasks.

**CD Paragraphs 252-254** outlines 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 2023 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 15<sup>th</sup> of each year. The AMTP shall incorporate the TNA and be reviewed by the TAC, with final submission to the Superintendent by August 31<sup>st</sup>.



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### III. ADULT LEARNING

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#### **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 can be 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 and 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 2023 “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. 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.

## **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 direction 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.

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## IV. CONSENT DECREE REQUIRED PROGRAMS FOR THE AMTP

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### 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)** Driving Simulator/NAPD Driving Certification (in tandem)

8 hours – **(CD Paragraph 109)** Conducted Electrical Weapon; MDTs 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 Policing

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 PBL design to incorporate these essential areas within multiple scenarios and exercises. This approach better reinforces the student's comprehension of learning priorities through interactive discussion and policy review while consistently reinforcing the CD core training.**

**(\*\*)** 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 amounts 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)

**PROFESSIONAL DEVELOPMENT 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 2023 Supervisor In-Service program may also be added

**NEW DETECTIVE PROGRAM** – all Detectives

**C.D. Paragraph 170** (40) hours

\* New Detectives assigned in 2023 may also be required to attend select courses added from the 2023 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

**DISTRICT COMMUNITY ACTION TEAM** - all newly assigned Officers and Sergeants

DCAT Officers (16 hours) – DCAT Sergeants (16 hours) + (8 hours - Supervisory)

## RECRUIT ACADEMY

Louisiana P.O.S.T. Recruit Academy: (effective July 2018)

**496 hours** total – Basic Peace Officer

Consent Decree Required Recruit Academy:

**880 hours** total - (CD Paragraph 265)

NOPD Recruit Academy:

**1,012.5 hours** total – 27 weeks (minimum) @ 37.5 hours (30-minute lunch)

### Recruit Academy Start Dates

Listed below are the recruit academy sessions tentatively scheduled in 2023:

CLASS # 196	Starts: 8/29/2022	Graduates: 3/31/2023
CLASS # 197	Starts: 12/13/2022	Graduates: 7/14/2023
CLASS # 198	Starts: 4/10/2023	Graduates: 10/27/2023
CLASS # 199	Starts: 7/24/2023	Graduates: 3/1/2024
CLASS # 200	Starts: 11/6/2023	Graduates: 5/31/2024

Note: The dates for these classes are projected only. The finish dates above may exceed 27 weeks as influenced by the number of holiday 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 will be allowed to transfer into the NOPD and maintain their commissioned status. Additional training in select topical areas uniquely applicable to NOPD standards will be required.

Lateral Transfer Program:

**369 hours total** – 10 weeks (minimum) @37.5 hours (30-minute lunch)

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## V. PROGRAM CURRICULA

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### 2023 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 – Each Day Individually Scheduled

**2023 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.

**VIRTRA Firearms/Use of Force Simulator (CD Paragraphs 109,110) 7 Hours**

This course will utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction in the use of force policy and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force applied. The scenarios are designed to evaluate decision making, 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, or the application of less than lethal force – CEW.

**2023 National Academy for Professional Driving 3.5 Hours**

This course will review Department policy and operational proficiency in the annual NAPD recertification. 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, and ensure officers are cognizant of the pursuit policy and the dangers and ineffectiveness of uncontrolled pursuit driving. Practical exercises will also demonstrate safety factors that should be considered in the operation of police sport utility vehicles.

**Driving Simulator Scenarios 3.5 Hours**

This course will utilize the driving simulator to task officers in common police vehicle actions and defensive driving strategies. The interactive scenarios will evaluate officers in safe driving proficiency and in the application of pursuit techniques. This training will be presented in tandem with the NAPD driving, with the class split into two squads enabling half participating on the driving track and the other half on the simulator.

**CORE IN-SERVICE WEEK**

**“Day One”**

**The Officer’s Role in Community Engagement (CD Paragraph 226,177) 1.5 Hours**

This course will include a PBL activity to demonstrate to officers how they can personally engage with members of the community to impact their quality of life. The scenario will include best practices in how to develop partnerships and initiate collaborative outreach towards problem-solving the concerns of citizens and businesses. The training will also review the signal classifications and preparation of Community Policing Forms which are essential in the tracking of engagement activities.

**Active Listening (CD Paragraph 177) 1.5 Hours**

This course will be delivered by members of the Office of the Independent Police Monitor to prepare officers in the interpersonal communications skillsets necessary for positive interactions with citizens, co-workers, and supervisors. Particular attention will be focused upon the relationship with crime victims who often feel that the police do not care about their situation. Active listening employs demonstrated empathy and understanding to assure citizens they are relevant. This training will also focus upon verbal de-escalation, with the positive attributes of active listening applied to conflict resolution.

**LUNCH**

**Problem Solving with SARA (CD Paragraphs 226,177) 1.5 Hours**

This course will include a PBL activity challenging the officers to incorporate the SARA Model into problem-solving community concerns. The groups will be tasked to identify how they will mobilize citizen and business involvement, develop officer-initiated strategies, and produce a community policing action plan that can achieve measurable positive results. Officers will recognize the value of community partnerships in their effort to foster relationships of trust.

**Domestic Violence (CD Paragraphs 220,118,109,191) 1.5 Hours**

This course will utilize a PBL activity to examine an officer’s ability to complete an accurate DV Risk Assessment to identify the “predominant aggressor” in a domestic violence incident. The situation will include the interpretation and execution of protective orders. An ABLE peer intervention will be identified in this incident, as well the need to implement the translation access protocol for “limited English proficiency” citizens.

**Officer Support Services (CD Paragraph 292) 1 Hour**

This course will discuss the officer assistance program and services available for health and well-being, including the positive attributes of the “peer support program” resources.



**“Day Two”**

**Fostering Bias Free Policing (CD Paragraphs 177,226) 1.5 Hours**

This course will include a PBL activity that considers the influence implicit bias may have on decision-making. The guiding principles of “cultural awareness” and “diversity equity inclusion” will be addressed. The teams will recognize the PSAB audit criteria indicators for determining potential bias in stops, pat-downs, handcuffing, vehicle exits, searches, and arrests, and how these relate to police legitimacy. The scenario will refresh the tenets of “Procedural Justice” and the assertive need for interactive communications with individuals encountered in investigative stops. The rights of individuals to dispute, observe, and record officer actions will be presented. The course will also address responsible interactions with members of the LGBTQ community.

**Engaging Suspicious Persons (CD Paragraph 162,177,226) 1.5 Hours**

This course will utilize a PBL activity reinforcing the officer’s recognition of the indicators of reasonable suspicion when a suspect’s actions stimulate the need for a proactive investigative stop. The scenario will task the importance of clearly articulating the supporting justification for each action taken within that stop, including the procedural knowledge and threat assessment in the decision to perform pat-downs, handcuffing, and searches under constitutional guidelines. Emphasis will be placed on the legality and limitations of searches based on exigency and warrantless exceptions, as well as the procedural requirements for strip searches and a “no look” hand entry to retrieve concealed evidence. A renewed importance as to the timing of the Miranda warnings will also be included.

**LUNCH**

**Monadnock Defensive Tactics System - Baton Refresher (CD Paragraph 109) 4 Hours**

This bi-annual certification training will refresh tactical skillsets in deployment of the expandable baton and the PR-24 defensive weapons. The training will begin with a review of the Department’s Use of Force policy and the respective classification levels.

### "Day Three"

#### **Assessing Child Abuse**

**(CD Paragraph 205)**

**1 Hour**

This course will employ a PBL activity to identify the initial actions a responding officer should undertake when encountering a situation with indications that a child abuse offense may be present. Officers will assess the initial safety concerns for the child and the need to intervene and investigate further. The course will examine the allowable procedural latitude in the preliminary questioning and interviewing of a potential child victim.

#### **First Responder Actions to a Sexual Assault**

**(CD Paragraph 205)**

**1 Hour**

This course will utilize a PBL activity to examine the responding officer's priorities, reflecting the special needs of sexual assault trauma victims and investigative requirements. Officers will assess crime scene security and preservation, witness dynamics, body worn camera matters, and the recognition of potential evidence. Special emphasis will be directed to the officer's preparation of the "Major Crime Statement", an initial report essential to the detective's investigative case file and subsequent District Attorney prosecution. In closing this scenario, a suspect will be identified nearby, leading to a taser application that will be incorporated in the role play of the live fire CEW training that follows this course. This situation will also examine the legal authorization to enter a residence and the limitations to locate a suspect absent an arrest warrant.

#### **Conducted Electrical Weapon - Classroom**

**(CD Paragraphs 64,109)**

**1 Hour**

This course will review the NOPD policy, recent court decisions and legal guidance in the decision to utilize this less than lethal weapon. Additional discussion will center upon recent body worn camera video of Taser applications. Officers must be able to explain a readily identifiable threat as to why the force was necessary and continuing and understand the reasonable limitations and resulting impact in the number of times the taser is applied.

### **LUNCH**

#### **Conducted Electrical Weapon Proficiency**

**(CD Paragraphs 64,109)**

**4 Hours**

This course will review operational proficiency and tactics for the annual recertification of officers in the Taser issued equipment. A "Scenario Based Training Exercise" will continue from the earlier Sexual Assault PBL activity and require the live fire deployment of the Taser upon a confrontational suspect. Officers will also complete a Use of Force Statement justifying their actions in the incident as outlined by policy and the Compliance Bureau UOF "Statement" Scorecard. This report will be utilized in the Use of Force Report review on Day Four. Officers will be assessed in their post UOF actions, including the rendering of aid, maintaining composure, and deterring emotions.

**“Day Four”**

**Use of Force (UOF) Reporting Requirements (CD Paragraph 109) 1.5 Hours**  
This course will review submittals of the UOF narratives prepared in the Day Three CEW taser application. The evaluation criteria must identify any de-escalation strategies utilized, the proper deployment of the Taser and application frequency, and a clear articulation of the identifiable threat perceived individually by each officer, justifying why the level of force was necessary and continuing. The assessment will also identify any misuse of boilerplate language and the necessary inclusion of post UOF officer actions.

**First Responder First Aid/CPR Bi-Annual Recertification 1.5 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.

**LUNCH**

**First Responder First Aid/CPR Bi-Annual Recertification 3.5 Hours (Continued)**

**“Day Five”**

**Crisis Intervention Decision Making (CD Paragraph 118,109) 1 Hour**

This course will utilize body worn camera videos of mental health encounters to stimulate classroom discussion. These presentations will evaluate key crisis intervention decisions in verbal and tactical de-escalation of crisis encounters, including the ability to maintain control in verbal and violent encounters. The videos will also examine the decision to transfer from continued de-escalation negotiation strategies to a hands-on submission.

**ABLE 2023 (CD Paragraph 315) 2 Hours**

The 2023 curriculum requirements are to be provided by the ABLE Program Office

**LUNCH**

**Performance Evaluation Process (CD Paragraph 300,315,226) 1 Hour**

This course will utilize PBL activities to provide guidance in the submittal of evidence in the completion of effective self-assessments validating several key areas: community engagement, report writing and decision making. The training will also detail how to form unique objectives and metrics for specialized positional duties.

**Conducting Vehicle Stops (CD Paragraph 162,177,226) 2 Hours**

This course will utilize a PBL activity to appraise the elements necessary for initiating a vehicle stop for traffic violations and/or reasonable suspicion that its occupants are involved in criminal activity. Situations will be offered where officers will be required to clearly articulate the supporting reasons for requiring the driver or the occupants to exit the vehicle, the nexus to a pat down or handcuffing based on threat or safety fear, and if the occupants should be requested to produce identification. A scenario will examine the principles of exigent circumstances and how these are applied in warrantless search situations. A review of bias free interaction with LGBTQ and racial disparity indicators will be included. A final video scenario will be presented in which the teams will summarize their investigative activities in a Field Interview Card (FIC) narrative that must justify each investigative action.

**Field Interview Card Review (CD 162) 1 Hour**

This course will evaluate the vehicle stop FIC submittals from the previous course for compliance with the intent of the “Stops”, “Pat Downs” and “Search” audit scorecards. The primary objectives are to ensure that officers can adequately articulate the reasonable suspicion factors for the initial stop, the application of procedural justice in the conduct of that investigation, and the elements leading to a pat-down or search of a person or vehicle.

**Final Exam and Course Evaluation .5 Hours**

## 2023 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 – Each Day Individually Scheduled

#### **2023 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.

#### **VIRTRA Firearms/Use of Force Simulator (CD Paragraphs 109,110) 7 Hours**

This course will utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction in the use of force policy and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force applied. The scenarios are designed to evaluate decision making, 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, or the application of less than lethal force – CEW.

#### **2023 National Academy for Professional Driving 3.5 Hours**

This course will review Department policy and operational proficiency in the annual NAPD recertification. 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, and ensure officers are cognizant of the pursuit policy and the dangers and ineffectiveness of uncontrolled pursuit driving. Practical exercises will also demonstrate safety factors that should be considered in the operation of police sport utility vehicles.

#### **Driving Simulator Scenarios 3.5 Hours**

This course will utilize the driving simulator to task officers in common police vehicle actions and defensive driving strategies. The interactive scenarios will evaluate officers in safe driving proficiency and in the application of pursuit techniques. This training will be presented in tandem with the NAPD driving, with the class split into two squads enabling half participating on the driving track and the other half on the simulator.

**Supervisor In-Service Week**  
**"Day One"**

**The Supervisor's Role in Community Engagement (CD Paragraph 226,177) 1.5 Hours**

This course will include a PBL activity to demonstrate to supervisors how they can motivate their officers to engage with members of the community to impact their quality of life. The scenario will include best practices in how officers and supervisors can develop partnerships and initiate collaborative outreach towards problem-solving the concerns of citizens and businesses. The training will also review the signal classifications and preparation of Community Policing Forms which are essential in the tracking of engagement activities.

**Active Listening - Supervisors (CD Paragraph 177) 1.5 Hours**

This course will be delivered by members of the Office of the Independent Police Monitor to prepare supervisors in the interpersonal communications skillsets necessary for positive interactions with citizens, co-workers, and subordinates. Particular attention will be focused upon the relationship with civilian employees who often feel that their supervisors in a paramilitary "follow orders" environment, do not relate to their feelings or concerns. Active listening employs demonstrated empathy and understanding to assure co-workers that they are relevant. This training will also focus upon verbal de-escalation, with the positive attributes of active listening applied to conflict resolution.

**LUNCH**

**Conducting Misconduct Investigations (CD Paragraph 315,382) 3 Hours**

This training will address three primary areas: The first component will include a PBL activity that will identify the key objectives in the citizen interview necessary to formulate an in-depth credibility assessment and to capture allegations correctly. The scenario will require the supervisors to succinctly explain how they concluded the complainant or witnesses are deemed creditable. The second part of this training is instructor led and will bring awareness to the Department's grievance process and those situations where it is more appropriate in resolving employee conflicts versus the disciplinary process. The alternative of documenting other minor infractions within the Supervisor Feedback Log will also be considered. The final instructor led presentation will provide guidance in how to conduct a comprehensive interview of an officer in a misconduct investigation. The interview of an officer is often difficult and incomplete due to the inherent challenges in questioning co-workers, former acquaintances, and subordinates. Supervisors will be directed in how to utilize an interrogation plan with pre-designed parameters for the initial response. The importance of follow-up and clarifying questions will be emphasized.

**Officer Support Services (CD Paragraph 292) 1 Hour**

This course will discuss the officer assistance program and services available for health and well-being, including the positive attributes of the "peer support program" resources.

**“Day Two”**

**Leading Bias Free Policing (CD Paragraphs 177,226) 1.5 Hours**

This course will include a PBL activity that considers how supervisors can identify the influence implicit bias may have on decision-making. The guiding principles of “cultural awareness” and “diversity equity inclusion” will be addressed. The teams will recognize the PSAB audit criteria indicators for determining potential bias in stops, pat-downs, handcuffing, vehicle exits, searches, and arrests, and how these relate to police legitimacy. The scenario will refresh the tenets of “Procedural Justice” and the assertive need for interactive communications with individuals encountered in investigative stops. The rights of individuals to dispute, observe, and record officer actions will be presented. The course will also address responsible interactions with members of the LGBTQ community.

**Managing Problem Solving with SARA (CD Paragraphs 226,177) 1.5 Hours**

This course will include a PBL activity challenging the supervisors to incorporate the SARA Model into problem-solving community concerns. The groups will be tasked to identify how they will mobilize citizen and business involvement, develop officer-initiated strategies, and produce a community policing action plan that can achieve measurable positive results. Supervisors will recognize the value of community partnerships in their effort to foster relationships of trust.

**LUNCH**

**Monadnock Defensive Tactics System - Baton Refresher (CD Paragraph 109) 4 Hours**

This bi-annual certification training will refresh tactical skillsets in deployment of the expandable baton and the PR-24 defensive weapons. The training will begin with a review of the Department’s Use of Force policy and the respective classification levels.

### "Day Three"

**Assessing Child Abuse -Supervisors (CD Paragraph 205) 1 Hour**

This course will employ a PBL activity to identify the supervision of a responding officer's initial actions that should be undertaken when encountering a situation with indications that a child abuse offense may be present. Officers will assess the initial safety concerns for the child and the need to intervene and investigate further. The course will examine the allowable procedural latitude in the preliminary questioning and interviewing of a potential child victim.

**Initial Supervision of a Sexual Assault (CD Paragraph 205) 1 Hour**

This course will utilize a PBL activity to examine the supervision of the responding officer's priorities, reflecting the special needs of sexual assault trauma victims and investigative requirements. Supervisors will assess crime scene security and preservation, witness dynamics, body worn camera matters, and the recognition of potential evidence. Special emphasis will be directed to the officer's preparation of the "Major Crime Statement", an initial report essential to the detective's investigative case file and subsequent District Attorney prosecution. In closing this scenario, a suspect will be identified nearby, leading to a taser application that will be incorporated in the role play of the live fire CEW training that follows this course. This situation will also examine the legal authorization to enter a residence and the limitations to locate a suspect absent an arrest warrant.

**Conducted Electrical Weapon - Classroom (CD Paragraphs 64,109) 1 Hour**

This course will review the NOPD policy, recent court decisions and legal guidance in the decision to utilize this less than lethal weapon. Additional discussion will center upon recent body worn camera video of Taser applications. Officers must be able to explain a readily identifiable threat as to why the force was necessary and continuing and understand the reasonable limitations and resulting impact in the number of times the taser is applied.

### **LUNCH**

**Conducted Electrical Weapon Proficiency (CD Paragraphs 64,109) 4 Hours**

This course will review operational proficiency and tactics for the annual recertification of officers in the Taser issued equipment. A "Scenario Based Training Exercise" will continue from the earlier Sexual Assault PBL activity and require the live fire deployment of the Taser upon a confrontational suspect. Supervisors will also complete a Use of Force Statement justifying their actions in the incident as outlined by policy and the Compliance Bureau UOF "Statement" Scorecard. This report will be utilized in the Use of Force Report review on Day Four. Supervisors will be assessed in their post UOF actions, including the rendering of aid, maintaining composure, and deterring emotions.



**“Day Four”**

**Supervisors Use of Force (UOF) Report Review (CD Paragraph 109) 1.5 Hours**

This course will review submittals of the UOF narratives prepared in the Day Three CEW taser application. The evaluation criteria must identify any de-escalation strategies utilized, the proper deployment of the Taser and application frequency, and a clear articulation of the identifiable threat perceived individually by each officer, justifying why the level of force was necessary and continuing. The assessment will also identify any misuse of boilerplate language and the necessary inclusion of post UOF supervisor actions.

**First Responder First Aid/CPR Bi-Annual Recertification 1.5 Hours**

This course will recertify supervisors 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.

**LUNCH**

**First Responder First Aid/CPR Bi-Annual Recertification 3.5 Hours  
(Continued)**

**“Day Five”**

**Managing a Crisis Intervention Event (CD Paragraph 118,109) 1 Hour**

This course will utilize body worn camera videos of mental health encounters to stimulate classroom discussion. These presentations will evaluate key crisis intervention supervisory decisions in verbal and tactical de-escalation of crisis encounters, including the ability to maintain control in verbal and violent encounters. The videos will also examine the decision to transfer from continued de-escalation negotiation strategies to a hands-on submission.

**ABLE 2023 (CD Paragraph 315) 2 Hours**

The 2023 curriculum requirements are to be provided by the ABLE Program Office.

**LUNCH**

**Performance Evaluation Process - Supervisors (CD Paragraph 300,315,226) 1 Hour**

This course will utilize a PBL activity to provide guidance in the review of evidence submitted by officers in the completion of self-assessments validating several key areas: community engagement, report writing and decision making. The training will also detail how to form unique objectives and metrics for specialized positional duties. Use of the Supervisor Feedback Log will be highlighted in its usefulness in documenting interventions and positive activity, essential to the employee’s evaluation process.

**Oversight of a Domestic Violence Investigation (CD Paragraphs 220,118,109,191) 1 Hour**

This course will utilize a PBL activity to supervise an officer’s ability to complete an accurate DV Risk Assessment to identify the “predominant aggressor” in a domestic violence incident. The situation will include the interpretation and execution of protective orders. Officers will encounter an ABLE peer intervention in this incident to which the supervisor will be notified. The supervision of their officer’s implementation of the translation access protocol for “limited English proficiency” citizens will also be examined.

**Supervision of Suspicious Person and Vehicle Stops (CD Para. 162,177,226) 2 Hours**

This course will include a PBL activity that identifies the primary elements required in the supervisory review of an officer’s documentation of suspicious person and vehicle stops. The person stop scenario will task the importance of the officer clearly articulating in the FIC the supporting justification for each action taken within that stop, including the procedural knowledge and threat assessment in the decision to perform vehicle exits, pat-downs, handcuffing, and searches under constitutional guidelines. Emphasis will be placed on the legality and limitations of searches based on exigency and warrantless exceptions, as well as the procedural requirements for strip searches and a “no look” hand entry.

**Final Exam and Course Evaluation .5 Hour**

## 2023 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 – Each Day Individually Scheduled

**2023 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.

**VIRTRA Firearms/Use of Force Simulator (CD Paragraphs 109,110) 7 Hours**

This course will utilize the VIRTRA firearms simulator which features a combination of initial classroom instruction in the use of force policy and de-escalation strategies. Interactive vignettes challenge officers in the application of force and their justification for the force applied. The scenarios are designed to evaluate decision making, 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, or the application of less than lethal force – CEW.

**2023 National Academy for Professional Driving 3.5 Hours**

This course will review Department policy and operational proficiency in the annual NAPD recertification. 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, and ensure officers are cognizant of the pursuit policy and the dangers and ineffectiveness of uncontrolled pursuit driving. Practical exercises will also demonstrate safety factors that should be considered in the operation of police sport utility vehicles.

**Driving Simulator Scenarios 3.5 Hours**

This course will utilize the driving simulator to task officers in common police vehicle actions and defensive driving strategies. The interactive scenarios will evaluate officers in safe driving proficiency and in the application of pursuit techniques. This training will be presented in tandem with the NAPD driving, with the class split into two squads enabling half participating on the driving track and the other half on the simulator.

**Officer Support Services (CD Paragraph 292) 1 Hour**

This course will discuss the officer assistance program and services available for health and well-being, including the positive attributes of the “peer support program” resources.

<b>ABLE 2023</b>	<b>(CD Paragraph 315)</b>	<b>2 Hours</b>
The 2023 curriculum requirements are to be provided by the ABLE Program Office.		
<b>Conducted Electrical Weapon Proficiency</b>	<b>(CD Paragraph 64,109)</b>	<b>4 Hours</b>
This course will review operational proficiency and tactics for the annual recertification in the Taser issued equipment. The training will also review the NOPD policy, recent court decisions and best practices in the decision to utilize this less than lethal weapon.		
<b>Monadnock Defensive Tactics System - Baton Refresher</b>	<b>(CD Paragraph 109)</b>	<b>4 Hours</b>
This bi-annual certification training will refresh tactical skillsets in deployment of the expandable baton and the PR-24 defensive weapons. The training will begin with a review of the Department's Use of Force policy and the respective classification levels.		
<b>First Responder First Aid/CPR Bi-Annual Recertification</b>		<b>4 Hours</b>
This course will recertify commanders 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.		
<b>Legal Updates for Department Leadership</b>	<b>(CD Paragraph 306)</b>	<b>2 Hours</b>
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 relate to the administration of the Department will be presented.		
<b>Management Summaries - Use of Force/Misconduct</b>	<b>(CD Paragraph 314)</b>	<b>2 Hours</b>
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.		
<b>Community Engagement Leadership</b>	<b>(CD Paragraph 226,177)</b>	<b>2 Hours</b>
This course will present the best practices in preparing the annual Community Policing Plan and will review the Department's progress in stimulating community engagement.		
<b>Command Staff Electives</b>	<b>(CD Paragraph 314)</b>	<b>14 Hours</b>
Command-specific electives are to be completed via Daily Training Bulletins along with in-person and virtual trainings offered by agencies and professional organizations. This emergent training will be based on identified needs and current concerns and will be approved by the Superintendent's office as identified.		

## 2023 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.

### **Interrogations and Confessions 2023 Update (CD Paragraph 170) 1.5 Hours**

This course will identify the updates and changes to the law and recommended best practices regarding interrogations and confessions. This course shall also offer a refresher on legal standards, ethics, the mechanics of conducting effective and constitutional investigations, and causes for investigative failures and false confessions. A review of Department policy will be presented to ensure the protection of constitutional guidelines.

### **Major Case Presentation 1.5 Hours**

This course will examine recent major cases to identify successful investigative strategies used in multi-agency task force violent crime initiatives. Detectives responsible for these cases will lead a discussion and explain the key steps regarding the identification of witnesses, collection of evidence, and utilization of warrants to solve these cases.

### **Intelligence Based Policing 1 Hour**

This instructor led presentation will outline the detective role in the Department's commitment to intelligence-based policing and their partnership with VCAIT protocols. The discussion includes the integration with crime analysis resources and other investigative tools. The course will also relate the process for preserving CCTV video footage from the Regional Crime Center and 911/Computer Aided Dispatch history for prosecution support.

### **Investigative Value of Cell Phone Seizure 3 Hours**

This instructor led presentation will relate the significance of seizing the suspect's cell phone as a valued investigative practice. The course will distinguish the types of evidence and data that can be retrieved relating to criminal associates, text messages, photos, social media, and web searching history. Detectives seizing cell phones incidental to an arrest or warrant, must timely apply for electronic media search warrants to dump the data. The presentation will demonstrate the process for obtaining court orders for "ping warrants" (active cell tower location); "call detail records warrants" (time/date history to crime scene); and "preservation requests" (prevents provider from erasing records).

**2023 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.

**Improving Recruit Performance and Development (CD paragraph 277)**

**7 Hours**

This course will focus upon the proper documentation of recruit performance deficiencies and identifying opportunities for improvement. Discussions will include the best practices for creating and monitoring an effective corrective action plan.

**2023 ACADEMY INSTRUCTOR PROFESSIONAL DEVELOPMENT**

**8 Hours (\*)**

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

**Practical Exercises and Scenario Development (CD Paragraph 260)**

**7 Hours**

This course will outline advanced training concepts in the design and evaluation of practical exercises and scenario-based learning. The presentation will also review the interactive facilitator responsibilities in the delivery of “problem-based learning” activities.

**2023 ACTIVE SHOOTER TRAINING**

**8 Hours (\*)**

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

**Active Shooter Response**

**(CD Paragraph 109)**

**7 Hours**

This tactical training will be offered on a quarterly basis to select District personnel who would serve as initial responders to an active shooter crisis event. This position specific training will provide a refresher to previous active shooter training, while extending the critical aspects of building entry, searches, and room control. Officers will practice tactical and movement skills for mass shootings, including the after-action tasks that will be incumbent. Discussions will consider the officer’s role in victim emergency casualty care and the interactive role of EMS.

## “PROFESSIONAL DEVELOPMENT PROGRAMS”

### **2023 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.

<b>Signs and Symptoms of Mental Illness</b>	<b>(CD Paragraph 116)</b>	<b>3 Hours</b>
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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.

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

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

<b>Children and Adolescents</b>	<b>(CD Paragraph 116)</b>	<b>1 Hour</b>
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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.

<b>Field Trip to Mental Health Treatment Facility (CD Paragraph 116)</b>	<b>8 Hours</b>
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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.

<b>Substance Abuse</b>	<b>(CD Paragraph 116)</b>	<b>1 Hour</b>
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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.

<b>Medical Concerns and Psychopharmacology (CD Paragraph 116)</b>	<b>1 Hour</b>
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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.

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

<b>Body Worn Camera Review</b>	<b>(CD Paragraph 116)</b>	<b>2 Hours</b>
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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.

**2023 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 myriad 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 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.

**2023 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.

## 2023 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 Hours**

This course will relate the legal standards, ethics, and mechanics of conducting effective and constitutional investigations. The training will identify the causes for investigative failures and false confession, 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 the 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.

**2023 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 of 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 statues, how the FBI investigates Color of Law matters, and the current landscape of Color of Law incidents in a post-Ferguson environment.

**2023 DISTRICT COMMUNITY ACTION TEAM 24 Hours (\*)**

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

**DCAT Problem-Oriented Policing (CD Paragraph 226,177) 1.5 Hours**

This course will utilize a Problem Based Learning activity that requires the DCAT team to formulate an action plan using the SARA Model towards problem-oriented policing. The team will examine several violent crime patterns occurring within their District that must be mitigated through proactive patrol techniques and engaging collaboration with the community.

**The DCAT Role in Fostering Community Engagement (CD Paragraph 226,177) 1.5 Hours**

This course will utilize a Problem Based Learning activity to demonstrate how the DCAT team can initiate collaborative partnerships with the community to proactively deter violent crime. The scenario will challenge officers in identifying ways they can engage citizens and build productive relationships.

**Performing Constitutional Proactive Policing (CD Para. 162,177,226) 1.5 Hours**

This course will utilize a Problem Based Learning activity to examine how DCAT officers can successfully deploy proactive patrol strategies while maintaining a commitment to constitutional policing. The scenario will provide guidance for applying the core principles of procedural justice, bias-free policing, and police legitimacy to foster community support.

**Proactive Vehicle Stops (CD Para. 162,177,226) 1.5 Hours**

This course will utilize a Problem Based Learning activity to review the key requirements for conducting a proactive vehicle stop. The course will examine procedural guidance in validating reasonable suspicion and the investigative actions that apply towards the occupants and inspection of the vehicle.

**DCAT - Conducting Vehicle and Pedestrian Stops (CD Para. 162,177,226) 7 Hours**

These exercises will incorporate a series of interactive problem/scenario-based situations that will require both officers and supervisors to employ constitutional policing guidance, procedural justice, departmental policy in the detention of both vehicle and pedestrians. The violations will range from minor to felony stop criteria. Instructors will provide tactical direction that is intended to develop a consistent Department recognized method regarding officer safety during vehicle and pedestrian stops.

**DCAT SUPERVISORS ONLY TRAINING DAY**

**DCAT Supervisors – Reviewing the Arrest Report and PC Gist (CD Para. 162) 1.5 Hours**

This course will utilize a Problem Based Learning activity to identify the key requirements DCAT supervisors should examine in their review of DCAT officer’s arrest reports and PC gist statements.

**Supervising DCAT Stop, Search, and Arrest (CD Para. 162) 1.5 Hours**

This course will address the following supervisory responsibilities: conducting the SSA review and report; reviewing Daily Activity Reports towards the assigned mission; evaluating BWC and In-Car video footage; comparing Field Interview Card consistency to videos; establishing standards for comprehensive EPR arrest reports; and confirming the application of procedural justice tenets.

**Assessing Performance Objectives (CD Para. 162) 1.5 Hours**

This course will address the following supervisory responsibilities: measuring progress and effectiveness towards assigned tasks; reporting unit productivity through data driven evidence; tracking community engagement activities and problem-solving accomplishments; application of the Supervisor Feedback Log towards performance; utilizing metrics for documenting close and effective supervision; and monitoring bias free initiatives in the proactive environment.

**Grading Field Interview Cards (CD Para. 162) 1.5 Hours**

This course will require DCAT supervisors to review select FICs prepared by officers in Day 2 distributed for review and identify notable deficiencies utilizing the FIC Scorecard and prepare an example of a compliant narrative.

## “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**

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**

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**

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.

**Consent Decree Discussion** **1 Hour**

This course will provide police recruits with a written copy of the Consent Decree and an introductory discussion on its origin, purpose and impact towards the performance expectations of NOPD officers.

**History of the NOPD** **2 Hours**

This course will review the history of the New Orleans Police Department from its early origins to the present day background and implementation of the Consent Decree.

**Overview of the Criminal Justice Process** **POST** **1 Hour**

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**

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**

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.

### **03 – Report Writing: RW Series (continued)**

<b>Rights of Arrestee Form</b>	<b>(CD paragraph 170)</b>		<b>1 Hour</b>
This course will direct how to execute the Department’s form securing a waiver of the Miranda rights.			
<b>Preparing Arrest and Search Warrants (CD paragraph 162)</b>			<b>2 Hours</b>
This course will identify the fundamental principles and format for the purpose of search and arrest warrants. The training will consider the legal guidance and the applicable Department procedures. Exercises will evaluate the required elements for preparing a valid arrest warrant application.			
<b>Report Writing Exercise – Aggravated Battery</b>			<b>1 Hour</b>
<b>Victim/Witness Interview Methods</b>	<b>(CD Paragraph 170)</b>	<b>POST</b>	<b>3 Hours</b>
This course will demonstrate the components of an effective interview, substantiating the elements of the crime and providing vital information towards a quality investigative report. The training will also emphasize the importance of interview techniques and detailed note taking.			
<b>Report Writing Exercise – Victim/Witness Interview</b>			<b>1 Hour</b>
<b>Municipal Affidavits and Summons</b>			<b>3 Hours</b>
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.			
<b>Report Writing Exercise – Armed Robbery</b>			<b>2 Hours</b>
<b>Report Writing Exercise – Burglary</b>			<b>1 Hour</b>
<b>Report Writing Exercise – Domestic Violence (CD para. 220)</b>		<b>Homework Assignment</b>	
<b>Report Writing Exercise – Car Jacking/Shooting</b>			<b>2 Hours</b>
<b>Report Writing Exercise – Narcotics Arrest</b>		<b>Homework Assignment</b>	
<b>Report Writing Final Exam</b>			<b>4 Hours</b>

### **04 – Legal Aspects: LA Series**

<b>Legal Aspects Definitions</b>	<b>(CD Paragraph 109,162)</b>	<b>POST</b>	<b>2 Hours</b>
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 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 para. 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 the 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 FATS 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 will utilize the Simunitions dye-marking cartridge weapons to 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.

**Simulation Exercises - Remediation Topics** **6 Hours**

Exercise evaluators will review the key areas identified for improvement and in need of additional remedial training from the mid-term simulation exercises.

**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 utilize the Simunitions dye-marking cartridge weapons to 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.

**Understanding the Detective Role** **2 Hours**

This course will identify the role of a detective and the actions that will be taken to solve criminal offenses and the dependent relationship with the patrol officer's original investigative efforts. The training will include exercises where the recruit will identify the steps required to solve inadequate preliminary investigations.

**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 in how to protect crime scenes, preserve and collect physical evidence, and package evidence for scientific examination. 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 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.

<b>Latent Fingerprint Evidence Processing</b>	<b>POST</b>	<b>14 Hours</b>
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 upon field assignment.		
<b>Burglary Investigation</b>	<b>POST</b>	<b>2 Hours</b>
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.		
<b>Identity Theft Investigation</b>	<b>POST</b>	<b>3 Hours</b>
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.		
<b>Child Abuse Investigations</b>	<b>(CD paragraph 205)</b>	<b>7 Hours</b>
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.		
<b><u>07 – Traffic Services: TS Series</u></b>		
<b>Motor Vehicle Laws</b>	<b>POST</b>	<b>4 Hours</b>
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.		
<b>Crash Investigations</b>	<b>POST</b>	<b>2 Hours</b>
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 include how to identify and apply evidence.		
<b>Crash Report</b>	<b>POST</b>	<b>2 Hours</b>
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.		
<b>Hit &amp; Run Investigation</b>	<b>POST</b>	<b>1 Hour</b>
This course will identify the procedures for a 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.		
<b>Report Writing Exercises - Traffic Accident/Hit &amp; Run</b>		<b>2 Hours</b>



**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 the 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.

<b>Issuing Traffic Citations</b>	<b>POST</b>	<b>3 Hours</b>
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.		
<b>Vehicle Stop Tactics</b>	<b>POST</b>	<b>7 Hours</b>
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.		
<b>Vehicle Pursuits</b>		<b>4 Hours</b>
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.		
<b>Building Searches</b>		<b>15 Hours</b>
This course will demonstrate the 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.		
<b>Situational Decision Making – Stop and Frisk (CD paragraph 162)</b>		<b>7 Hours</b>
This course will require the recruit to apply the legal guidance and NOPD Policy for when a suspicious person stop transitions to probable cause for an arrest. The training will address the justification and timeliness for performing a protective pat-down or frisk versus a search. Recruits will be challenged in the decision to perform hands-on actions or to handcuff under constitutional guidelines and policy		
<b>Observation and Perception Skills</b>	<b>POST</b>	<b>1 Hour</b>
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.		
<b>Crimes in Progress</b>	<b>POST</b>	<b>1 Hour</b>
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.		
<b>Unusual Occurrences</b>	<b>POST</b>	<b>1 Hour</b>
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.		
<b>Hazardous Materials</b>	<b>POST</b>	<b>2 Hours</b>
This course will introduce HAZMAT response and common hazardous materials encountered.		

## **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.

### **SWAT Tactics**

**2 Hours**

This course will describe how to establish a containment perimeter around a house or building. The training will designate the specific terminology used by Tactical and SWAT officers and define the use of cover and concealment.

### **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 report 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 the 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** **6 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 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 safely and successfully resolve a barricaded suspect or hostage situation.

**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.

**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.

## **10 – Officer Survival Series: OS Series**

### **MDTS Arrest, Search and Handcuff Techniques, Defensive Tactics (CD 162) POST 26 Hours**

This course will utilize the Monadnock Defensive Tactics System to prepare officers in 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.

### **Officer Survival – General Tactical Considerations/Defensive Tactics POST 4 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 Grappling Techniques 36 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.

### **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.

### **MDTS Expandable Baton Handling/Defensive Tactics (CD Paragraph 109) POST 8 Hours**

This course features the Monadnock Defensive Tactics System certification in defensive tactics and deployment of the expandable baton as an intermediate weapon. The training will also review the Department guidance towards the use of this weapon.

### **MDTS PR-24 Baton Handling/Defensive Tactics (CD Paragraph 109) POST 7 Hours**

This course features the Monadnock Defensive Tactics System certification in defensive tactics and deployment of the PR-24 baton as an intermediate weapon. The training will also review the Department guidance towards the use of this weapon.

**Electronic Control Weapon - Taser (CD Paragraph 64) 11 Hours**

This course will present the basic operational theory and practical training to reasonably, safely, and effectively operate the TASER X26P Conducted Electrical Weapon (CEW). The training will also review the NOPD policy and related court decisions.

**Officer Survival/High Risk Vehicle Stops - Practical Exercises 8 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.

**Domestic Disturbance –Street Survival (CD paragraph 220) 4 Hours**

This course will identify the inherent dangers in responding to a domestic disturbance call for service. The training will feature officer survival techniques that will mitigate the risks and propose interview and investigative tactics to ensure safety of officers and the victim.

**T-3 Tact, Tactics and Trust (CD Paragraphs 109, 226) 7 Hours**

This course was funded by the Department of Justice under its VALOR Program and is an evidence-based police training system that combines officer safety, trust building and social skills to be used under stressful, dynamic situations. The principles feature human performance and police-community interactions that must be learned and practiced in a realistic context. The training reinforces the concepts of community policing and bridges the application of tactics and trust towards the appropriate use of force and de-escalation.

**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 – Becoming a Professional Police Officer: PP Series**

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

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

**Law Enforcement Baseline Test 1 Hour**

The baseline test will be administered to recruits at the beginning of the Academy to gauge pre-existing knowledge towards their role as NOPD officers. The test is designed to illicit discussion into the significance of topical areas that will follow and how the curriculum design will meet these goals.

**Problem Based Learning 2 Hours**

The course will provide an overview of the three learning domains and Training Triangle and explain how integrated learning will allow Recruits to develop from civilians to Law Enforcement Officers.

**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 language.

**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.

**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, life-style 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.

**Community Policing – Relationship Based Policing (CD para. 226)** **3 Hours**

This course is a program that refocuses building trust and public confidence while sustaining crime fighting partnerships with the community. In this version of community policing revisited, officers will participate in scenario-based training to apply methods to develop partnerships and engage in community problem solving and collaboration. Components will include the outreach to limited English proficient citizens and an introduction to violence reduction strategies.

**Bias Policing Recognition** **(CD Paragraph 177,162, 226) POST** **6 Hours**

This course will introduce the fundamental principles that policing based on bias can be unsafe, ineffective, and unjust. It is necessary that police officers understand how their own implicit biases can impact their perception, decisions, and actions.

**EPIC/ABLE** **(CD paragraph 226, 294)** **7 Hours**

This course will introduce the Department’s EPIC/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.

**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.

**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.



**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.

**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.

**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.

**Community Policing - Problem Solving the Challenge of Opiate Abuse (CD Paragraph 226)** **4 Hours**

This course will apply the principles of community policing and developing partnerships with public health agencies to address a major issue confronting the nation's police departments, the opioid addiction epidemic. Proactive enforcement strategies for patrol officers and detectives will be discussed. Officers will understand the officer safety issues from the threat of exposure to Fentanyl, a dangerous synthetic opioid. As first responders, officers on the scene of an opioid overdose can prevent fatalities with training in the deployment of Naloxone (Narcan).

**Community Policing - Procedural Justice (CD paragraph 226)** **2 Hours**

This course will identify the core concepts and principles of procedural justice and how each relates to the Department and the community. The training will present the four pillars of procedural justice, define how to increase legitimacy with the community, and discuss how procedural justice relates to the use of force.

**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.

<b>Survival Spanish</b>	<b>(CD paragraph 191, 226)</b>	<b>28 Hours</b>
<p>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.</p>		
<b>Career Planning &amp; Financial Literacy</b>		<b>2 Hours</b>
<p>This course will provide recruits with information to enhance retention with career planning by explaining tenure and pension benefits, including public service loan forgiveness</p>		
<b>Professional Standards and Accountability Bureau Audit Process</b>		<b>1 Hour</b>
<p>This course will review the audit standards for officer actions in constitutional policing, procedural justice, community engagement, and use of force.</p>		
<b>P.O.S.T. Final Exam</b>	<b>POST</b>	<b>4 Hours</b>
<b>Academy Exit Interviews</b>		<b>2 Hours</b>
<b>HQ – ID Photos/IT Profile Assignment</b>		<b>5 Hours</b>
<b>Graduation Rehearsal</b>		<b>4 Hours</b>
<b>Guest Speakers</b>		<b>2 Hours</b>
<b><u>12 – Physical Training: PT Series</u></b>		
<b>Physical Fitness Formation Training</b>	<b>POST</b>	<b>4 Hours</b>
<b>Physical Fitness Training Baseline Assessment</b>	<b>POST</b>	<b>4 Hours</b>
<b>Physical Fitness Assessment #1</b>	<b>POST</b>	<b>4 Hours</b>
<b>Physical Fitness Assessment #2</b>	<b>POST</b>	<b>4 Hours</b>
<b>Physical Fitness Final Assessment</b>	<b>POST</b>	<b>4 Hours</b>
<b>Physical Fitness Weekly Training</b>	<b>POST</b>	<b>44 Hours</b>

**Physical Fitness and Wellness** **POST** **2 Hours**

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.

**Nutrition and Wellness** **2 Hours**

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.

**13 – Domestic & Family Matters: DV Series**

**Handling Juveniles** **POST** **4 Hours**

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.

**Victim Assistance and Notification (CD para. 226)** **POST** **1 Hour**

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.

**Law Enforcement and the Elderly (CD paragraph 226)** **POST** **1 Hour**

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.

**Domestic Violence Policy (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.

**Death Notification** **POST** **1 Hour**

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.

## **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).

**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.

**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. These exercises are typically scheduled in half hour increments at the end of available training days.

**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 select fellow class members that they recognize 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 be in need of 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 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. Additional training in select topical areas uniquely applicable to NOPD standards will be required. Lateral officers will receive full transfer credit towards the NOPD base training requirements for completed Louisiana POST courses. The Academy will however create supplemental course work in those POST areas necessary to address NOPD policy requirements. In addition, recruit courses that are NOPD specific and not offered by other Louisiana POST academies, will be required of all lateral transfers.

The abbreviated Lateral Transfer Program will be completed in 10 weeks @37.5 hours versus the Recruit Academy at 27 weeks @37.5 hours.

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
Consent Decree Discussion		x		1
Daily Activity Sheets	x			2
EPIC Introduction		x		4
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			2
Use Of Force – POST			8	13
Use Of Force Reports	x			2
De-escalation – POST			8	12
Human Performance		x		4
Vehicle Stops & Searches – POST			2	4
Preparing Field Interview Cards		x		3
Verbal Tactical Communication		x		5
DIGI-Ticket Traffic Citations	x			2
Vehicle Pursuit Policy	x			4
Civil Rights Color of Law		x		2
Rights of Arrestee Form	x			1
Sexual Assault – POST			1	4
Arrest & Search Warrants – POST			2	4
Procedural Justice		x		4

Firearms Qualification – POST			16	24
Firearms Simulator	x			4
NAPD Driving & Simulator	x			37
Line-ups Pre-trial Procedures – POST			1	2
Fingerprinting/Latent – POST			8	10
MDTS Tactics	x		16	37
SSGT Self Defense	x			37
Crisis Intervention – CIT			6	13
Municipal Codes/Affidavits	x			4
Vehicle Stop Tactics – POST			6	14
Building Searches	x		4	14
Conducted Electrical Weapon	x			14
Active Shooter – POST			16	28
Courtroom Mock Trial	x			7
Situational Decision Making	x			7
Mid-Term Simulations	x			28
Police Canine Operations	x			2
Domestic Violence – POST			16	28
Handling Juveniles – POST			2	3
SWAT Tactics	x			2
Civil Disturbance – POST			2	7
Child Abuse Investigations	x			6
First Aid-POST/CPR/Tourniquets			x	11
Language Access Plan		x		2
Secondary Employment	x			1
Opiate Abuse/NARCAN	x			4
ASPCA Dog Bite Prevention	x			1
Simulations Final Exercises	x			37
Survival Spanish		x		37
INSIGHT		x		1
Cloud Gavel/CASTNET	x		x	4
EPIC Role Play Scenarios		x		4
MDT Intro	x			2
Tests, PBL's and Evaluations	x			10
<b>NOPD SPECIFIC COURSE TOTAL</b>	27			<b>273</b>
<b>CONSENT DECREE/NOPD SPECIFIC</b>		13		<b>72</b>
<b>POST- NOPD/CD POLICY ADDED</b>			19	<b>217</b>

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## VII. ATTACHMENTS

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- a. **2023 Training Needs Assessment – Section I**
- b. **2023 Training Needs Assessment – Section II “Priority Ranking Matrix”- Assigned Courses**