



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

"2024 ANNUAL MASTER TRAINING PLAN"

July 31, 2023

Approved:

**Michelle M. Woodfork
Superintendent of Police**

A handwritten signature in blue ink, appearing to read "Michelle M. Woodfork", written over the printed name and title.

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I. OVERVIEW

EDUCATION AND TRAINING MISSION STATEMENT

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

SUPPORT OF THE DEPARTMENT MISSION

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

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

ACADEMY COMMITMENT

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

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

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

The Education and Training Commander’s primary obligation is in the consistent delivery of the programs specified in the AMTP. The learning needs and subject matter expertise utilized for 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.

II. METHODOLOGY

THE TRAINING NEEDS ASSESSMENT PROCESS

The Training Needs Assessment (TNA) is a process of gathering information to determine what training needs exist so that curricula can be developed to help the Department accomplish its objectives. The TNA shall be performed to identify specific needs or deficiencies, and to support 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 2024 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 2024 AMTP, the TAC focused on the Training Needs Assessment as the basis for their design review. A primary duty of the TAC is to provide input into the Training Needs Assessment to ensure that the Annual Master Training Plan successfully addresses community issues. The TAC has assigned its members to actively solicit information from community groups and other sources to gain their shared expectations for the responsive training of NOPD personnel.

AMTP AND TNA DELIVERY SCHEDULE

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

III. ADULT LEARNING

ADULT LEARNING TECHNIQUES (CD Paragraph 256)

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

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

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

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

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

PROBLEM-BASED LEARNING STRATEGIES

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

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

method is most effective when the problem is posed so that the recruits/officers discover that they need to learn some new knowledge before they can solve the proffered problem. PBL is an experiential learning model that promotes police officer competencies and critical thinking skills and is linked to real time interpersonal 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 2024 “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.

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

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

SCENARIO BASED PRACTICAL EXERCISES

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

Instructors have received 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.

IV. CONSENT DECREE REQUIRED PROGRAMS FOR THE AMTP

IN-SERVICE ANNUAL PROGRAMS

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

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

CORE IN-SERVICE PROGRAM – all Officers

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

SUPERVISOR IN-SERVICE PROGRAM – all Sergeants and Lieutenants

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

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

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

8 hours – (CD Paragraph 109) 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 Training Needs Assessment to establish target priorities and the PBL design to incorporate these essential areas within multiple scenarios and exercises. This approach better reinforces the student's comprehension of learning through interactive discussion and policy review while consistently reinforcing the CD core training.

(**) 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)

CRISIS INTERVENTION TEAM IN-SERVICE PROGRAM -all CIT members

C.D. Paragraph 114 (8 hours)

PROFESSIONAL DEVELOPMENT – INITIAL TRAINING PROGRAMS

NEW SUPERVISOR PROGRAM – all new Sergeants

C.D. Paragraph 314 (80) hours

* New Supervisors will receive (40) hours of training in basic supervision skills and (40) Hours of PIB Misconduct Investigations; select courses from the 2024 Supervisor In-Service program may also be added.

NEW DETECTIVE PROGRAM – all new Detectives

C.D. Paragraph 170 (40) hours

* New Detectives assigned in 2024 may also be required to attend select courses added from the 2024 Detective In-Service (8) hours of training.

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

C.D. Paragraph 277 (40) hours

INITIAL CRISIS INTERVENTION TEAM PROGRAM - all new Officers and Sergeants

C.D. Paragraph 114 (40 hours)

RECRUIT ACADEMY

Louisiana P.O.S.T. Recruit Academy: (effective 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 2024:

CLASS # 199	Starts: 7/24/2023	Graduates: 3/1/2024
CLASS # 200	Starts: 11/6/2023	Graduates: 5/31/2024
CLASS # 201	Starts: 3/18/2024	Graduates: 10/4/2024
CLASS # 202	Starts: 6/10/2024	Graduates: 1/3/2025
CLASS # 203	Starts: 10/14/24	Graduates: 4/25/2025

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)

V. PROGRAM CURRICULA

2024 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 amounts to 56.

Tactical Training @ N.O. East Campus – Each Day Individually Scheduled

2024 Firearms- P.O.S.T. Qualification	(CD Paragraphs 109,110)	7 Hours
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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
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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.

2024 National Academy for Professional Driving	7 Hours
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This course will review Department policy and operational proficiency in the bi-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.

Tactical Training @ Main Campus – Each Day Individually Scheduled

CEW - TASER 10 Implementation (CD Paragraphs 64,109) 7 Hours

“The NOPD is replacing all CEWs with the new model AXON Taser 10. The implementation plan targets complete distribution thru weekly 5-day training sessions by the end of the 1st quarter of 2024. This CEW training day will be counted towards the 64-hour annual training requirement.”

Conducted Electrical Weapon – Legal and Policy Review (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. The revised CEW Chapter announcing the protocol for the Department wide transition to the Taser 10 device will be discussed. Use of force considerations requiring officers to articulate a readily identifiable threat and the resulting justification for extending taser deployment will also be addressed.

Taser Model 10 Introduction and Operating Instructions (CD Paragraphs 64,109) 2 Hours

This classroom session will introduce officers and supervisors to the functionality of the new Taser Model 10 device. The training will review the operating procedures and maintenance requirements, including the download process utilizing a battery recharge docking station.

LUNCH

Taser Model 10 Proficiency Exercises (CD Paragraphs 64,109) 4 Hours

Members will deploy the Taser 10 CEW device in a live fire training environment. Base level iterations will evaluate the aspects of target acquisition and prong location effectiveness. A scenario-based training exercise will require deployment towards an aggressive suspect after de-escalation techniques and communication have been ineffective. Officers will also be evaluated towards their completion of the gist section of the “taser activation” form identifying the perceived threat which necessitated the CEW application.

CORE IN-SERVICE WEEK

"Day One - Tuesday"

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

This course will include a PBL activity that demonstrates how officers can connect citizen encounters and routine calls for service to much larger problems and community concerns. Officers will recognize how each neighborhood has a unique culture with localized crime problems and needs, and the respondent police role in community-based problem solving. Discussions will include how officers should share crime victim resource information, crime prevention strategies, and explain the ensuing criminal justice processes after an incident.

Refining Courtroom Testimony 1.5 Hours

This course will be presented by the District Attorney's Office to prepare officers in how to deliver effective testimony in criminal trials. A series of interactive vignettes will reveal the techniques and tactics that will optimize the officer's professional presence and veracity from the witness stand. The training will also review the appropriate interactions and responses to be applied in cross examination.

Officer Assistance Program Resources (CD Paragraph 292) 1 Hour

This presentation will identify the available wellness and support counseling services available to officers, including the "peer support" program. The "MEPPS Program" will be introduced which considers mental, emotional, physical, physiological, and spiritual well-being. Self-awareness is essential in sustaining personal health and wellness. This course will also consider how daily attitudes may influence citizen interactions, leading into concepts to be addressed in the ensuing course – "To Protect and to Serve."

LUNCH

"To Protect and to Serve" (CD Paragraph 177, 109, 226) 3 Hours

Applying the Department's motto, this course will examine multiple strategies in how officers can strengthen their professionalism and interpersonal communication skills with citizens. The session will include interactive role play scenarios that demonstrate how an officer's attitude and demeanor can impact interactions in both a positive and negative fashion. A review of how the tenets of procedural justice can positively influence an exchange will be strengthened. Officer self-awareness as to their emotional well-being should also coincide with an understanding of how the citizen feels in an encounter with the police. The "active listening" training presented in the 2023 In-Service program will be expanded to include content in conflict resolution. Officers will be encouraged to recognize the impact of "language sensitivity" in how implicit bias may result in negative experiences with select groups. The training session will also identify how effective communication in stressful situations can verbally de-escalate a crisis and deter a potential use of force.

"Day Two - Wednesday"

Monadnock Defensive Tactics System – Arrest, Search, and Handcuff Practical

(CD Paragraph 109)

5 Hours

This bi-annual certification training will refresh tactical skillsets in defensive tactics and the techniques for handling and controlling criminal suspects. The training will begin with a review of the Department's Use of Force policy and the respective classification levels, including the Level I classification qualifying any force applied to physically overcome someone's resistance. A review of the safety concerns and methods for conducting a suspicious person stop under the pat down/frisk handcuffing policy will be addressed. A demonstration of what constitutes an unauthorized choke hold will be presented to eliminate classification confusion for any physical contact near a subject's neck area. Training in the application of the "EZ Leg Harness" will identify how this tactical restraint belt can be utilized to minimize resistance from arrestees or crisis individuals acting out violently in transport.

LUNCH

Evaluating Reasonable Suspicion

(CD Paragraph 162,177)

2 Hours

This course will include a PBL activity to study the legal requirements for establishing reasonable suspicion in conducting both pedestrian and vehicle stops, and to accurately convey that justification into the field interview card or police report. Continued deficiencies in documentation remain evident in the absence of supporting information that: expands a stop to include a pat down/frisk, a removal of a vehicle's driver/occupants, an actual search of a subject, or the temporary handcuffing of a person not under arrest. Officers should also be able to determine when a search incident to arrest applies versus a pat down in an investigative stop or arrest. The situation will also consider the protection of an individual's First Amendment rights in the filming of police actions.

"Day Three - Thursday"

"Training on this date will start at 1PM at the Academy main campus, allowing after-hours active shooter exercises to be conducted within the facility."

Narcan Deployment

.5 Hours

Refresher training in the on-scene response to a suspected opioid overdose with the application of NARCAN will be presented. Officers will also replace outdated issued stock and receive replacement kits.

Active Shooter Response Protocol

(CD Paragraph 109)

2.5 Hours

Classroom training will examine recent nationwide incidents of effective active shooter crisis events, comparing police tactics and procedures. A review of the Department's chapter guidance and best practice response actions will be presented. Discussions will consider the officer's role in victim emergency casualty care and the interactive role of EMS.

LUNCH

Active Shooter Tactical

(CD Paragraph 109)

4 Hours

This tactical training will address the critical aspects of building entry, stairwell manipulation, coordinated searches, and room control. Officers will practice tactical and movement skills for mass shootings, including the after-action tasks that will be incumbent. The exercises will feature the use of simulation fire weapons to bring reality into the training iterations.

"Day Four - Friday"

Crisis Intervention Decision Making (CD Paragraph 118,109) 1.5 Hours

This course will examine the indicators for autism awareness in an officer's recognition of individuals with intellectual disabilities and related neuro-divergent issues versus mental health psychiatric crisis. The method of engagement to be applied across the IDD spectrum is more difficult if not identified, and autistic individuals exhibiting abnormal behavior are also considered in crisis. The presentations will evaluate key crisis intervention decisions in verbal and tactical de-escalation of encounters, including the ability to maintain control in violent encounters. The decision to transfer from continued de-escalation negotiation strategies to a hands-on submission will be studied in review of incident videos. The session will also review the designation of "gravely disabled" as applied towards an elderly person in crisis, including the authority to transport that individual to a hospital under the elderly protection services law.

Sexual Assault/Child Abuse Scene Response (CD Paragraph 205) 1.5 Hours

This course will review the guidelines for the initial on-scene sexual assault/child abuse investigation reflecting the special needs of trauma victims. Officers will assess crime scene security, witness dynamics, and the preservation 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. The session will include a video review of a trauma informed interview and the victim's impact statement presented upon the guilty verdict. A review of victim advocacy services and investigative support offered by the New Orleans Family Justice Center and Children's Hospital will be included.

LUNCH

Domestic Violence Interdiction (CD Paragraphs 220,191) 1.5 Hours

This course will utilize a PBL activity to assess completion of 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. The "DV Quick Reference Guide" will be incorporated into the referenced resource materials. The situation will also consider the indicators of strangulation, as well as the aspects of child endangerment. Implementation of the translation access protocol for "limited English proficiency" citizens will also be examined.

ABLE 2024 (CD Paragraph 315) 2 Hours

The 2024 curriculum requirements are to be provided by the ABLE Program Office

Final Exam and Course Evaluation .5 Hours

2024 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 amounts to 56.

Tactical Training @ N.O. East Campus – Each Day Individually Scheduled

2024 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.

2024 National Academy for Professional Driving 7 Hours

This course will review Department policy and operational proficiency in the bi-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.

Tactical Training @ Main Campus – Each Day Individually Scheduled

CEW - TASER 10 Implementation (CD Paragraphs 64,109) 7 Hours

"The NOPD is replacing all CEWs with the new model AXON Taser 10. The implementation plan targets complete distribution thru weekly 5-day training sessions by the end of the 1st quarter of 2024. This CEW training day will be counted towards the 64-hour annual training requirement."

Conducted Electrical Weapon – Legal and Policy Review (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. The revised CEW Chapter announcing the protocol for the Department wide transition to the Taser 10 device will be discussed. Use of force considerations requiring officers to articulate a readily identifiable threat and the resulting justification for extending taser deployment will also be addressed.

Taser Model 10 Introduction and Operating Instructions (CD Paragraphs 64,109) 2 Hours

This classroom session will introduce officers and supervisors to the functionality of the new Taser Model 10 device. The training will review the operating procedures and maintenance requirements, including the download process utilizing a battery recharge docking station.

LUNCH

Taser Model 10 Proficiency Exercises (CD Paragraphs 64,109) 4 Hours

Members will deploy the Taser 10 CEW device in a live fire training environment. Base level iterations will evaluate the aspects of target acquisition and prong location effectiveness. A scenario-based training exercise will require deployment towards an aggressive suspect after de-escalation techniques and communication have been ineffective. Officers will also be evaluated towards their completion of the gist section of the "taser activation" form identifying the perceived threat which necessitated the CEW application.

Supervisor In-Service Week
"Day One - Tuesday"

Force Investigation Requirements (CD Paragraph 109/110) 1 Hour

This course will review the effective completion of the UOF "blue team" reports including all relevant fields. With the implementation of a revised reporting software version in 2024, the training will consider all updates and supervisory protocols. Supervisors will also be advised as to the requirements to attach all recorded interviews, body worn camera videos, photos, and to fully document injuries.

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

This course will review the credibility assessment requirements in completing in-depth analysis and incorporating supporting validity evidence. The investigative summary report must explain how the supervisor concluded that the complainants or witnesses are deemed credible. The session will also focus on the use of the Supervisor Feedback Log (SFL) as an alternative to documented formal disciplinary action for minor offenses. The SFL is intended as a non-punitive internal approach, authorized by the unit commander. No PIB action is required on minor counselling issues unless a public complaint had been asserted. Supervisors will also be prepared in the Civil Service process to request extensions for investigations that will exceed the 60-day mandate.

LUNCH

Officer Assistance Program Resources (CD Paragraph 292) 1 Hour

This presentation will identify the available wellness and support counseling services available to officers, including the "peer support" program. The "MEPPS Program" will be introduced which considers mental, emotional, physical, physiological, and spiritual well-being. Self-awareness is essential in sustaining personal health and wellness.

Assessing Performance Evaluations (CD Paragraph 300/315) 1 Hour

This course will review the supervisory requirements for completing effective Civil Service and NOPD based NEOGOV performance evaluations. Topics will include the tracking of performance throughout the year and the submittal of adequate evidence. The evaluation process should also examine the cross-data use of the Supervisor Feedback Log and INSIGHT in assessing subordinates.

Navigating the INSIGHT System (CD Paragraph 315/325) 1 Hour

Training in the navigation of the INSIGHT early warning system will be conducted in the Academy computer lab. System "alerts" and how to focus on the underlying factors that caused them will be explained. Supervisors will also recognize "performance indicators" as outlier data that could suggest a larger problem. A pattern identification quiz will be included to challenge supervisors in recognizing issues and concerns.

"Day Two - Wednesday"

Monadnock Defensive Tactics System – Arrest, Search, and Handcuff Practical

(CD Paragraph 109)

5 Hours

This bi-annual certification training will refresh tactical skillsets in defensive tactics and the techniques for handling and controlling criminal suspects. The training will begin with a review of the Department's Use of Force policy and the respective classification levels, including the Level I classification qualifying any force applied to physically overcome someone's resistance. A review of the safety concerns and methods for conducting a suspicious person stop under the pat down/frisk handcuffing policy will be addressed. A demonstration of what constitutes an unauthorized choke hold will be presented to eliminate classification confusion for any physical contact near a subject's neck area. Training in the application of the "EZ Leg Harness" will identify how this tactical restraint belt can be utilized to minimize resistance from arrestees or crisis individuals acting out violently in transport.

LUNCH

Evaluating Reasonable Suspicion

(CD Paragraph 162,177)

2 Hours

This course will include a PBL activity to study the legal requirements for establishing reasonable suspicion in conducting both pedestrian and vehicle stops, and to accurately convey that justification into the field interview card or police report. Continued deficiencies in documentation remain evident in the absence of supporting information that: expands a stop to include a pat down/frisk, a removal of a vehicle's driver/occupants, an actual search of a subject, or the temporary handcuffing of a person not under arrest. Supervisors should also be able to determine when a search incident to arrest applies versus a pat down in an investigative stop or arrest. The situation will also consider the protection of an individual's First Amendment rights in the filming of police actions.

"Day Three - Thursday"

"Training on this date will start at 1PM at the Academy main campus, allowing after-hours active shooter exercises to be conducted within the facility."

Narcan Deployment

.5 Hours

Refresher training in the on-scene response to a suspected opioid overdose with the application of NARCAN will be presented. Officers will also replace outdated issued stock and receive replacement kits.

Active Shooter Response Protocol

(CD Paragraph 109)

2.5 Hours

Classroom training will examine recent nationwide incidents of effective active shooter crisis events, comparing police tactics and procedures. A review of the Department's chapter guidance and best practice response actions will be presented. Discussions will consider the officer's role in victim emergency casualty care and the interactive role of EMS.

LUNCH

Active Shooter Tactical

(CD Paragraph 109)

4 Hours

This tactical training will address the critical aspects of building entry, stairwell manipulation, coordinated searches, and room control. Officers will practice tactical and movement skills for mass shootings, including the after-action tasks that will be incumbent. The exercises will feature the use of simulation fire weapons to bring reality into the training iterations.

"Day Four - Friday"

Crisis Intervention Decision Making - Supervisors (CD Paragraph 118,109) 1.5 Hours

This course will examine the indicators for autism awareness in a supervisor's recognition of individuals with intellectual disabilities and related neuro-divergent issues versus mental health psychiatric crisis. The method of engagement to be applied across the IDD spectrum is more difficult if not identified, and autistic individuals exhibiting abnormal behavior are also considered in crisis. The presentations will evaluate key crisis intervention decisions in verbal and tactical de-escalation of encounters, including the ability to maintain control in violent encounters. The decision to transfer from continued de-escalation negotiation strategies to a hands-on submission will be studied in review of incident videos. The session will also review the designation of "gravely disabled" as applied towards an elderly person in crisis, including the authority to transport that individual to a hospital under the elderly protection services law.

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ABLE 2024 (CD Paragraph 315) 2 Hours

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2024 COMMAND STAFF IN-SERVICE PROGRAM

64 Hours*

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ABLE 2024**(CD Paragraph 315)****2 Hours**

The 2024 curriculum requirements are to be provided by the ABLE Program Office.

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

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

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

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

Officer Assistance Program Resources**(CD Paragraph 292)****1 Hour**

This presentation will identify the available wellness and support counseling services available to officers, including the "peer support" program. The "MEPPS Program" will be introduced which considers mental, emotional, physical, physiological, and spiritual well-being. Self-awareness is essential in sustaining personal health and wellness.

Command of a Major Crisis Event**4 Hours**

This tabletop exercise will identify the command staff requirements for implementation of the National Incident Management System (NIMS) in a multi-agency coordinated response to a simulated emergency event.

Command Staff Electives**(CD Paragraph 314)****12 Hours**

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.

2024 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.

Detective Courtroom Testimony**(CD Paragraph 170)****7 Hours**

In coordination with the District Attorney's Office, detectives will participate in a mock trial in a courtroom setting. The training day will include a classroom review of the principles for effective testimony. Detectives will receive an investigative report of a complex criminal investigation and arrest. They will be required to testify and present the state's case to the prosecution, as well as experience cross examination from the defendant counsel. The testimony will include a full review of the motions to suppress – identification, evidence, search warrant, validity of video evidence, and a confession. This course shall offer a refresher on legal standards, ethics, the mechanics of conducting effective and constitutional investigations, and causes for investigative failures.

2024 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.

Beyond the Basics of Field Training**(CD paragraph 277)****7 Hours**

The 2024 curriculum requirements are to be provided by the "National Association of Field Training Officers".

2024 ACADEMY INSTRUCTOR IN-SERVICE PROGRAM 8 Hours (*)

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

Test Question Design**(CD Paragraph 260)****7 Hours**

This course will review the best practices in the design of effective test questions that evaluate targeted learning objectives.

2024 CRISIS INTERVENTION TEAM IN-SERVICE 8 Hours (*)

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

Crisis Intervention Update	(CD Paragraph 109/118/294)	7 Hours
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This course will offer in-depth training in recognizing autism and the appropriate crisis response actions. CIT members will also review policy guiding their interaction with the City's "mobile crisis unit" and the limitations and services offered at local area mental health facilities. A presentation in the handling of juveniles who are acting out and disobedient with parental controls will be offered. Members will be trained in how to recognize "operational defiant disorder" behaviors and understand when the consumer can be transported to Children's Hospital.

"PROFESSIONAL DEVELOPMENT - INITIAL TRAINING PROGRAMS"

2024 CRISIS INTERVENTION TEAM INITIAL TRAINING PROGRAM 40 Hours (*)

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

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

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

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

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

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

Substance Abuse (CD Paragraph 116) 1 Hour

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

Medical Concerns and Psychopharmacology (CD Paragraph 116) 1 Hour

This course will present the most common medical treatment options for mental health patients and review the types of medication prescribed.

Legal Issues (CD Paragraph 116) 2 Hours

This course will inform officers of the legal issues on the commitment process for people with mental health needs.

Body Worn Camera Review (CD Paragraph 116) 2 Hours

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.

2024 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.

2024 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.

2024 NEW DETECTIVE PROGRAM 40 Hours (*)

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

Interviews and Interrogations (CD Paragraph 170) 18 Hours

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

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

This course will relate 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.

2024 NEW FIELD TRAINING OFFICER/SUPERVISOR PROGRAM 40 Hours (*)

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

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

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

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

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

FTO Supervisory Checklists (CD Paragraph 277) 4 Hours

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

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

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

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

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

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

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

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

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

Every Officer a Leader (CD Paragraph 277) 3 Hours

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

Proactive Phase Tactics (CD Paragraph 277) 1 Hour

This course will reinforce the FTO's requirement to expose their recruits to proactive patrol activities. The training shall refresh the guidelines for constitutional policing while enabling a recruit to experience crime fighting initiatives.

Setting the Professional Example (CD Paragraph 277) 2 Hours

This course will define the expectations of an FTO in their appearance, demeanor, investigative actions, and citizen interaction, and the impact this presence has on the community and the recruit.

ADORE Field Training Database (CD Paragraph 277) 4 Hours

This course will prepare FTO's in the use of the ADORE system for the automated tracking and records management of FTO reports and evaluations.

Civil Rights and The Color of Law (CD Paragraph 277) 3 Hours

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

"RECRUIT ACADEMY"

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

01 – Orientation to Criminal Justice: CJ Series

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

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

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

Consent Decree Discussion		1 Hour
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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.

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

02 – First Aid & CPR: CPR Series

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

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

03 – Report Writing: RW Series

Signal Codes/Spelling**POST****1 Hour**

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

Report Writing Grammatical/Spelling Exercises**POST****2 Hours**

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

Preparing Field Interview Cards**(CD paragraph 162)****2 Hours**

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

Preparing the Probable Cause Gist Statement (CD paragraph 162)**2 Hours**

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

Report Writing**POST****14 Hours**

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

Use of Force Reports/Gist Statements (CD Paragraph 109)**2 Hours**

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

Daily Activity Sheets**2 Hours**

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

Preparing Arrest and Search Warrants (CD paragraph 162)**2 Hours**

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

03 – Report Writing: RW Series (continued)

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

04 – Legal Aspects: LA Series

Legal Aspects Definitions	(CD Paragraph 109,162)	POST 2 Hours
This course will define key legal terms and their role in an officer's everyday vocabulary. The training will enable each recruit to communicate effectively with other criminal justice personnel as well as comprehend the law.		
Introduction to the Court System/Sources of Rights	(CD Para. 162) POST	2 Hours
This course will recognize that court decisions are the foundation of many police policies and the daily work of a peace officer. This training will also review the structure of the state and federal systems including the appeals process, venue, jurisdiction, and case citation.		

Elements of Criminal Conduct	POST	18 Hours
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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
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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
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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
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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
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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
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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
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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
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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**(CD paragraph 205) POST****4 Hours**

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**POST****2 Hours**

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

Robbery Investigation**POST****1 Hour**

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**POST****4 Hours**

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**POST****2 Hours**

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**POST****4 Hours**

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

Latent Fingerprint Evidence Processing**POST****7 Hours**

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.

Burglary Investigation	POST	2 Hours
This course will review the criminal statutes relating to the different types of burglary and theft offenses and the elements that must be established to classify same. The training will also present the crime scene and investigative reporting requirements.		
Identity Theft Investigation	POST	3 Hours
This course will review the criminal statutes relating to the different types of identity theft and the investigation of these offenses. The training will recognize the current trends utilized by offenders.		
Child Abuse Investigations	(CD paragraph 205)	7 Hours
This course will be presented by the New Orleans Children's Advocacy Center. The overall goal is to train officers in evidence-based, trauma-informed approaches to responding to children as victims and witnesses of crime. The training will include role playing scenarios and interactive studies to identify the role of the platoon officer in identifying the symptoms and possible occurrence of abuse.		
<u>07 – Traffic Services: TS Series</u>		
Motor Vehicle Laws	POST	4 Hours
This course will educate recruits on LA Title 32 and New Orleans Municipal Traffic Laws. The training will identify the key elements for the most common statutes and distinguish the proper selection and application of State and Municipal Traffic Laws.		
Crash Investigations	POST	2 Hours
This course will instruct the proper techniques to effectively investigate a traffic crash, including the collection of information for the State of Louisiana Uniform Motor Vehicle Traffic Crash Report. The training will demonstrate include how to identify and apply evidence.		
Crash Report	POST	2 Hours
This course will outline the reporting requirements for completion of the Louisiana Crash form. This training will include interactive accident reconstruction and simulated driver interviews to complete practice investigative summary reports.		
Hit & Run Investigation	POST	1 Hour
This course will identify the procedures for 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.		
Report Writing Exercises - Traffic Accident/Hit & Run		2 Hours
Directing Traffic	POST	1 Hour
This course will familiarize recruits in how to direct traffic in a safe and correct manner. The training will explain the liability and physical damage to which the officer may be exposed while directing traffic. The police recruit will be instructed on the proper use of hand signals to effectively keep traffic moving at a safe speed, therefore, creating less inconvenience for the motorist.		

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

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

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

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

08 – Patrol Activities: PA Series**NAPD Driver's Training****36 Hours**

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

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

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

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

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

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

This course will review the Department policy for 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.

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

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

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

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

Vehicle Pursuits**4 Hours**

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

Building Searches**21 Hours**

This course will demonstrate 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.

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

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

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

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

Unusual Occurrences**POST****1 Hour**

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.

Hazardous Materials**POST****2 Hours**

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.

10 – Officer Survival Series: OS Series

MDTS Arrest, Search and Handcuff Techniques, Defensive Tactics (CD 162) POST 28 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 7 Hours

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

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

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

Strategic Self Defense and 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 effectively operate the TASER X26P and/or Taser 10 Conducted Electrical Weapon (CEW). The training will also review the NOPD policy and related court decisions.

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

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

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

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

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.

Situational Decision Making – Practical Exercises 35 Hours

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

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.

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.

ABLE (CD paragraph 226, 294) 7 Hours

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

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.

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.

Crime Prevention (CD paragraph 226) POST 1 Hour

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

Encountering the Hearing Impaired 1 Hour

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

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.

Survival Spanish**(CD paragraph 191, 226)****35 Hours**

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

Career Planning & Financial Literacy**2 Hours**

This course will provide recruits with information to enhance retention with career planning by explaining tenure and pension benefits, including public service loan forgiveness.

Professional Standards and Accountability Bureau Audit Process**1 Hour**

This course will review the audit standards for officer actions in constitutional policing, procedural justice, community engagement, and use of force.

P.O.S.T. Final Exam**POST****4 Hours****Academy Mid-Term and Exit Surveys****2 Hours****HQ – ID Photos/IT Profile Assignment****5 Hours****Graduation Rehearsal****4 Hours****Guest Speakers****5 Hours****12 – Physical Training: PT Series****Physical Fitness Formation Training****POST****4 Hours****Physical Fitness Training Baseline Assessment****POST****4 Hours****Physical Fitness Assessment #1****POST****3 Hours****Physical Fitness Assessment #2****POST****3 Hours**

Physical Fitness Assessment #3	POST	3 Hours
Physical Fitness Final Assessment	POST	4 Hours
Physical Fitness Weekly Training	POST	44 Hours
Physical Fitness and Wellness 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.	POST	2 Hours
Nutrition and Wellness 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.		2 Hours
<u>13 – Domestic & Family Matters: DV Series</u>		
Handling Juveniles 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.	POST	4 Hours
Victim Assistance and Notification (CD para. 226) 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.	POST	1 Hour
Law Enforcement and the Elderly (CD paragraph 226) 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.	POST	1 Hour
Death Notification 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.	POST	1 Hour

Domestic Violence	(CD para. 220)	POST	28 Hours
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This course will review the Department's Domestic Violence Policy, as outlined by the New Orleans *Blueprint for Safety*. The training will identify physical and psychological tactics used by the predominant aggressor to maintain power and control, and the value of the domestic violence checklist as an investigative guide to interpret behaviors. The resources that are available to the victims of domestic violence are discussed, including the parameters of protective orders. The training will review the classification as misdemeanors or felonies and how the patterns of abuse can escalate into more serious offenses. Multiple interactive role play scenarios will be utilized to expose recruits to the comprehensive handling of these crimes.

14 – Use of Force: UF Series

Use of Force	(CD Paragraph 109)	POST	14 Hours
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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
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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
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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
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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
NOPD SPECIFIC COURSE TOTAL	27			273
CONSENT DECREE/NOPD SPECIFIC		13		72
POST- NOPD/CD POLICY ADDED			19	217

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VII. ATTACHMENTS

- a. 2024 Training Needs Assessment – Section I**
- b. 2024 Training Needs Assessment – Section II “Priority Ranking Matrix” - Assigned Courses**



NOPD EDUCATION AND TRAINING DIVISION

Training Advisory Committee (TAC) Meeting August 24, 2023 11:00AM

AGENDA

Goals: The Training Advisory Committee was established and functions in accordance with Consent Decree paragraphs 248, 249, and 251. The quarterly meeting fosters the environment for attainment of the aforementioned paragraphs.

- Consent Decree ¶251 requires the TC to annually review and update the NOPD's training plan and sets the criteria for the needs assessment.

¶251. The Training Advisory Committee shall annually review and update NOPD's training plan. To inform this update, the Training Advisory Committee shall conduct a needs assessment, taking into consideration: trends in misconduct complaints; problematic uses of force; analysis of officer safety issues; input from members at all levels of NOPD; input from members of the community, including community concerns; court decisions; research reflecting the latest in law enforcement trends; individual District needs; and any changes to Louisiana or federal law, or to NOPD policy.

- Consent Decree ¶251 was modified to allow the Curriculum Director to conduct the Needs Assessment.

2024 MASTER TRAINING PLAN APPROVAL

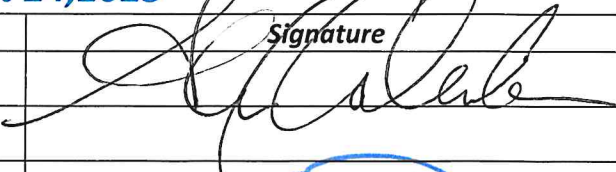
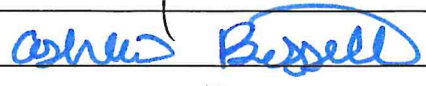
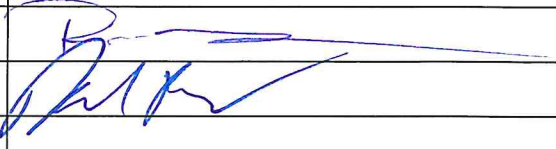



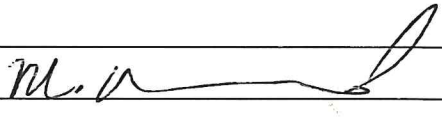


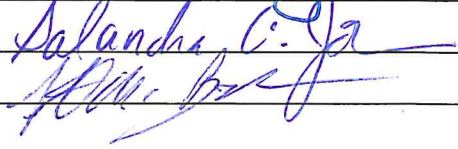

The signatures below indicate approval of the 2024 Master Training Plan.

DEPARTMENT	SIGNATURE	DATE
FBI		8/24/2023
US ATTORNEY'S OFFICE		8/24/23
CITY ATTORNEY'S OFFICE		
DISTRICT ATTORNEY'S OFFICE		8/23/23
COMMUNITY MEMBER		8/24/23
UNIVERSITY		8/24/23
UNIVERSITY		8/24/23
COMMAND STAFF		8/24/23

ENTER TO LEARN – EXIT AND APPLY!

Training Advisory Committee

Thursday, August 24, 2023

	Name/Email	Signature
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2.	Andrew Gregorian-agregorian@nola.gov	
3.	Ashley Bissell-abissell@nofjc.org	
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5.	Brad Scott-bscott@orleansda.com	
6.	Bruce Haney-bmhaney@nola.gov	
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Training Advisory Committee
Thursday, August 24, 2023

	Name/Email	Signature
35.	Kentrella Reed- Kreed@nofc. org	Kentrella Reed.
36.		
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2024 TRAINING NEEDS ASSESSMENT



NEW ORLEANS POLICE DEPARTMENT EDUCATION AND TRAINING DIVISION

“2024 TRAINING NEEDS ASSESSMENT”

July 19, 2023

2024 TRAINING NEEDS ASSESSMENT

TABLE OF CONTENTS

Section:

- I. 2024 Training Needs Assessment – “Summary Report”**
- II. 2024 Training Needs Assessment – “Priority Ranking Matrix”**
- III. 2024 Training Needs Assessment Attachments - “Focus Group Summaries”**

2024 TRAINING NEEDS ASSESSMENT

Section I.

2024 Training Needs Assessment

“Summary Report”

2024 TRAINING NEEDS ASSESSMENT

PURPOSE

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 objectives.

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.

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

- Determine what training is important
- Determine if training is 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 the U.S. District Court - Consent Decree compliance requirements.
- 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*

2024 TRAINING NEEDS ASSESSMENT

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 2024 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.

CD Paragraph 249 requires the assessment to ensure *“learning objectives are directly linked to validated job tasks”*. Instructors in their development of the course learning objectives will define the requisite knowledge, skills and abilities the officer must gain from the training to demonstrate proficiency of that topic in a satisfactory manner. The instructor must be able to recognize all of the individual components necessary to perform a given job task, and then address same as *“measurable”* learning objectives within the lesson plan outline. The early-on identification of the skillsets necessary to accomplish the task also provides the basis for the testing mechanism that will validate achievement. A robust and comprehensive testing component will fulfill the *“evaluation”* requirement of the CD guidance.

C.D. Paragraph 251 directs the Training Advisory Committee (TAC) to annually review and update the NOPD’s training plan. The Training Advisory Committee will review the Training Needs Assessment, and make revisions as deemed necessary. As this assessment is the foundation for the Annual Master Training Plan, TAC input is essential towards an educational best practices approach. The TAC also serves a vital role by providing *“input from members of the community, including community concerns”* as required by **C.D. Paragraph 251**. The TAC considers if the learning objectives identified in the Section II “Priority Ranking Matrix” are indeed reflective of the community expectations of the NOPD.

The TAC will then document their review and approval of the Training Needs Assessment and the Annual Master Training Plan through a formal sign-off sheet.

2024 TRAINING NEEDS ASSESSMENT

METHODOLOGY

The Training Needs Assessment evaluates what performance is desired for the Department and that which presently exists through a “gap analysis” approach. This process can identify gaps or discrepancies between employee skills and the skills required for effective job performance.

When a variance exists, the assessment identifies the training necessary to elevate performance to the level desired. Incorporating the gap analysis approach, the TNA then serves as a comprehensive assessment of the occupational needs throughout the Department.

Information from multiple sources was considered in determining Departmental training needs.

CD Paragraph 251 stipulates that the Training Needs Assessment consider the following:

- Trends in misconduct complaints
- Problematic uses of force
- Analysis of officer safety issues
- Input from members at respective levels of the NOPD
- Input from members of the community, including community concerns
- Legislative changes and court decisions
- Department and City policy changes
- Research reflecting the latest in law enforcement trends

Structured Methods – for the 2024 TNA process, various approaches were employed to solicit input and gather data to identify training needs. These included focus group discussions and interviews centered in different disciplines so that issues specific to their assigned tasks and individual goals were explored. This interview and feedback mechanism is a key in seeking out the opinions of Department members for ideas on how the instructional curriculum should be enhanced and how the Academy can provide the optimum delivery of learning. Assigned instructors and facilitators were also requested to identify any policy or learning objectives necessary for previously developed lesson plans.

For the 2024 Training Needs Assessment, representatives from the following disciplines were solicited to identify those areas where training should be focused:

- A. Professional Standards and Accountability Bureau
- B. PIB/Force Investigation Team
- C. District Attorney’s Office
- D. Office of the Independent Police Monitor
- E. Crisis Intervention team
- F. Special Victims Section – Sexual Assault, Child Abuse, & Domestic Violence
- G. Southern University of New Orleans Students
- H. Police Community Advisory Board -4th District
- I. NAPD Driver’s Training – (2023 TNA applied, as continued to 2024 bi-annual curriculum)

2024 TRAINING NEEDS ASSESSMENT

Summary reports were compiled for these discussions - the findings and recommendations are contained in Section III - "Attachments".

UNDERSTANDING THE "PRIORITY RANKING MATRIX"

The training priorities identified in this assessment process are listed in an abbreviated format within the Section II "Priority Ranking Matrix". In many cases individual training needs align with other related objectives under a general topical area, and they are then bundled under that Course Title. The matrix is not intended to provide a description of the Course Overview/Instructional Goal, as this will be reserved for the Annual Master Training Plan. This chart serves as the collection point for all the ideas and recommendations identified by the focus groups and research. Where applicable to a Consent Decree requirement, the respective paragraph is identified in the column.

For planning purposes, there are a limited number of available training hours that will be allocated to all programs. Thus, a priority ranking must be established to ensure that the key topical areas mandated by the Consent Decree and Louisiana P.O.S.T. are in compliance. This graded approach will employ the following:

Category Ranking:

1. **CD/POST/Policy** – topical areas that are mandated by the Consent Decree to achieve compliance; courses required by the Louisiana P.O.S.T. Council to certify a peace officer and to maintain Academy accreditation; and Department policy requirements that require structured deployment and reinforcement through training
2. **Mission Essential** – training courses which are essential to officer safety and effective job performance in meeting the Department's mission and responsibilities
3. **Other Needs** – training courses that are desired to enhance job performance and assist in the achievement of Department goals and objectives

SUMMARY

The Training Needs Assessment highlights in color blue the major topical areas as qualified by the Consent Decree, POST and the NOPD. Category 1 rankings (far right column) serve as learning objectives to be considered in new/revised lesson plans, PBL activities, and scenario based practical exercises in development of the 2024 Annual Master Training Plan. As remaining training hours are available, the AMTP will seek to include those Category 2 courses into the schedules for each of the respective programs. The AMTP will then consider any Category 3 courses that could be presented if schedule allocations allow.

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

TRAINING NEED	COURSE TITLE	CD Para. #	RANK
CORE IN-SERVICE PROGRAM	Officers & Supervisors		
2024 NAPD DRIVER'S TRAINING BI-ANNUAL QUALIFICATION	NAPD Driving Qualification	NOPD Policy	1
Risk management review of most common NOPD accident causal factors	NAPD Driving Qualification		1
Refresh and clarify the vehicle pursuit policy	NAPD Driving Qualification		1
Recognition of the need to balance the known or suspected offense and the need for immediate capture against the risks	NAPD Driving Qualification		1
Safely stop the vehicle before using the MDT, radios, cell phones if this diverts attention from safe operation	NAPD Driving Qualification		1
Emergency response is limited to reasonable speeds and consideration for all traffic-control devices	NAPD Driving Qualification		1
Intersection controls may be disregarded in a Code 2 response only after a full stop of the police vehicle	NAPD Driving Qualification		1
Exercise the proper way to back up a vehicle using mirrors/back-up cameras	NAPD Driving Qualification		1
Demonstrate nose swing with the front of the vehicle when backing and identify the blind spots of a vehicle	NAPD Driving Qualification		1
Relate how an SUV functions within the laws of motion, especially when it comes to making turns	NAPD Driving Qualification		1
The center of gravity is higher in an SUV and when turning the centrifugal force or body roll is significant	NAPD Driving Qualification		1
Incorporate the Driving Simulator in tandem with the NAPD annual qualification (platoon design)	NAPD Driving Qualification		1
FIRST AID BI-ANNUAL CERTIFICATION (due again 2025)	First Aid		1
Administer the National Safety Council first aid certification program as required every two years	First Aid		1
P.O.S.T. ANNUAL FIREARMS QUALIFICATION	Firearms Qualification	110	1
Incorporate night training and stress firing (under physical exertion), with POST basic requalification standards	Firearms Qualification		1
USE OF FORCE	UOF	109/110	1
Apply interactive scenarios utilizing the VIRTRA firearms simulator to evaluate UOF decisions	UOF		1
Provide classroom sessions with VIRTRA role play that refresh the UOF model and reporting requirements	UOF		1
VIRTRA scenarios employ continuous threat assessment techniques and application of de-escalation strategies	UOF		1
Utilize scenarios that include the proper deployment of intermediate weapons and ECWs	UOF		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

In scenario review, Offs. must announce the identifiable threat that necessitated the force applied	UOF		1
Recognize body language can have a calming effect in de-escalation encounters vs. typical command presence	UOF		1
In handling individuals acting out, consider avoiding the issuing of orders/demands, defuse with conversation	UOF		1
Officers shall not use boilerplate language to justify the level of force applied, specifically identifying their fear	UOF		1
Assessing what constitutes a true choke hold vs. physical contact that occurs near the neck area	UOF		1
Conduct practical demonstrations/videos of actual choke holds for classification purposes	UOF		1
Review indicators of a choke hold for signs breathing inhibited, including verbal or non-verbal cues	UOF		1
Utilize targeted questions to identify choke holds in follow-up with the suspect/complainant interview	UOF		1
Increased number of incidents of officers exhibiting their firearm, review situations	UOF		1
Review UOF Level 1 determination as officers are not reporting minor (justifiable) force as defined in policy	UOF		1
Level 1 UOF occurs when an officer has to physically overcome someone's resistance	UOF		1
Level 1 - physically forcing a suspect's hands for cuffing, shoving against wall/car, takedowns	UOF		1
ELECTRONIC CONTROL WEAPON ANNUAL CERTIFICATION	ECW Taser Certification	64/109	1
Provide Electronic Control Weapon - NOPD policy/legal updates	ECW Taser Certification		1
Reinforce why officers should carry the provided second taser cartridge for backup deployment	ECW Taser Certification		1
Review the application of "dry stun" contact with a suspect	ECW Taser Certification		1
Employ situational CEW/Firearm exchange manipulation drills	ECW Taser Certification		1
Articulate the justification for extending taser deployment past 15 seconds or frequency >3	ECW Taser Certification		1
Officers must explain a readily identifiable threat as to why the level of force was necessary and continuing	ECW Taser Certification		1
Proficiency firing scenario will include threat assessment, decision making, and de-escalation techniques	ECW Taser Certification		1
Review the taser activation form and utilize the gist section to explain the officer's individual threat	ECW Taser Certification		1
Apply scenarios that emphasize officer communication and pre-planning in ECW/force situations	ECW Taser Certification		1
Review the operating procedures for the new Model 10 taser	ECW Taser Certification		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

ACTIVE SHOOTER RESPONSE	Use of Force Tactics	109	1
Initiate active shooter training at the Paris Ave. campus in an afternoon session for all officers and supervisors	Use of Force Tactics		1
Utilize the Academy stairwell, hall, and classrooms for room clearing exercises	Use of Force Tactics		1
Secure red gun/simulation training aids to support active shooter scenarios	Use of Force Tactics		1
2024 MDTs DEFENSIVE TACTICS BI-ANNUAL CERTIFICATION	MDTs Bi-Annual Certification	109	1
Review the protocol for distributing NARCAN for opiate overdoses and resupply kits	MDTs Bi-Annual Certification		1
Review the proper stance, positioning and methods for conducting a stop that includes a pat down/frisk	MDTs Bi-Annual Certification		1
Conduct practical exercises in handcuffing and prisoner transport	MDTs Bi-Annual Certification		1
Demonstrate the proper methods for handling and controlling non-compliant suspects	MDTs Bi-Annual Certification		1
STOP, SEARCH & ARREST	Stop, Search & Arrest	162	1
The lack of supporting justification for pedestrian/vehicle stops in FICs remains the primary training need	Stop, Search & Arrest		1
Pat downs require a 2 prong test - reasonable suspicion for the stop, and belief the subject is armed	Stop, Search & Arrest		1
Compliance audits adding a 3rd prong in test for stops - the officer has not established probable cause for arrest	Stop, Search & Arrest		1
If PC for arrest exists whether verbalized or not, a "search incident to arrest" (SITA) occurs - no pat down occurs	Stop, Search & Arrest		1
If an arrest is made based upon probable cause, an FIC is not to be written	Stop, Search & Arrest		1
FICs are not needed when officers are handling a call for service as these are not considered a stop	Stop, Search & Arrest		1
When stopping multiple subjects, a pat down of all is not justified as "suspicion by association"	Stop, Search & Arrest		1
In an arrest situation, officers should not use the terms frisk or pat down as this is now considered SITA	Stop, Search & Arrest		1
Review the required nexus to a pat-down search decision based on an identifiable threat/weapon present	Stop, Search & Arrest		1
Difference for a SITA and a pat down, a pat down is discretionary and must be fully articulated	Stop, Search & Arrest		1
FICs cannot contain boilerplate or global language as this results in a lack of specificity as to observable facts	Stop, Search & Arrest		1
SSA audits - most deficiencies in FIC/EPR by failing to justify pat down, handcuffing, searches and SITA	Stop, Search & Arrest		1
Review criteria requirements for handcuffing an individual who is not under arrest	Stop, Search & Arrest		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Exercise officers in articulating the justification for handcuffing a person not under arrest	Stop, Search & Arrest		1
Review the criteria for requiring the driver and/or vehicle occupants to exit or produce ID on a traffic citation	Stop, Search & Arrest		1
Exercise officers in articulating the justification for vehicle occupant removal based on threat or safety	Stop, Search & Arrest		1
FIC requires officers to rationalize why each person individually was a threat, or caused reasonable suspicion	Stop, Search & Arrest		1
Additional justification needed for each individual occupant that was patted down	Stop, Search & Arrest		1
Review the criteria for requiring the driver and vehicle occupants to produce ID on a driver's traffic citation	Stop, Search & Arrest		1
Exercise officers in articulating the justification for requiring occupants to produce ID on a traffic stop	Stop, Search & Arrest		1
Discuss how a traffic stop for speeding or other violations does not justify search of the vehicle interior	Stop, Search & Arrest		1
Emphasize the importance of utilizing procedural justice in stops	Stop, Search & Arrest		1
Vehicle exits are embarrassing to occupants and only necessary to continue an investigation	Stop, Search & Arrest		1
Officers assigned to directed patrol and proactive stops must identify same in the FICs	Stop, Search & Arrest		1
Officers may use the same item number for several distinct stops when identified as a coordinated activity	Stop, Search & Arrest		1
When performing directed proactive patrols, the item should be referenced to the community policing signal	Stop, Search & Arrest		1
Temporary holding of a suspect in rear seat of police vehicle does not qualify searching - Chapt. 71.1 Transport	Stop, Search & Arrest		1
There is no policy that everyone placed into a police vehicle must be searched	Stop, Search & Arrest		1
Public Safety Rides Chapter 10.1 does not allow pat down, consent to search requirements apply	Stop, Search & Arrest		1
Voluntary rides not authorized for crisis intervention, public safety or involuntary commitment applies	Stop, Search & Arrest		1
The handcuffing of a suspect not under arrest must fit the three situations identified in policy	Stop, Search & Arrest		1
Officers must justify "fight, flight, or custodial arrest" in handcuffing a non arrest suspect	Stop, Search & Arrest		1
BIAS FREE POLICING	Bias-Free Policing - Annual	177	1
Design suspicious person and vehicle stop scenarios to examine the application of procedural justice	Bias-Free Policing - Annual		1
Apply the principles of procedural justice to prevent the perception of officer bias	Bias-Free Policing - Annual		1
Identify the decision-making influence of implicit and explicit bias	Bias-Free Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Reinforce procedural justice for officers identifying themselves and why the individual is being detained	Bias-Free Policing - Annual		1
Train "language sensitivity" for how implicit bias results in negative communication with select groups	Bias-Free Policing - Annual		1
Misconduct complaints are predominantly in "professionalism" in how officers communicate	Bias-Free Policing - Annual		1
Implement the OIPM Part 2 "active listening" course to improve officer communication skills	Bias-Free Policing - Annual		1
Expand active listening training with additional content towards conflict resolution and interactive scenarios	Bias-Free Policing - Annual		1
Academy instructors could attend train-the-trainer sessions in active listening as utilized in PIB remediation cases	Bias-Free Policing - Annual		1
Additional material can be gained in active listening from the Crescent City Corp and People's Institute	Bias-Free Policing - Annual		1
Develop training in verbal de-escalation tactics	Bias-Free Policing - Annual		1
Review the audit criteria indicators for determining potential bias in stops, searches and arrests	Bias-Free Policing - Annual		1
Discuss PSAB "bias free disparity analysis"- stops, pat-downs, handcuffs, vehicle exits, pointed firearms	Bias-Free Policing - Annual		1
PSAB data metrics review race persons stopped, skin color, day/night lighting	Bias-Free Policing - Annual		1
Predominant FIC deficiency officer failed to articulate reasons for their actions, negating perception of bias	Bias-Free Policing - Annual		1
Explain rights of individuals to verbally dispute, observe, and record officer conduct	Bias-Free Policing - Annual		1
Address 1st Amendment rights including how to handle and communicate to persons recording police actions	Bias-Free Policing - Annual		1
1st Amendment training should include the rights of people in a protest, and NOPD civil disturbance policy	Bias-Free Policing - Annual		1
Prepare officers in how to control scenes for unpermitted events, spot up protests, and escalation	Bias-Free Policing - Annual		1
Review limitations of officers personal postings with social media, including comments and images	Bias-Free Policing - Annual		1
When issuing a summons/citation explain why the person should sign vs. sign or go to jail	Bias-Free Policing - Annual		1
Officers should inform victims, witnesses, traffic violators of what is expected in the ensuing process	Bias-Free Policing - Annual		1
Provide awareness of resources available to crime victims including funds, support, reparations, tow fees	Bias-Free Policing - Annual		1
Utilize the resource guide printed for crime victims under the City's "Criminal Justice Initiative"	Bias-Free Policing - Annual		1
Confirm the resources available and the implementation protocol for Limited English Proficiency incidents	Bias-Free Policing - Annual		1
Review the process for authorized interpreters, cell phone translation services, A/I form submittal	Bias-Free Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

SEXUAL ASSAULT & CHILD ABUSE	Sexual Assault Child Abuse	205	1
Review guidelines for on-scene investigation reflecting the special needs of sexual assault trauma victims	Sexual Assault Child Abuse		1
Review initial responding officer actions and the limitations of what should be addressed	Sexual Assault Child Abuse		1
Emphasize crime scene preservation, set perimeters, witness dynamics and identify potential evidence	Sexual Assault Child Abuse		1
Review BWC of a trauma informed interview and victims' written impact statement presented at guilty verdict	Sexual Assault Child Abuse		1
Provide awareness of the process for supporting a sexual assault victim through investigative process and trial	Sexual Assault Child Abuse		1
Understand the victim advocate support available at the initial stages of investigation and throughout	Sexual Assault Child Abuse		1
NOFJC can assist training and advise of their role with assault clients, medical advocacy, and case management	Sexual Assault Child Abuse		1
NOFJC will provide an in-house forensic nurse for sexual assault exams at non-UMC hospitals	Sexual Assault Child Abuse		1
NOFJC forensic nurse can provide guidance as to the identification and preservation of clothing and evidence	Sexual Assault Child Abuse		1
Review indicators of strangulation, as resulting mental and physical symptoms confused with substance abuse	Sexual Assault Child Abuse		1
Officers responding to offenses will not write an investigative report, only a "Major Crime Statement"	Sexual Assault Child Abuse		1
The MC Statement is prepared on 1st degree rape (Art. 42) and 3rd degree (Art. 43)	Sexual Assault Child Abuse		1
The MC Statement should not include victim comment details, restricted to date/time, location, evidence	Sexual Assault Child Abuse		1
MC reports should only contain basic info, description, and what the officer observed	Sexual Assault Child Abuse		1
Officers should not utilize initials in their police reports and enter full names	Sexual Assault Child Abuse		1
Be aware that personal comments, opinions, conclusions to victim's veracity to be excluded from report, BWC	Sexual Assault Child Abuse		1
Original interview is limited however determine perpetrator info, medical needs, indication crime occurred	Sexual Assault Child Abuse		1
Understanding what offs. can/should ask of children in an on-scene response in absence of parent/caretaker	Sexual Assault Child Abuse		1
Cognizant of district officer duties in responding to potential child abuse incidents	Sexual Assault Child Abuse		1
Recognize mandatory notifications of child abuse from schools, hospital emergency rooms, and DCFS	Sexual Assault Child Abuse		1
911 GOA dispatches from closed schools require detectives to call back and conduct a follow-up visit	Sexual Assault Child Abuse		1
Understand the authority to take a child into "protective custody" when parent not located, accident, or arrest	Sexual Assault Child Abuse		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Signal 21 "protective custody", allowed to transport child to hospital/HQ until DCFS case worker responds	Sexual Assault Child Abuse		1
Corporal punishment CFS, understanding disciplining a child physical force is legal in La. except cruelty violence	Sexual Assault Child Abuse		1
Reference the aspects of children on a DV scene and the classification of "child endangerment"	Sexual Assault Child Abuse		1
Additional refresher training in human trafficking should be presented	Sexual Assault Child Abuse		2
DOMESTIC VIOLENCE	Domestic Violence - Annual	220	1
Incorporate the "DV Quick Reference Guide" in training and provide copies to officers	Domestic Violence - Annual		1
Include detailed report information towards the DV victim's mental state, physical condition, and statements	Domestic Violence - Annual		1
Treat a DV incident as a homicide scene with sufficient details and investigative inquiries as a major case	Domestic Violence - Annual		1
Even though a known perpetrator, DV reports should be comprehensive and not just a general summary	Domestic Violence - Annual		1
Reference the aspects of children on a DV scene and the classification of "child endangerment"	Domestic Violence - Annual		1
Include a legal and policy refresher in handling protective orders and civil matters	Domestic Violence - Annual		1
Requirement to arrest DV offenders who violate terms of protection and temporary restraining orders	Domestic Violence - Annual		1
Identify how officers can execute service of TRO's from a true and accurate copy	Domestic Violence - Annual		1
Review the criminal statutes relating to DV including differences between battery and regular offenses	Domestic Violence - Annual		1
Discuss revisions to Battery on a Dating Partner (Art. 34.9N) now classified a felony	Domestic Violence - Annual		1
Clarify the use of the domestic violence risk assessment and checklist for ID the predominant aggressor	Domestic Violence - Annual		1
Review common omissions in the risk assessment process	Domestic Violence - Annual		1
Include interviews with neighbors to reveal history and prior aggressor actions	Domestic Violence - Annual		1
For Magistrate Court assignment of TRO's officers should write out full names and not use initials	Domestic Violence - Annual		1
Investigating the indicators of strangulation in the context of domestic violence	Domestic Violence - Annual		1
Prioritize victim safety and protection at each stage of the on-scene investigation	Domestic Violence - Annual		1
Provide handout information to DV victims regarding NOFJC support resources	Domestic Violence - Annual		1
Distribute the "We Care" pamphlet for survivor housing, financial, counselling, TRO and economic support	Domestic Violence - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

CRISIS INTERVENTION	Crisis Intervention -	109/118/ 294	1
Autism awareness training in handling intellectual disabilities and related neuro-divergent issues	Crisis Intervention -		1
Recognizing the difference between mental health psychiatric crisis vs. autism	Crisis Intervention -		1
The method of engagement to be applied across the IDD spectrum is more difficult in not identified	Crisis Intervention -		1
Autistic individuals exhibiting abnormal behavior are also considered in crisis	Crisis Intervention -		1
Officers must assess the type and degree for effective interaction with autistic persons in crisis	Crisis Intervention -		1
New law tasking Office of Motor Vehicles to distribute decals to alert officers an autistic person is within auto	Crisis Intervention -		1
Repetitive abuse of commitment "orders of protective custody" obtained from Coroner's Office in advance	Crisis Intervention -		1
Process for officers to report commitment order system abuse to the Coroner's Office	Crisis Intervention -		1
Encountering elderly persons in crisis who live independently with no caretakers involved	Crisis Intervention -		1
Refusing to go to hospital, law for "elderly protection services" amended to allow officers to transport	Crisis Intervention -		1
Officers are authorized to designate an elderly person in crisis as "gravely disabled"	Crisis Intervention -		1
Review the decision when to discontinue de-escalation techniques and go hands-on physical custody	Crisis Intervention -		1
Continuation of de-escalation strategies is situationally dependent however early closure may prevent UOF	Crisis Intervention -		1
Behaviors that conclude the individual may hurt themselves require a more immediate response	Crisis Intervention -		1
Review BWC incidents assessing productive CIT actions taken in a problem based learning format	Crisis Intervention -		1
Specific training in applying verbal de-escalation strategies applies to CIT and other citizen encounters	Crisis Intervention -		1
Revisit the application of "leg hobble" restraints purchased by the NOPD several years ago	Crisis Intervention -		3
These leg restraints are a safe method to transport crisis individuals and violent arrestees	Crisis Intervention -		3
Select officers trained in leg hobbles with each district provided limited inventory	Crisis Intervention -		3
COMMUNITY ENGAGEMENT	Community Policing - Annual	223/177	1
Emphasize the individual officer requirements in initiating community engagement activities	Community Policing - Annual		1
Train officers in how to accurately apply and complete "Community Policing Forms"	Community Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Community policing forms must include more information for compliance results	Community Policing - Annual		1
Provide appropriate and positive examples in how to document community engagement actions	Community Policing - Annual		1
Connect routine calls for service to a larger community problem and initiate problem-solving	Community Policing - Annual		1
Challenge officers to recognize incidents that trigger a larger problem and community concern	Community Policing - Annual		1
Describe what constitutes the identification and collective actions required in a problem-solving initiative	Community Policing - Annual		1
Encourage citizens to become more involved in problem solving by providing crime prevention information	Community Policing - Annual		1
Focus on community based problem solving addressing the respective needs of each neighborhood individually	Community Policing - Annual		1
Recognize each neighborhood has a unique culture, crime problems, and needs	Community Policing - Annual		1
Infuse cultural awareness and sensitivity training with input from community representatives	Community Policing - Annual		1
Reinforce "to protect and serve" reminding the obligation to exhibit dignity and respect in community realtions	Community Policing - Annual		1
Train officers in how to improve interpersonal and communication skills in citizen interactions	Community Policing - Annual		1
Discuss the relationships to be fostered with the Police Community Advisory Board and NONPACC	Community Policing - Annual		2
Emphasize community engagement strategies that include active participation with the (8) District PCABs	Community Policing - Annual		2
Utilize the PCAB members as guest speakers explaining their District's uniqueness of neighborhoods/diversity	Community Policing - Annual		2
OFFICER ASSISTANCE AND SUPPORT	Officer Support Services	292	1
Identifying available wellness and support counselling services	Officer Support Services		1
Address the aspects of officer suicide prevention	Officer Support Services		1
Present the "MEPPS" wellness program - mental, emotional, physical, physiological, and spiritual	Officer Support Services		1
Understand the concept of "self awareness" in checking personal health and wellness	Officer Support Services		1
Review the "peer support" program, its benefits, and encourage new member participation	Officer Support Services		1
PERFORMANCE EVALUATION SYSTEM	Performance Evaluations	300/315	3
Performance evaluation training to be focused upon Supervisor requirements	Performance Evaluations		3
ETHICAL POLICING/PEER INTERVENTION	EPIC/ABLE	315	1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

2024 curriculum requirements to be provided by the ABLE program office	EPIC/ABLE		1
INSIGHT Early Warning System	Early Warning System	315/325	3
INSIGHT training to be focused upon Supervisor requirements	Early Warning System		3
CRIMINAL INVESTIGATIONS	Criminal Investigations		1
Officer's testimony in concealed gun cases must relate the training received to recognize a potential weapon	Criminal Investigations		1
Officers should participate in interactive training to improve their professionalism in courtroom testimony	Criminal Investigations		1
Testimony must be interesting and persuasive with credible story telling an important aspect	Criminal Investigations		1
Testimony should follow the evidence with officers competent in handling cross examination calmly	Criminal Investigations		1
Officers should know they have the right to explain yes or no answers	Criminal Investigations		1
Document the timing and location for collection of evidence, Miranda warning, and key steps in reports	Criminal Investigations		1
Identify the exact location of BWC key events into the report for DA to locate same on time marker	Criminal Investigations		1
With proliferation of home video systems, training course for officers in how to collect this evidence	Criminal Investigations		2
Video recovery training should include how to validate the date/time stamp of evidence	Criminal Investigations		2
A summary outlining who collected surveillance video, means (transfer, download) and method authenticated	Criminal Investigations		2
Explain the process for obtaining a "certificate of authenticity" for recovery of records via video	Criminal Investigations		2
End the use of initials in reports and on tagging BWC, use full officer names	Criminal Investigations		2
When swabbing items for DNA, the crime scene tech should document with photo or video the action	Criminal Investigations		2

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

SUPERVISOR IN-SERVICE PROGRAM			
OFFICER IN-SERVICE CURRICULUM TO BE INCLUDED - SUPERVISOR SPECIFIC TOPICS FOLLOW	(+) Officer In-Service Program		1
PIB MISCONDUCT INVESTIGATIONS	PIB Misconduct Investigations	315/382	1
Review credibility assessment requirements in completing in-depth analysis and incorporating evidence	PIB Misconduct Investigations		1
Explain in the report how the supervisor concluded that complainants or witnesses are deemed creditable	PIB Misconduct Investigations		1
Review how to properly weigh the credibility of civilian witnesses against officers	PIB Misconduct Investigations		1
Review the types of offenses where counselling is better suited to Supervisor Feedback Log entry	PIB Misconduct Investigations		1
SFL intended for non-punitive internal approach, commander approved, no PIB review necessary	PIB Misconduct Investigations		1
When a "public complaint" aligns with a minor incident, must shift away from SFL to the formal PIB process	PIB Misconduct Investigations		1
PIB may assign a minor case back to supervisor, however review process pushes the 60 day mandate to close	PIB Misconduct Investigations		1
Cognizance of process to formally request a Civil Service extension to 120 days to complete investigation	PIB Misconduct Investigations		1
USE OF FORCE INVESTIGATIONS	Use of Force	109/110	1
For UOF "blue team" reports, complete all of the pre-populated check-off blocks	Use of Force		1
For UOF "blue team" reports, attach recorded interviews(BWC allowed), photos, and document injuries	Use of Force		1
New version of UOF blue team software delivered for 2024, review major upgrades	Use of Force		1
PERFORMANCE EVALUATION SYSTEM	Performance Evaluations	300/315	1
Provide understanding of the Supervisor Feedback Log used for counselling in non-disciplinary occurrences	Performance Evaluations		1
The SFL is an alternative to resolving incidents that do not require "formal disciplinary investigation"	Performance Evaluations		1
Recognize the difference in initiating a DI-1 disciplinary case vs. use of the Supervisor Feedback Log	Performance Evaluations		1
INSIGHT Early Warning System	Early Warning System	315/325	1
Supervisors require additional familiarization in navigating the INSIGHT system	Early Warning System		1
Review responding to "alerts" and focusing on the underlying factors that caused it	Early Warning System		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Recognize "performance indicators" vs. an activated alert, as outliers in data points from peer groups	Early Warning System		1
Include indicator examples as to how this data could suggest a broader problem	Early Warning System		1
A "pattern identification quiz" is an appropriate format for training in recognizing issues and concerns	Early Warning System		1
Supervisors should check INSIGHT weekly for pending tasks and pattern identification	Early Warning System		1
COMMAND STAFF IN-SERVICE			
OFFICER IN-SERVICE NAPD, FIREARMS, UOF/VIRTRA, ECW, MDTs, OAP, and ABLE TOPICS TO BE INCLUDED	(+) Officer In-Service Program		1
USE OF FORCE REPORTING	Use of Force Reporting	109/315	1
Command staff role in managing the use of force - annual FIT identified trends and problem areas	Use of Force Reporting		1
PIB MISCONDUCT INVESTIGATIONS	PIB Misconduct Investigations	315/382	1
Command staff role in managing misconduct and policy violations - annual PIB identified trends	PIB Misconduct Investigations		1
STOP, SEARCH & ARREST - Legal Updates	Stop, Search & Arrest - Annual	162/315	1
Stop, Search & Arrest - Legal updates, command staff overview, decisions impacting Dept. leadership	Stop, Search & Arrest - Annual		1
COMMUNITY ENGAGEMENT	Community Policing - Annual	226	1
Managing the implementation and providing direction of community engagement initiatives	Community Policing - Annual		1
SPECIALIZED ACTIVITIES	Specialized Activities		1
Command of a major crisis event applying the principles of the National Incident Management System	Specialized Activities		1
DETECTIVE IN-SERVICE PROGRAM			
INTERVIEW AND INTERROGATION	Criminal Investigations	170	1
Updates and changes to the law, best practices regarding interrogations and confessions (Annual Update)	Criminal Investigations		1
SPECIALIZED CRIMINAL INVESTIGATIONS	Criminal Investigations	170	1
Detective training in courtroom testimony is essential	Criminal Investigations		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Detectives attend a one day courtroom based session involving testimony to a complicated case with attorneys	Criminal Investigations		1
The simulated case would include detectives testifying in cross examination for motions to suppress	Criminal Investigations		1
The training day would include a classroom review of the principles of effective testimony	Criminal Investigations		1
Freshman DAs participate to assist in their professional development and relationships with detectives	Criminal Investigations		1
With proliferation of home video systems, training course to officers in how to collect this evidence	Criminal Investigations		1
Video recovery training should include how to validate the date/time stamp of evidence	Criminal Investigations		1
A summary outlining who collected surveillance video, means (transfer, download) and method authenticated	Criminal Investigations		1
Explain the process for obtaining a "certificate of authenticity" for recovery of recods via video	Criminal Investigations		1
End the use of initials in reports and on tagging BWC, use full officer names	Criminal Investigations		1
When swabbing items for DNA, the crime scene tech should document with photo or video the action	Criminal Investigations		2
FIELD TRAINING OFFICER IN-SERVICE			
Effective management techniques for improving recruit performance and development	FTO Program	277	1
Documenting recruit performance deficiencies & opportunities for improvement	FTO Program		1
ACADEMY INSTRUCTOR PROFESSIONAL DEVELOPMENT			
Methods in designing effective test questions that evaluate targeted learning objectives	Staff and Adjunct	260	1
CRISIS INTERVENTION TEAM IN-SERVICE			
Expanded in-depth training in recognizing autism and appropriate response actions	Crisis Intervention -	109/118/ 294	1
Review policy guiding interacton with City's "mobile crisis unit" and local area mental health facilities	Crisis Intervention -		1
Discuss handling of juveniles who are acting out and disobedient with parental controls	Crisis Intervention -		1

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Recognize "oppositional defiant disorder" behaviors and when a transport to Children's Hospital is allowed	Crisis Intervention -		1
RECRUIT ACADEMY			
Incorporate the new POST mandated training course in procedural justice expected in 2024	Bias-Free Policing - Annual	177	1
Review the operating procedures for the new Taser Model 10	ECW Taser Certification	64/109	1
Police Community Advisory Board (PCAB) may serve as guest speakers representing their District	Community Policing - Annual	223/177	1
PCAB members can explain the uniqueness of their individual neighborhoods and diversity	Community Policing - Annual		1
PCAB members can relate how recruits can assist in solving problems challenging neighborhoods	Community Policing - Annual		1

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

TRAINING NEED	COURSE TITLE	CD Para. #	RANK
CORE IN-SERVICE PROGRAM	Officers & Supervisors		
2024 NAPD DRIVER'S TRAINING BI-ANNUAL QUALIFICATION	NAPD Driving Qualification	NOPD Policy	1
Risk management review of most common NOPD accident causal factors	NAPD Driving Qualification		1
Refresh and clarify the vehicle pursuit policy	NAPD Driving Qualification		1
Recognition of the need to balance the known or suspected offense and the need for immediate capture against the risks	NAPD Driving Qualification		1
Safely stop the vehicle before using the MDT, radios, cell phones if this diverts attention from safe operation	NAPD Driving Qualification		1
Emergency response is limited to reasonable speeds and consideration for all traffic-control devices	NAPD Driving Qualification		1
Intersection controls may be disregarded in a Code 2 response only after a full stop of the police vehicle	NAPD Driving Qualification		1
Exercise the proper way to back up a vehicle using mirrors/back-up cameras	NAPD Driving Qualification		1
Demonstrate nose swing with the front of the vehicle when backing and identify the blind spots of a vehicle	NAPD Driving Qualification		1
Relate how an SUV functions within the laws of motion, especially when it comes to making turns	NAPD Driving Qualification		1
The center of gravity is higher in an SUV and when turning the centrifugal force or body roll is significant	NAPD Driving Qualification		1
Incorporate the Driving Simulator in tandem with the NAPD annual qualification (platoon design)	NAPD Driving Qualification		1
FIRST AID BI-ANNUAL CERTIFICATION (due again 2025)	First Aid		1
Administer the National Safety Council first aid certification program as required every two years	First Aid		1
P.O.S.T. ANNUAL FIREARMS QUALIFICATION	Firearms Qualification	110	1
Incorporate night training and stress firing (under physical exertion), with POST basic requalification standards	Firearms Qualification		1
USE OF FORCE	UOF	109/110	1
Apply interactive scenarios utilizing the VIRTRA firearms simulator to evaluate UOF decisions	UOF		1
Provide classroom sessions with VIRTRA role play that refresh the UOF model and reporting requirements	UOF		1
VIRTRA scenarios employ continuous threat assessment techniques and application of de-escalation strategies	UOF		1
Utilize scenarios that include the proper deployment of intermediate weapons and ECWs	UOF		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

In scenario review, Offs. must announce the identifiable threat that necessitated the force applied	UOF		1
Recognize body language can have a calming effect in de-escalation encounters vs. typical command presence	UOF		1
In handling individuals acting out, consider avoiding the issuing of orders/demands, defuse with conversation	UOF		1
Officers shall not use boilerplate language to justify the level of force applied, specifically identifying their fear	UOF		1
Assessing what constitutes a true choke hold vs. physical contact that occurs near the neck area	UOF		1
Conduct practical demonstrations/videos of actual choke holds for classification purposes	UOF		1
Review indicators of a choke hold for signs breathing inhibited, including verbal or non-verbal cues	UOF		1
Utilize targeted questions to identify choke holds in follow-up with the suspect/complainant interview	UOF		1
Increased number of incidents of officers exhibiting their firearm, review situations	UOF		1
Review UOF Level 1 determination as officers are not reporting minor (justifiable) force as defined in policy	UOF		1
Level 1 UOF occurs when an officer has to physically overcome someone's resistance	UOF		1
Level 1 - physically forcing a suspect's hands for cuffing, shoving against wall/car, takedowns	UOF		1
ELECTRONIC CONTROL WEAPON ANNUAL CERTIFICATION	ECW Taser Certification	64/109	1
Provide Electronic Control Weapon - NOPD policy/legal updates	ECW Taser Certification		1
Reinforce why officers should carry the provided second taser cartridge for backup deployment	ECW Taser Certification		1
Review the application of "dry stun" contact with a suspect	ECW Taser Certification		1
Employ situational CEW/Firearm exchange manipulation drills	ECW Taser Certification		1
Articulate the justification for extending taser deployment past 15 seconds or frequency >3	ECW Taser Certification		1
Officers must explain a readily identifiable threat as to why the level of force was necessary and continuing	ECW Taser Certification		1
Proficiency firing scenario will include threat assessment, decision making, and de-escalation techniques	ECW Taser Certification		1
Review the taser activation form and utilize the gist section to explain the officer's individual threat	ECW Taser Certification		1
Apply scenarios that emphasize officer communication and pre-planning in ECW/force situations	ECW Taser Certification		1
Review the operating procedures for the new Model 10 taser	ECW Taser Certification		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

ACTIVE SHOOTER RESPONSE	Use of Force Tactics	109	1
Initiate active shooter training at the Paris Ave. campus in an afternoon session for all officers and supervisors	Use of Force Tactics		1
Utilize the Academy stairwell, hall, and classrooms for room clearing exercises	Use of Force Tactics		1
Secure red gun/simulation training aids to support active shooter scenarios	Use of Force Tactics		1
2024 MDTs DEFENSIVE TACTICS BI-ANNUAL CERTIFICATION	MDTs Bi-Annual Certification	109	1
Review the protocol for distributing NARCAN for opiate overdoses and resupply kits	MDTs Bi-Annual Certification		1
Review the proper stance, positioning and methods for conducting a stop that includes a pat down/frisk	MDTs Bi-Annual Certification		1
Conduct practical exercises in handcuffing and prisoner transport	MDTs Bi-Annual Certification		1
Demonstrate the proper methods for handling and controlling non-compliant suspects	MDTs Bi-Annual Certification		1
STOP, SEARCH & ARREST	Stop, Search & Arrest	162	1
The lack of supporting justification for pedestrian/vehicle stops in FICs remains the primary training need	Stop, Search & Arrest		1
Pat downs require a 2 prong test - reasonable suspicion for the stop, and belief the subject is armed	Stop, Search & Arrest		1
Compliance audits adding a 3rd prong in test for stops - the officer has not established probable cause for arrest	Stop, Search & Arrest		1
If PC for arrest exists whether verbalized or not, a "search incident to arrest" (SITA) occurs - no pat down occurs	Stop, Search & Arrest		1
If an arrest is made based upon probable cause, an FIC is not to be written	Stop, Search & Arrest		1
FICs are not needed when officers are handling a call for service as these are not considered a stop	Stop, Search & Arrest		1
When stopping multiple subjects, a pat down of all is not justified as "suspicion by association"	Stop, Search & Arrest		1
In an arrest situation, officers should not use the terms frisk or pat down as this is now considered SITA	Stop, Search & Arrest		1
Review the required nexus to a pat-down search decision based on an identifiable threat/weapon present	Stop, Search & Arrest		1
Difference for a SITA and a pat down, a pat down is discretionary and must be fully articulated	Stop, Search & Arrest		1
FICs cannot contain boilerplate or global language as this results in a lack of specificity as to observable facts	Stop, Search & Arrest		1
SSA audits - most deficiencies in FIC/EPR by failing to justify pat down, handcuffing, searches and SITA	Stop, Search & Arrest		1
Review criteria requirements for handcuffing an individual who is not under arrest	Stop, Search & Arrest		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Exercise officers in articulating the justification for handcuffing a person not under arrest	Stop, Search & Arrest		1
Review the criteria for requiring the driver and/or vehicle occupants to exit or produce ID on a traffic citation	Stop, Search & Arrest		1
Exercise officers in articulating the justification for vehicle occupant removal based on threat or safety	Stop, Search & Arrest		1
FIC requires officers to rationalize why each person individually was a threat, or caused reasonable suspicion	Stop, Search & Arrest		1
Additional justification needed for each individual occupant that was patted down	Stop, Search & Arrest		1
Review the criteria for requiring the driver and vehicle occupants to produce ID on a driver's traffic citation	Stop, Search & Arrest		1
Exercise officers in articulating the justification for requiring occupants to produce ID on a traffic stop	Stop, Search & Arrest		1
Discuss how a traffic stop for speeding or other violations does not justify search of the vehicle interior	Stop, Search & Arrest		1
Emphasize the importance of utilizing procedural justice in stops	Stop, Search & Arrest		1
Vehicle exits are embarrassing to occupants and only necessary to continue an investigation	Stop, Search & Arrest		1
Officers assigned to directed patrol and proactive stops must identify same in the FICs	Stop, Search & Arrest		1
Officers may use the same item number for several distinct stops when identified as a coordinated activity	Stop, Search & Arrest		1
When performing directed proactive patrols, the item should be referenced to the community policing signal	Stop, Search & Arrest		1
Temporary holding of a suspect in rear seat of police vehicle does not qualify searching - Chapt. 71.1 Transport	Stop, Search & Arrest		1
There is no policy that everyone placed into a police vehicle must be searched	Stop, Search & Arrest		1
Public Safety Rides Chapter 10.1 does not allow pat down, consent to search requirements apply	Stop, Search & Arrest		1
Voluntary rides not authorized for crisis intervention, public safety or involuntary commitment applies	Stop, Search & Arrest		1
The handcuffing of a suspect not under arrest must fit the three situations identified in policy	Stop, Search & Arrest		1
Officers must justify "fight, flight, or custodial arrest" in handcuffing a non arrest suspect	Stop, Search & Arrest		1
BIAS FREE POLICING	Bias-Free Policing - Annual	177	1
Design suspicious person and vehicle stop scenarios to examine the application of procedural justice	Bias-Free Policing - Annual		1
Apply the principles of procedural justice to prevent the perception of officer bias	Bias-Free Policing - Annual		1
Identify the decision-making influence of implicit and explicit bias	Bias-Free Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Reinforce procedural justice for officers identifying themselves and why the individual is being detained	Bias-Free Policing - Annual		1
Train "language sensitivity" for how implicit bias results in negative communication with select groups	Bias-Free Policing - Annual		1
Misconduct complaints are predominantly in "professionalism" in how officers communicate	Bias-Free Policing - Annual		1
Implement the OIPM Part 2 "active listening" course to improve officer communication skills	Bias-Free Policing - Annual		1
Expand active listening training with additional content towards conflict resolution and interactive scenarios	Bias-Free Policing - Annual		1
Academy instructors could attend train-the-trainer sessions in active listening as utilized in PIB remediation cases	Bias-Free Policing - Annual		1
Additional material can be gained in active listening from the Crescent City Corp and People's Institute	Bias-Free Policing - Annual		1
Develop training in verbal de-escalation tactics	Bias-Free Policing - Annual		1
Review the audit criteria indicators for determining potential bias in stops, searches and arrests	Bias-Free Policing - Annual		1
Discuss PSAB "bias free disparity analysis"- stops, pat-downs, handcuffs, vehicle exits, pointed firearms	Bias-Free Policing - Annual		1
PSAB data metrics review race persons stopped, skin color, day/night lighting	Bias-Free Policing - Annual		1
Predominant FIC deficiency officer failed to articulate reasons for their actions, negating perception of bias	Bias-Free Policing - Annual		1
Explain rights of individuals to verbally dispute, observe, and record officer conduct	Bias-Free Policing - Annual		1
Address 1st Amendment rights including how to handle and communicate to persons recording police actions	Bias-Free Policing - Annual		1
1st Amendment training should include the rights of people in a protest, and NOPD civil disturbance policy	Bias-Free Policing - Annual		1
Prepare officers in how to control scenes for unpermitted events, spot up protests, and escalation	Bias-Free Policing - Annual		1
Review limitations of officers personal postings with social media, including comments and images	Bias-Free Policing - Annual		1
When issuing a summons/citation explain why the person should sign vs. sign or go to jail	Bias-Free Policing - Annual		1
Officers should inform victims, witnesses, traffic violators of what is expected in the ensuing process	Bias-Free Policing - Annual		1
Provide awareness of resources available to crime victims including funds, support, reparations, tow fees	Bias-Free Policing - Annual		1
Utilize the resource guide printed for crime victims under the City's "Criminal Justice Initiative"	Bias-Free Policing - Annual		1
Confirm the resources available and the implementation protocol for Limited English Proficiency incidents	Bias-Free Policing - Annual		1
Review the process for authorized interpreters, cell phone translation services, A/I form submittal	Bias-Free Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

SEXUAL ASSAULT & CHILD ABUSE	Sexual Assault Child Abuse	205	1
Review guidelines for on-scene investigation reflecting the special needs of sexual assault trauma victims	Sexual Assault Child Abuse		1
Review initial responding officer actions and the limitations of what should be addressed	Sexual Assault Child Abuse		1
Emphasize crime scene preservation, set perimeters, witness dynamics and identify potential evidence	Sexual Assault Child Abuse		1
Review BWC of a trauma informed interview and victims' written impact statement presented at guilty verdict	Sexual Assault Child Abuse		1
Provide awareness of the process for supporting a sexual assault victim through investigative process and trial	Sexual Assault Child Abuse		1
Understand the victim advocate support available at the initial stages of investigation and throughout	Sexual Assault Child Abuse		1
NOFJC can assist training and advise of their role with assault clients, medical advocacy, and case management	Sexual Assault Child Abuse		1
NOFJC will provide an in-house forensic nurse for sexual assault exams at non-UMC hospitals	Sexual Assault Child Abuse		1
NOFJC forensic nurse can provide guidance as to the identification and preservation of clothing and evidence	Sexual Assault Child Abuse		1
Review indicators of strangulation, as resulting mental and physical symptoms confused with substance abuse	Sexual Assault Child Abuse		1
Officers responding to offenses will not write an investigative report, only a "Major Crime Statement"	Sexual Assault Child Abuse		1
The MC Statement is prepared on 1st degree rape (Art. 42) and 3rd degree (Art. 43)	Sexual Assault Child Abuse		1
The MC Statement should not include victim comment details, restricted to date/time, location, evidence	Sexual Assault Child Abuse		1
MC reports should only contain basic info, description, and what the officer observed	Sexual Assault Child Abuse		1
Officers should not utilize initials in their police reports and enter full names	Sexual Assault Child Abuse		1
Be aware that personal comments, opinions, conclusions to victim's veracity to be excluded from report, BWC	Sexual Assault Child Abuse		1
Original interview is limited however determine perpetrator info, medical needs, indication crime occurred	Sexual Assault Child Abuse		1
Understanding what offs. can/should ask of children in an on-scene response in absence of parent/caretaker	Sexual Assault Child Abuse		1
Cognizant of district officer duties in responding to potential child abuse incidents	Sexual Assault Child Abuse		1
Recognize mandatory notifications of child abuse from schools, hospital emergency rooms, and DCFS	Sexual Assault Child Abuse		1
911 GOA dispatches from closed schools require detectives to call back and conduct a follow-up visit	Sexual Assault Child Abuse		1
Understand the authority to take a child into "protective custody" when parent not located, accident, or arrest	Sexual Assault Child Abuse		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Signal 21 "protective custody", allowed to transport child to hospital/HQ until DCFS case worker responds	Sexual Assault Child Abuse		1
Corporal punishment CFS, understanding disciplining a child physical force is legal in La. except cruelty violence	Sexual Assault Child Abuse		1
Reference the aspects of children on a DV scene and the classification of "child endangerment"	Sexual Assault Child Abuse		1
Additional refresher training in human trafficking should be presented	Sexual Assault Child Abuse		2
DOMESTIC VIOLENCE	Domestic Violence - Annual	220	1
Incorporate the "DV Quick Reference Guide" in training and provide copies to officers	Domestic Violence - Annual		1
Include detailed report information towards the DV victim's mental state, physical condition, and statements	Domestic Violence - Annual		1
Treat a DV incident as a homicide scene with sufficient details and investigative inquiries as a major case	Domestic Violence - Annual		1
Even though a known perpetrator, DV reports should be comprehensive and not just a general summary	Domestic Violence - Annual		1
Reference the aspects of children on a DV scene and the classification of "child endangerment"	Domestic Violence - Annual		1
Include a legal and policy refresher in handling protective orders and civil matters	Domestic Violence - Annual		1
Requirement to arrest DV offenders who violate terms of protection and temporary restraining orders	Domestic Violence - Annual		1
Identify how officers can execute service of TRO's from a true and accurate copy	Domestic Violence - Annual		1
Review the criminal statutes relating to DV including differences between battery and regular offenses	Domestic Violence - Annual		1
Discuss revisions to Battery on a Dating Partner (Art. 34.9N) now classified a felony	Domestic Violence - Annual		1
Clarify the use of the domestic violence risk assessment and checklist for ID the predominant aggressor	Domestic Violence - Annual		1
Review common omissions in the risk assessment process	Domestic Violence - Annual		1
Include interviews with neighbors to reveal history and prior aggressor actions	Domestic Violence - Annual		1
For Magistrate Court assignment of TRO's officers should write out full names and not use initials	Domestic Violence - Annual		1
Investigating the indicators of strangulation in the context of domestic violence	Domestic Violence - Annual		1
Prioritize victim safety and protection at each stage of the on-scene investigation	Domestic Violence - Annual		1
Provide handout information to DV victims regarding NOFJC support resources	Domestic Violence - Annual		1
Distribute the "We Care" pamphlet for survivor housing, financial, counselling, TRO and economic support	Domestic Violence - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

CRISIS INTERVENTION	Crisis Intervention -	109/118/294	1
Autism awareness training in handling intellectual disabilities and related neuro-divergent issues	Crisis Intervention -		1
Recognizing the difference between mental health psychiatric crisis vs. autism	Crisis Intervention -		1
The method of engagement to be applied across the IDD spectrum is more difficult in not identified	Crisis Intervention -		1
Autistic individuals exhibiting abnormal behavior are also considered in crisis	Crisis Intervention -		1
Officers must assess the type and degree for effective interaction with autistic persons in crisis	Crisis Intervention -		1
New law tasking Office of Motor Vehicles to distribute decals to alert officers an autistic person is within auto	Crisis Intervention -		1
Repetitive abuse of commitment "orders of protective custody" obtained from Coroner's Office in advance	Crisis Intervention -		1
Process for officers to report commitment order system abuse to the Coroner's Office	Crisis Intervention -		1
Encountering elderly persons in crisis who live independently with no caretakers involved	Crisis Intervention -		1
Refusing to go to hospital, law for "elderly protection services" amended to allow officers to transport	Crisis Intervention -		1
Officers are authorized to designate an elderly person in crisis as "gravely disabled"	Crisis Intervention -		1
Review the decision when to discontinue de-escalation techniques and go hands-on physical custody	Crisis Intervention -		1
Continuation of de-escalation strategies is situationally dependent however early closure may prevent UOF	Crisis Intervention -		1
Behaviors that conclude the individual may hurt themselves require a more immediate response	Crisis Intervention -		1
Review BWC incidents assessing productive CIT actions taken in a problem based learning format	Crisis Intervention -		1
Specific training in applying verbal de-escalation strategies applies to CIT and other citizen encounters	Crisis Intervention -		1
Revisit the application of "leg hobble" restraints purchased by the NOPD several years ago	Crisis Intervention -		3
These leg restraints are a safe method to transport crisis individuals and violent arrestees	Crisis Intervention -		3
Select officers trained in leg hobbles with each district provided limited inventory	Crisis Intervention -		3
COMMUNITY ENGAGEMENT	Community Policing - Annual	223/177	1
Emphasize the individual officer requirements in initiating community engagement activities	Community Policing - Annual		1
Train officers in how to accurately apply and complete "Community Policing Forms"	Community Policing - Annual		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Community policing forms must include more information for compliance results	Community Policing - Annual		1
Provide appropriate and positive examples in how to document community engagement actions	Community Policing - Annual		1
Connect routine calls for service to a larger community problem and initiate problem-solving	Community Policing - Annual		1
Challenge officers to recognize incidents that trigger a larger problem and community concern	Community Policing - Annual		1
Describe what constitutes the identification and collective actions required in a problem-solving initiative	Community Policing - Annual		1
Encourage citizens to become more involved in problem solving by providing crime prevention information	Community Policing - Annual		1
Focus on community based problem solving addressing the respective needs of each neighborhood individually	Community Policing - Annual		1
Recognize each neighborhood has a unique culture, crime problems, and needs	Community Policing - Annual		1
Infuse cultural awareness and sensitivity training with input from community representatives	Community Policing - Annual		1
Reinforce "to protect and serve" reminding the obligation to exhibit dignity and respect in community realtions	Community Policing - Annual		1
Train officers in how to improve interpersonal and communication skills in citizen interactions	Community Policing - Annual		1
Discuss the relationships to be fostered with the Police Community Advisory Board and NONPACC	Community Policing - Annual		2
Emphasize community engagement strategies that include active participation with the (8) District PCABs	Community Policing - Annual		2
Utilize the PCAB members as guest speakers explaining their District's uniqueness of neighborhoods/diversity	Community Policing - Annual		2
OFFICER ASSISTANCE AND SUPPORT	Officer Support Services	292	1
Identifying available wellness and support counselling services	Officer Support Services		1
Address the aspects of officer suicide prevention	Officer Support Services		1
Present the "MEPPS" wellness program - mental, emotional, physical, physiological, and spiritual	Officer Support Services		1
Understand the concept of "self awareness" in checking personal health and wellness	Officer Support Services		1
Review the "peer support" program, its benefits, and encourage new member participation	Officer Support Services		1
PERFORMANCE EVALUATION SYSTEM	Performance Evaluations	300/315	3
Performance evaluation training to be focused upon Supervisor requirements	Performance Evaluations		3
ETHICAL POLICING/PEER INTERVENTION	EPIC/ABLE	315	1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

2024 curriculum requirements to be provided by the ABLE program office	EPIC/ABLE		1
INSIGHT Early Warning System	Early Warning System	315/325	3
INSIGHT training to be focused upon Supervisor requirements	Early Warning System		3
CRIMINAL INVESTIGATIONS	Criminal Investigations		1
Officer's testimony in concealed gun cases must relate the training received to recognize a potential weapon	Criminal Investigations		1
Officers should participate in interactive training to improve their professionalism in courtroom testimony	Criminal Investigations		1
Testimony must be interesting and persuasive with credible story telling an important aspect	Criminal Investigations		1
Testimony should follow the evidence with officers competent in handling cross examination calmly	Criminal Investigations		1
Officers should know they have the right to explain yes or no answers	Criminal Investigations		1
Document the timing and location for collection of evidence, Miranda warning, and key steps in reports	Criminal Investigations		1
Identify the exact location of BWC key events into the report for DA to locate same on time marker	Criminal Investigations		1
With proliferation of home video systems, training course for officers in how to collect this evidence	Criminal Investigations		2
Video recovery training should include how to validate the date/time stamp of evidence	Criminal Investigations		2
A summary outlining who collected surveillance video, means (transfer, download) and method authenticated	Criminal Investigations		2
Explain the process for obtaining a "certificate of authenticity" for recovery of records via video	Criminal Investigations		2
End the use of initials in reports and on tagging BWC, use full officer names	Criminal Investigations		2
When swabbing items for DNA, the crime scene tech should document with photo or video the action	Criminal Investigations		2

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

SUPERVISOR IN-SERVICE PROGRAM			
OFFICER IN-SERVICE CURRICULUM TO BE INCLUDED - SUPERVISOR SPECIFIC TOPICS FOLLOW	(+) Officer In-Service Program		1
PIB MISCONDUCT INVESTIGATIONS	PIB Misconduct Investigations	315/382	1
Review credibility assessment requirements in completing in-depth analysis and incorporating evidence	PIB Misconduct Investigations		1
Explain in the report how the supervisor concluded that complainants or witnesses are deemed creditable	PIB Misconduct Investigations		1
Review how to properly weigh the credibility of civilian witnesses against officers	PIB Misconduct Investigations		1
Review the types of offenses where counselling is better suited to Supervisor Feedback Log entry	PIB Misconduct Investigations		1
SFL intended for non-punitive internal approach, commander approved, no PIB review necessary	PIB Misconduct Investigations		1
When a "public complaint" aligns with a minor incident, must shift away from SFL to the formal PIB process	PIB Misconduct Investigations		1
PIB may assign a minor case back to supervisor, however review process pushes the 60 day mandate to close	PIB Misconduct Investigations		1
Cognizance of process to formally request a Civil Service extension to 120 days to complete investigation	PIB Misconduct Investigations		1
USE OF FORCE INVESTIGATIONS	Use of Force	109/110	1
For UOF "blue team" reports, complete all of the pre-populated check-off blocks	Use of Force		1
For UOF "blue team" reports, attach recorded interviews(BWC allowed), photos, and document injuries	Use of Force		1
New version of UOF blue team software delivered for 2024, review major upgrades	Use of Force		1
PERFORMANCE EVALUATION SYSTEM	Performance Evaluations	300/315	1
Provide understanding of the Supervisor Feedback Log used for counselling in non-disciplinary occurrences	Performance Evaluations		1
The SFL is an alternative to resolving incidents that do not require "formal disciplinary investigation"	Performance Evaluations		1
Recognize the difference in initiating a DI-1 disciplinary case vs. use of the Supervisor Feedback Log	Performance Evaluations		1
INSIGHT Early Warning System	Early Warning System	315/325	1
Supervisors require additional familiarization in navigating the INSIGHT system	Early Warning System		1
Review responding to "alerts" and focusing on the underlying factors that caused it	Early Warning System		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Recognize "performance indicators" vs. an activated alert, as outliers in data points from peer groups	Early Warning System		1
Include indicator examples as to how this data could suggest a broader problem	Early Warning System		1
A "pattern identification quiz" is an appropriate format for training in recognizing issues and concerns	Early Warning System		1
Supervisors should check INSIGHT weekly for pending tasks and pattern identification	Early Warning System		1
COMMAND STAFF IN-SERVICE			
OFFICER IN-SERVICE NAPD, FIREARMS, UOF/VIRTRA, ECW, MDTs, OAP, and ABLE TOPICS TO BE INCLUDED	(+) Officer In-Service Program		1
USE OF FORCE REPORTING	Use of Force Reporting	109/315	1
Command staff role in managing the use of force - annual FIT identified trends and problem areas	Use of Force Reporting		1
PIB MISCONDUCT INVESTIGATIONS	PIB Misconduct Investigations	315/382	1
Command staff role in managing misconduct and policy violations - annual PIB identified trends	PIB Misconduct Investigations		1
STOP, SEARCH & ARREST - Legal Updates	Stop, Search & Arrest - Annual	162/315	1
Stop, Search & Arrest - Legal updates, command staff overview, decisions impacting Dept. leadership	Stop, Search & Arrest - Annual		1
COMMUNITY ENGAGEMENT	Community Policing - Annual	226	1
Managing the implementation and providing direction of community engagement initiatives	Community Policing - Annual		1
SPECIALIZED ACTIVITIES	Specialized Activities		1
Command of a major crisis event applying the principles of the National Incident Management System	Specialized Activities		1
DETECTIVE IN-SERVICE PROGRAM			
INTERVIEW AND INTERROGATION	Criminal Investigations	170	1
Updates and changes to the law, best practices regarding interrogations and confessions (Annual Update)	Criminal Investigations		1
SPECIALIZED CRIMINAL INVESTIGATIONS	Criminal Investigations	170	1
Detective training in courtroom testimony is essential	Criminal Investigations		1

Priority Ranking: 1. CD/POST/Policy 2. Mission Essential 3. Other Needs

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Detectives attend a one day courtroom based session involving testimony to a complicated case with attorneys	Criminal Investigations		1
The simulated case would include detectives testifying in cross examination for motions to suppress	Criminal Investigations		1
The training day would include a classroom review of the principles of effective testimony	Criminal Investigations		1
Freshman DAs participate to assist in their professional development and relationships with detectives	Criminal Investigations		1
With proliferation of home video systems, training course to officers in how to collect this evidence	Criminal Investigations		1
Video recovery training should include how to validate the date/time stamp of evidence	Criminal Investigations		1
A summary outlining who collected surveillance video, means (transfer, download) and method authenticated	Criminal Investigations		1
Explain the process for obtaining a "certificate of authenticity" for recovery of recods via video	Criminal Investigations		1
End the use of initials in reports and on tagging BWC, use full officer names	Criminal Investigations		1
When swabbing items for DNA, the crime scene tech should document with photo or video the action	Criminal Investigations		2
FIELD TRAINING OFFICER IN-SERVICE			
Effective management techniques for improving recruit performance and development	FTO Program	277	1
Documenting recruit performance deficiencies & opportunities for improvement	FTO Program		1
ACADEMY INSTRUCTOR PROFESSIONAL DEVELOPMENT			
Methods in designing effective test questions that evaluate targeted learning objectives	Staff and Adjunct	260	1
CRISIS INTERVENTION TEAM IN-SERVICE			
Expanded in-depth training in recognizing autism and appropriate response actions	Crisis Intervention -	109/118/ 294	1
Review policy guiding interacton with City's "mobile crisis unit" and local area mental health facilities	Crisis Intervention -		1
Discuss handling of juveniles who are acting out and disobedient with parental controls	Crisis Intervention -		1

SECTION II. 2024 TRAINING NEEDS ASSESSMENT - "PRIORITY RANKING MATRIX"

Recognize "oppositional defiant disorder" behaviors and when a transport to Children's Hospital is allowed	Crisis Intervention -		1
RECRUIT ACADEMY			
Incorporate the new POST mandated training course in procedural justice expected in 2024	Bias-Free Policing - Annual	177	1
Review the operating procedures for the new Taser Model 10	ECW Taser Certification	64/109	1
Police Community Advisory Board (PCAB) may serve as guest speakers representing their District	Community Policing - Annual	223/177	1
PCAB members can explain the uniqueness of their individual neighborhoods and diversity	Community Policing - Annual		1
PCAB members can relate how recruits can assist in solving problems challenging neighborhoods	Community Policing - Annual		1