

2008 Annual Report

Washington State Criminal Justice Training Commission

MISSION

The Washington State Criminal Justice Training Commission enhances public safety by establishing standards and providing education and training.

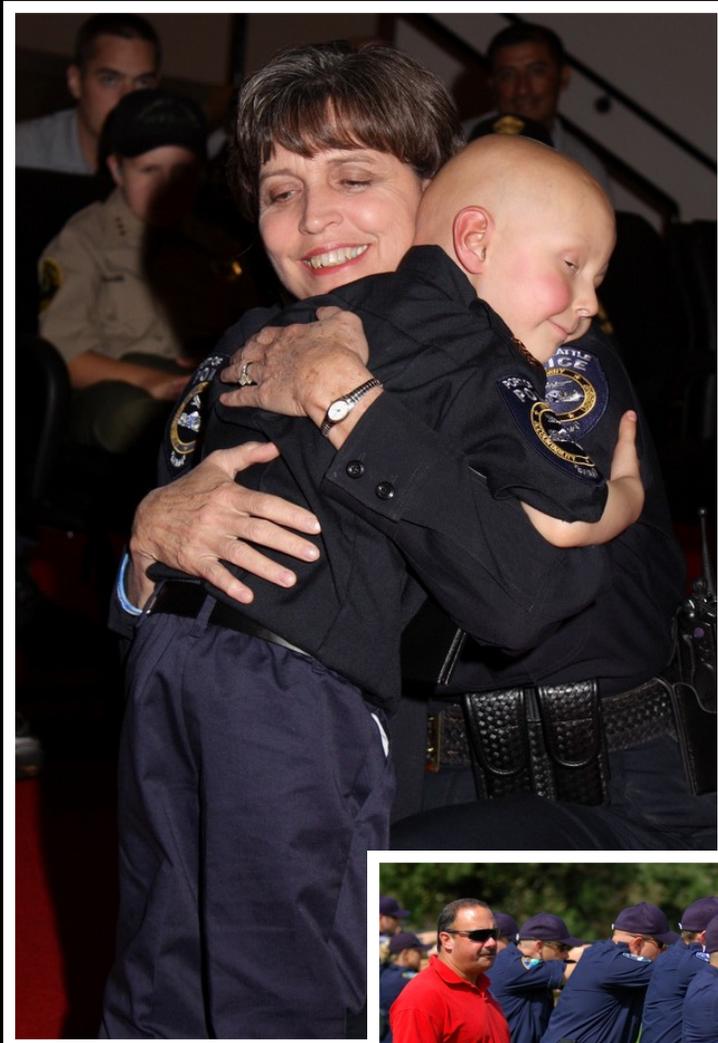


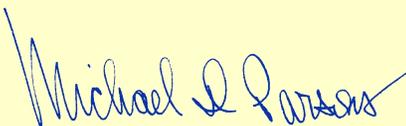
Table of Contents

Commission	2
Board on Law Enforcement Training, Standards, and Education (BLETSE)	3
Board on Corrections Training, Standards, and Education (BCTSE)	4
Chief For a Day	5
Facilities Division	6-8
Organizational Development and Standards (ODS) Division	9-10
Corrections Division	11-12
Basic Law Enforcement Academy (BLEA)	13-16
Certification	17
Professional Development Division (PDD)	18-23

Message from the Director

This Annual Report is a sample of the many activities that took place at the Washington State Criminal Justice Training Commission (WSCJTC) during the 2008 calendar year. It was a time of many firsts, challenges on many fronts, a time of doing more with fewer resources, and yet it was a good year where quality training was provided to the criminal justice professionals within the state of Washington. Not only was the training provided, but it was of a higher quality than ever before.

Even with all the challenges of how to manage eight Basic Law Enforcement Academies at the same time while also converting the curriculum to Problem Based Learning, the quality of the training was better than ever. I am very proud of all of the staff who work for the WSCJTC and feel they produce some of the best training in the world. Please enjoy the snippets of information they have chosen to share with you in this year's annual report.



Michael D. Parsons, Ph.D.
Executive Director



Commission

RCW 43.101.020

Purpose

The purpose of such commission shall be to provide programs and standards for the training of criminal justice personnel.

RCW 43.101.030

Membership

The Commission shall consist of fourteen members, who shall be selected as follows:

1. The Governor shall appoint two incumbent sheriffs and two incumbent chiefs of police.
2. The Governor shall appoint one officer at or below the level of first line supervisor from a county law enforcement agency and one officer at or below the level of first line supervisor from a municipal law enforcement agency. Each appointee under this subsection (2) shall have at least ten years experience as a law enforcement officer.
3. The Governor shall appoint one person employed in a county correctional system and one person employed in the state correctional system.
4. The Governor shall appoint one incumbent county prosecuting attorney or municipal attorney.
5. The Governor shall appoint one elected official of a local government.
6. The Governor shall appoint one private citizen.
7. The three remaining members shall be:
 - a. The Attorney General.
 - b. The Special Agent in Charge of the Seattle office of the Federal Bureau of Investigation.
 - c. The Chief of the Washington State Patrol.

Craig Thayer, Sheriff (Chair)
Stevens County Sheriff's Office

Laura Laughlin, SAC
Federal Bureau of Investigation

Mike Johnston, Sergeant (Vice Chair)
Bellingham Police Department

Robert McKenna, Attorney General
WA State Attorney General's Office

John Batiste, Chief
Washington State Patrol

Thomas Metzger, Prosecuting Attorney
Pend Oreille County

Bill Boyce, Citizen at Large
Boeing

Shon Small, Detective
Benton County Sheriff's Office

William Elfo, Sheriff
Whatcom County Sheriff's Office

Brenda Stonecipher
Everett City Council

Gil Kerlikowske, Chief
Seattle Police Department

Steve Thompson, Director
Snohomish County Corrections

Anne Kirkpatrick, Chief
Spokane Police Department

Eldon Vail, Secretary
WA State Department of Corrections

Board on Law Enforcement Training,
Standards, & Education

RCW 43.101.310

Purpose

The purpose of the BLETSE is to review and recommend to the Commission programs and standards for the training and education of law enforcement personnel.

RCW 43.101.315

Membership

The Board on Law Enforcement Training, Standards, & Education consists of thirteen members, appointed by the Executive Director and subject to approval by the Commission. Members must be selected as follows:

- a. Three must represent county law enforcement agencies, at least two of whom must be incumbent sheriffs.
- b. Three must represent city police agencies, at least two of whom must be incumbent police chiefs, one of whom shall be from a city under five thousand.
- c. One must represent community colleges.
- d. One must represent the four-year colleges and universities.
- e. Four must represent the council of police officers, two of whom must be training officers.
- f. One must represent tribal law enforcement in Washington.

The six officers under (a) and (b) of this subsection may be appointed by the executive director only after the Washington Association of Sheriffs and Police Chiefs provides the director with the names of qualified officers. The four officers under (e) of this subsection may be appointed by the executive director only after the council of police officers provides the director with the names of qualified officers.

Michael D. Brasfield, Sheriff (Chair)
Jefferson County Sheriff's Office

Mike Gaffney, Professor
Washington State University

Mike Harum, Sheriff (Vice Chair)
Chelan County Sheriff's Office

Duane Kist, Officer
Kennewick Police Department

Martin W. Anderson, Sergeant
Spokane Police Training Center

Robert Maule, Sergeant
Tacoma Police Department

Denis Austin, Chief
Pasco Police Department

Robert Perales, Chief
Granger Police Department

David Ellis, Deputy
Spokane County Sheriff's Office

Linda Pillo, Chief
Bellevue Police Department

Michael Evans, Chief
Squaxin Island Police Department

Jerry Weeks, Sheriff
Pend Oreille County Sheriff's Office

Linda Forst, Professor
Shoreline Community College

BLETSE

**BOARD ON CORRECTIONS TRAINING,
STANDARDS, & EDUCATION**

RCW 43.101.310

Purpose

The purpose of the BCTSE is to review and recommend to the Commission programs and standards for the training and education of corrections personnel.

RCW 43.101.315

Membership

The Board on Correctional Training, Standards, and Education consists of fourteen members, appointed by the Executive Director and subject to approval by the Commission. Members must be selected as follows:

Three must be employed in the state correctional system.

- a. Three must be employed in county correctional systems.
- b. Two must be employed in juvenile corrections or probation, one at the local level and the other at the state level.
- c. Two must be employed in community corrections.
- d. One must represent community colleges.
- e. One must represent four-year colleges and universities.
- f. Two must be additional persons with experience and interest in correctional training standards and education.

At least one of the members appointed under (a) of this subsection and at least one of the members appointed under (b) of this subsection must be currently employed as front line correctional officers.

BCTSE

Victoria MacKenzie, Sheriff (Chair)
Clark County Sheriff's Office

Trent A. Phillips
Juvenile Rehabilitation Administration

Wait, Mike (Vice Chair)
King Co. Dept. of Adult & Juv. Detention

Mary Ellen Reimund, Professor
Central Washington University

Kevin Bovenkamp, Director
WA State Department of Corrections

Dave Reynolds
Juvenile Court Administration-Whatcom

Pamela Clark, Director
Clark County Corrections

Mike Whelan, Sheriff
Grays Harbor Co. Sheriff's Office

Bryan Davies
King Co. Dept. of Adult & Juv. Detention

Todd Wiggs, Supervisor
WA State Department of Corrections

Pat Love, Work Force Trng. Coordinator
Pierce College

Joel Wright, Sergeant
Monroe Correctional Complex

Robert Moore, Professor
Central Washington University

Chief For a Day

On August 28, 2008, the WSCJTC hosted its bi-annual Chief For a Day (CFAD) event, which was coordinated by Sonja Hirsch, Confidential Secretary, and Rachelle Parslow, Registrar Supervisor.

The WSCJTC and CFAD Committee would like to thank Governor Christine Gregoire and Representative Christopher Hurst as this year's event would not have been possible without their assistance and support. In 2008, HB 2999 was sponsored by Representative Hurst and quickly passed by Governor Gregoire, which addressed the agency's participation in charitable work, such as the "Chief For a Day" program. Thank you!

Chief For a Day is about celebrating the lives of children who have been diagnosed with a life-threatening medical condition or chronic illness. The hope is to provide the children with a day of fun they will never forget, become a part of their precious lives, and help them and their families forget about their illness if only for one day.

This year's fifteen children ranged in age from three to eleven and were sponsored by the following agencies: Bothell PD, Forks PD, King County SO, Kirkland PD, Lacey PD, Mukilteo PD, Port of Seattle PD, Port Orchard PD, Redmond PD, Seattle PD, Snohomish County SO, Stillaguamish PD, Tacoma PD, Dept. of Fish & Wildlife, and Washington State Patrol. Each child was given a hand-tailored uniform by their sponsoring agency.

On the day of the event, each child and their family was picked up at their home by police car and then participated in a police escorted motorcade from Kent to the WSCJTC where they were greeted by a crowd of hundreds. The children were then sworn in as chiefs and sheriffs by Lt. Governor Brad Owen and Representative Hurst followed by a badge pinning ceremony. They had lunch with family, recruits, staff, and friends and then participated in outside activities which included canine teams, pony rides, King County's Guardian One helicopter, fire trucks, SWAT teams, and much more.

At the end of the day each child was given a large gift basket with several hundred dollars worth of toys, gift cards, and much more. The items were donated by their sponsoring agency, the WSCJTC, other law enforcement agencies, and the community.

On behalf of the WSCJTC and the Chief For a Day Committee, thank you for helping to make this event a HUGE success!

The next Chief For a Day event will be held in August 2010.

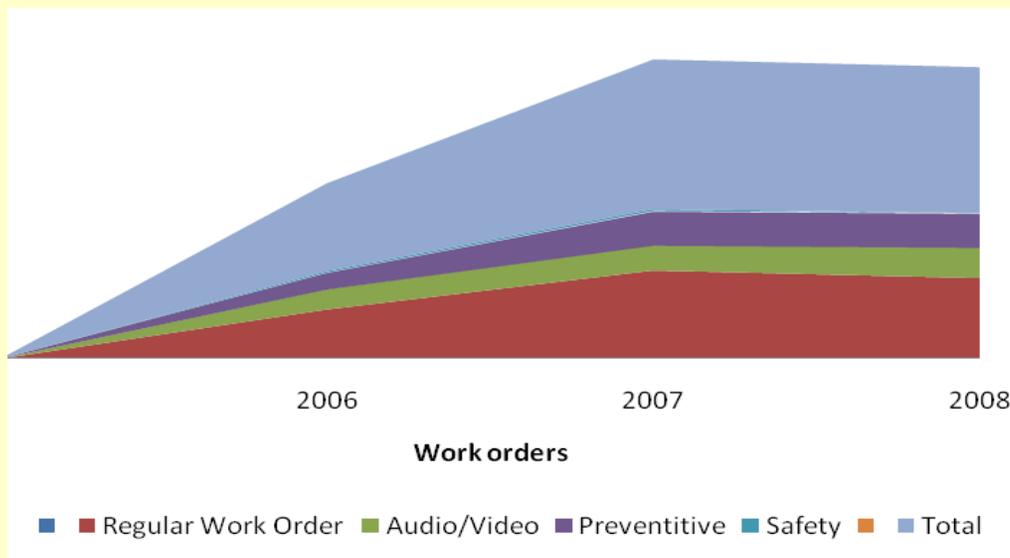


Facilities Division

The Facilities Division has been extremely busy over the past year. Long time state employee Gary Scott retired and was replaced by Patty Bacon. Lindsey Unterseher left the position as Customer Service Representative when her husband returned from Iraq, and Nichol Girten stepped up to temporarily fill the position during the statewide hiring freeze. The agency will miss Gary and Lindsey, but we look forward to the skills Patty brings to the division, and Nichol has already proven to be a qualified asset in a complex position.

There were 3,435 work orders completed this year. While this is a slight decrease from last year, the addition of several major projects keep the facilities staff moving at a brisk pace. Classrooms were upgraded to include the addition of new projectors, wireless internet access, new screens, ELMOs, sound systems, and computers. Projects completed include the completion of HVAC upgrades to the Education and Cascade Buildings, lighting upgrades, security upgrades, and the addition of a modular classroom.

The pre-design of the new dormitory has been completed, and we are currently working on the design phase. A Master Plan for the agency has been developed and submitted to the city of Burien for approval. The Master Plan includes several projects that will enhance the facility and provide the space needed to improve the efficiency of our mission over the next decade.



Work order trends for the last three years

Facilities Division

Modular Building Project

The modular project was challenging both in scope and logistics. This building was originally used as a locker room and was in good shape structurally, but needed a lot of repairs and modifications to be used as a classroom. This project was the most demanding for the facilities staff and required an enormous amount of time and resources to bring the building to code and blend with the existing buildings and landscape.

Left: The modular as it was before the move to Burien. **Right:** The excavation work preparing the land for the modular's new site. The excavation included utilities to support the functions of the building and storm water management.



New paint, trim, wrap-around sidewalks, new HVAC units, and prep work for landscaping.



New stairs and ADA access ramps were installed and landscaping was completed to include irrigation systems, seating areas, and retaining walls.



Significant changes were made to the interior. Fire systems were installed and tied to the main fire panel to meet fire codes, which included a wireless remote panel and visual alarms. The floors were replaced and the showers were removed to make way for a hallway in the rear of the building. An office space was added and audio/video was installed for classroom convenience.



Facilities Division

Security Project

The security project proved to be a complex and challenging project. The objective of the project was to repair the existing system and add “point to point” detection that would map the current system. The existing security system was capable of alerting the monitoring system of an intrusion, but could not tell us where the breach of security took place. The new system has the capability of identifying specific areas. The project became challenging when we discovered the poor condition of the existing hardware. In many locations wiring was brittle and hardware was broken and bypassed. Key pads, card readers, and circuit boards needed to be replaced. In addition, new motion detectors were added in key locations increasing security and providing increased coverage in sensitive areas. The project was completed with an upgrade to software bringing the system up-to-date.



Lighting Project



The lighting project replaced 18-foot concrete light poles with 25-foot steel poles. The objective of the lighting upgrades was to increase lighting on the facilities grounds while reducing annual operating costs. This was a two-phase project that presented unexpected challenges. The first phase of the project was to replace the existing 18-foot concrete poles with 25-foot steel poles, install new lighting contacts, install a new transformer changing the voltage from 208 to 480, and changing the lighting element to a 250-watt, high pressure, sodium bulb. One of the most significant challenges we discovered was during the initial installation of the concrete poles there were several places, mostly in the dorm area and side roads, where the poles were not mounted to bases. During the initial development of the site, the past owners simply drilled a hole and dropped the light poles in. The fix for this problem was to excavate the current area, pre-cast new bases, and re-route the wiring to conform to the new configuration. Phase two of the project added lighting to the areas in front, between, and behind the Cascade and Olympic Buildings. These areas were also retrofitted with high pressure, sodium lighting and additional lights were installed in shaded areas to provide increased safety and security.

The Facilities Division continues to move forward and provide the best service we possibly can to our staff, students, and visitors. 2009 is shaping up to be a year that will bring many challenges, and we look forward to the opportunity to improve the facilities with the addition of a new dorm, improvements, an addition to the firing range, upgrades to the fire safety systems, and continued support of the training mission.

Organizational Development & Standards

A Year of Development and Implementation

This year the Organizational Development and Standards (ODS) Division worked with internal staff and external partners to develop and deploy several new courses. These courses came from community concerns communicated through legislative efforts and delivered with an eye on fiscal responsibility and innovative instructional practices. The end goal of these efforts is training and educating graduates to be of the highest caliber, enabling greater community protection and safety.

Problem Based Learning

In late February, the first stage of the PBL course deployment was achieved with a successful pilot course. Upon completion, BLEA and ODS staff, which centered around Seth Grant and TaraShea Nesbit, conducted a post course assessment that included a review of the course materials, recruit evaluations, and staff comments to determine what worked in the curricula and what needed to be revised. Revisions were conducted, with final implementation in October. All BLEA courses now initiated at the WSCJTC are PBL centered.

Online Learning Updates

The ODS Division made some exciting new advancements in our online course development and web presence this year. We successfully launched two online leadership courses: First Level Supervision and Leadership in Police Organizations (LPO). Demand has increased for these classes and a second section of the first line supervisory course was recently added to our online course offerings.

Our In-Service eLearning software, Breeze, will be given a facelift in 2009. We are currently updating Breeze 5 to the new industry standard, Adobe Connect Pro 7. Like Breeze, with Adobe Connect Pro, we will be able to create course content and deliver self-paced courses. Features of the updated software include delivering courses via virtual classrooms, reusing learning assets with templates, and tracking course effectiveness with thorough reports. New content for the In-Service eLearning courses are in the development stage, and we hope to have new courses available in the spring.

We are moving forward with creating a rich, interactive blended learning experience for the Equivalency Academy students. We are also in the development stage of designing a Juvenile Justice Crisis Intervention course, in collaboration with University of Wisconsin Platteville.

Missing Persons

The ODS Division worked with the Washington Association of County Officials (WACO), several subject matter experts, and concerned community members to develop a Missing Persons awareness course. This course is intended to give officers and detectives foundational understanding of missing persons investigations and tools and resources. It was also developed to be delivered in shift briefings, classroom settings, or in a self-paced electronic (CD) format.

Organizational Development & Standards

Crisis Intervention Training (CIT)

The ODS Division partnered with the Governor's Office through the Mental Health Transformation Act to create a set of courses that address people in crisis. The development brought together representatives from several advocate groups, community members, and criminal justice professionals to examine current trends and needs in crisis intervention training. The group came up with a menu of course topics that can be delivered dependent on the regions' resources and goals. This information was placed on the Mental Health Transformation Acts website for ease of access and use.

Annual Training for Trainers Conference

This year the WSCJTC held its Third Annual Training for Trainers Conference on October 20-21, 2008, at the Davenport Hotel in Spokane. The conference is free to attend and is held each year to thank our dedicated instructors for their commitment and to give them tools to help build their skills and offer new techniques. At this year's conference the keynote speaker was Bob Harrison. Bob is a consultant working primarily in leadership development, communication skills, and instructor development training with an extensive background in law enforcement. His presentation about Classroom Management in Peace Officer Training on the first day was very well received. On day two, Ilana Guttman, Madison Valley Consultants, held a four-hour session on Facilitation Skills and Nadine Martin, Russell Martin and Associates, held a four-hour session on Teaching Less to Learn More. Both sessions taught our instructors new facilitation skills and new ways to reach out to their audience.



2008 Instructor of the Year

The Instructor of the Year award for 2008 goes to King County Deputy Seth Grant from the BLEA. Seth first came to the BLEA on September 1, 2004. During his time here he has done many things to assist in the development of BLEA curricula. Seth re-wrote the criminal law book in such a manner that it is now broken down into a document that is useable and easily understood by recruits. In fact, this is a book that they carry with them on patrol, long after graduating the academy. As we have been transitioning into integrating Problem Based Learning into the BLEA curricula, there has been much work to do. For the last several months he has devoted most of his time to managing and organizing the curricula; working to assure that we have copyright permission for documents we are using; rewriting and restructuring the curricula, re-writing tests, transforming handouts to electronic documents in PDF format, and more. Seth has really become the project manager for this program. In addition, he has been called upon to assist with training not only staff but outside stakeholders as well. He is the person that people go to with questions and depend on when things need changed or questions need answered. He accomplishes all of this while still being one of the best instructors WSCJTC has ever had. For these reasons he was awarded the 2008 Instructor of the Year Award.



Corrections Division

Corrections Personnel Memorial

On May 30, 2008, a dedication ceremony took place at the WSCJTC to honor those corrections personnel who died in the line of duty. The memorial was funded by the Michael Erdahl Memorial Fund and the WSCJTC. The fund was established by John Prideaux and Bob Kastama, retired Department of Corrections (DOC) personnel who wrote a book entitled *The Quiet Service II*. They donated the proceeds of the book to fund the memorial. The Memorial Committee worked closely with John and Bob to plan the memorial and the service. In addition to John Prideaux and Bob Kastama, the committee consisted of Kevin Bovenkamp (DOC), Raeanne Myers (WASPC), Richard Morgan (DOC), Richard LaRosa (DOC), David Christensen (Grays Harbor County Sheriff's Department), and Sue Hubbard (WSCJTC).

Honor Guards from the Washington State Patrol, the DOC, and Snohomish County Corrections were in attendance and presented the colors. Eldon Vail, DOC Secretary; Robert Nelson, Superintendent of Maple Lane of the Juvenile Rehabilitation Administration; and Bob Prideaux were the keynote speakers. Families of Lloyd Thompson and Michael Erdahl were in attendance and received certificates honoring their loved ones. Following the service in the Auditorium, there was a viewing of the memorial gate and plaques.



Herbert Briggs, Correctional Officer
Washington State Penitentiary
End of watch: February 12, 1934

Al Gruber, Business Manager
Washington State Penitentiary
February 16, 1953

Lt. William Warfield, Correctional Officer
Washington State Penitentiary
End of watch: November 17, 1970

Roger Sanders, Correctional Officer
Washington State Penitentiary
End of watch: September 1, 1978

Sgt. William Cross, Correctional Officer
Washington State Penitentiary
End of watch: June 15, 1979

Lloyd Thompson, Group Life Counselor
Maple Lane Juvenile Rehab. Admin.
End of watch: May 3, 1982

Michael S. Erdahl, Comm. Corrections Officer
Washington Department of Corrections
End of watch: May 29, 1985



Corrections Division

Defensive Tactics

We have experienced a significant improvement in all areas of student skill acquisition and testing performance through the implementation of dynamic training activity based on Ground Tactics/Team Tactics. We now teach officers the full array of strategies available to them in the Use of Force Continuum to include recognition of response to pre-attack indicators and the proper application level. Students have also reported feeling confident that they would be ready for hostilities in “real world” conditions. The COA has also adopted new instruction components for students to learn proper application of the Continuum of Force Defensive Tactics techniques.



Strategic Planning Process

The Corrections Division is undertaking a strategic planning process. In partnership with our stakeholders, we are developing a goal based 24-month Strategic Plan. A vision of the Corrections Division was created to establish a new standard of service delivery: “To provide nationally recognized high quality evidence based training, while effectively utilizing resources and technology, resulting in competent criminal justice professionals.” This process is critical to the future of our customers, division, and the WSCJTC.

We started with two meetings in October. The first was with instructors and raters where we compiled a SWOT (strengths, weaknesses, opportunities, and threats). The second meeting involved stakeholders where we developed a mission, vision, and goals. Tony Anderman, Regional Training Manager, is leading this process. In order to accomplish this, a Job Task Analysis (JTA) will be conducted for each basic corrections academy offered. This will include identifying job competencies, key duties, and job tasks for newly hired correctional employees and the creation of revised performance objectives. It is our goal to have the new academy curricula developed and a pilot course delivered by December 2010.

Work Release Academy

In cooperation with the DOC, the Corrections Division provides the Work Release Academy for contracted non-profit or private for-profit agencies running Work Release facilities. The Academy curricula focuses on interpersonal communication based supervision skills for program monitors. Academy improvements for the year included ethics focused professional behavior, inmate manipulation, problem solving, and policy based decision making.

Basic Law Enforcement Academy

Burien Academy

The Basic Law Enforcement Academy (BLEA) wait list for classes was reduced from five months to less than six weeks by the end of 2008. A number of factors contributed to this reduction, but the primary driver was Administrative Assistant Tisha Ehret's process improvements. The improvements were then taken forward by Commander Mealy to the police chiefs and sheriffs for their input and support. The improvements included strict control of the application process, a requirement that all steps in the application were completed prior to submission, and elimination of a practice of allowing place holders to be submitted which tied up resources.

The BLEA staff completed a record 20 classes (18 in Burien and two in Spokane) during 2008. Many thanks go to the instructors and civilian staff that made this enormous task possible.

BLEA Commander, Lieutenant Debbie Mealy of the Thurston Co. Sheriff's Office was promoted within the organization to Deputy Director. Deputy Director Mealy will concentrate on legislative issues thru May 2009 and will then consolidate the positions held by Deputy Directors Doug Blair and Larry Erickson. During her tenure as Commander she oversaw the implementation of PBL, reduced the waiting list, and helped foster a positive relationship between the BLEA and its partner agencies.

Captain Rex Caldwell, Kirkland Police Department, replaced Deputy Director Mealy as the Commander. Commander Caldwell has a wealth of administrative experience as well as rising through the patrol ranks. He was selected from a talented group of applicants for the Commander position. We are excited to have him join the BLEA family.

In partnership with and funding from the Liquor Control Board (LCB), the BLEA presented two Limited Authority classes during 2008. These special abbreviated academy classes utilized a PBL format for their curriculum delivery. A total of 16 officers from the LCB and DOC participated in the classes. The curriculum was designed to provide a wide range of law enforcement training specifically suited to the unique tasks faced by Liquor Control Special Agents. In addition, this training was provided to a select group of DOC Community Corrections Officers to enhance their abilities when working in cooperation with local law enforcement.

New BLEA Staff in 2008:

- TAC Officer Anthony Nowacki, Des Moines PD
- TAC Officer Susanna Monroe, Seattle PD
- TAC Officer Richard Bourns, Seattle PD
- Captain Rex Caldwell, Kirkland PD



FIREARMS:

BLEA recruits receive 86-hours of firearms instruction. Eighty-two of those hours are dedicated to firearms skills and manipulation (range time).

Basic Law Enforcement Academy

Continued: Burien Academy

Problem Based Learning (PBL) at the BLEA is a reality! The curriculum was successfully launched with BLEA Class 625, the first full PBL model class, completing studies in June. The group of 30 students participating in the classroom brought the long awaited development of the program model to a conclusion. Upon examination of the successes of the program, adjustments were made to the curriculum and it was fully incorporated beginning in October with Class 639. The BLEA has worked hand-in-hand with the ODS Division and the Professional Development Division (PDD) to deliver instructive presentations to FTO/PTO groups and WASPC to get the message out and familiarize trainers and managers/executives around the state with the changes in the program. As with any new program, we have experienced challenges in the transition, but the staff is committed to making the implementation of PBL a positive experience for recruits and their agencies.

Reserve Academy Coordinator Tisha Ehret worked tirelessly to help install standardized curriculum and testing to all Reserve Academies. Reserve Academy Coordinators throughout Washington implemented the changes and reported successful transitions to the statewide standards.

Two Equivalency Academies were held in Burien during 2008. Due to the high demand, these classes averaged nearly 50 students. BLEA Assistant Commander Rich Phillips was the TAC officer for each Equivalency Academy.

Change to 50-Mile Rule

As traffic congestion continues to increase so does the time that students/recruits spend commuting to and from the WSCJTC every day. In fact, some student/recruits who travel from agencies within Snohomish, Kitsap, and Thurston counties (less than 50 miles) spend several hours commuting one way during heavy traffic times. Therefore, the agency decided to change the 50-mile rule to 40-miles to include Lacey PD, Olympia PD, Thurston County SO, Everett PD, Snohomish County SO, Snohomish PD, Monroe PD, and Kitsap County SO and all police departments in Kitsap County. The decision was made, after great consideration, and in the best interest of the agencies as well as the student/recruits who attend training at the WSCJTC.

OC Spray:

BLEA recruits receive a total of eight-hours of OC instruction. Half of the hours are dedicated to classroom instruction and the other half is dedicated to practical application (recruits are sprayed).



Basic Law Enforcement Academy

Spokane Academy

2008 was a banner year for the BLEA in Spokane. With several Eastern Washington law enforcement agencies hiring throughout the year and sending their recruit officers to Spokane, the Spokane Police Training Center continues to be a valuable asset to police training in Washington.

The BLEA graduated 59 officers and deputies in 2008. At the same time, the Training Center also hosted and coordinated department, regional, and statewide training. All of this would not be possible without the dedicated staff members at the Academy, and the officers and deputies who instruct at the academy in addition to their full-time agency assignments.

In preparation for the transition to PBL instruction, the staff at the Spokane Police Training Center attended several meetings on both sides of the state with representatives from the WSCJTC. This transition, in the presentation of instruction, is being welcomed as it fosters an open and active learning environment and encourages the recruits to take responsibility for their academic progression. The academy scheduled for April 2009 will mark the beginning of this new and exciting era of law enforcement training.

2008 also pays a fond farewell to the Spokane Police Training Center's Rangemaster, Sgt. John Roys. Sgt. Roys has decided to return to patrol after an incredible eight years as Rangemaster and Lead Firearms Instructor. His lively instruction and passion for training has been imparted on literally hundreds, if not thousands, of officers across the state. His presence at the academy will be sorely missed. Sgt. Matt Cowles will step into the position in January 2009 with plans to continue growing the firearms training program in Spokane.



Sergeant John Roys instructing recruits from BLEA Class 635.



Recruit from BLEA Class 626 in action on the range.

Basic Law Enforcement Academy

Continued: Spokane Academy

On June 18, 2008, BLEA Class 626 graduated 30 officers. The commencement marked the culmination of 18 weeks of training held at the Spokane Police Training Center. Guest speaker, Spokane County Sheriff Ozzie Knezovich welcomed family, friends, and dignitaries to the ceremony. Of the 30 officers who attended the academy, six were from the Spokane Police Department. It was with both anticipation and excitement that the recruit officers from BLEA Class 626 were assigned field training officers and hit the streets in their communities.

On December 11, 2008, it was standing room only as 29 officers graduated from BLEA Class 635. The graduation occurred just a few days prior to record snowfall in Spokane and Eastern Washington. The commencement ceremony was held at Mukogawa Fort George Wright and was attended by families, friends, and dignitaries from across the state. The graduation was the culmination of four months of training held at the Spokane Police Training Center, which began on August 8. The class members represented 14 agencies throughout Eastern Washington, including the Spokane Police Department and the Spokane County Sheriff's Office. Spokane Police Corporal Mark Howard and Spokane County Sheriff's Deputy Eric Epperson served as training officers for BLEA Class 635.

The ceremony included presentations by Ted Danek, Retired Air Force Lt. Colonel and Spokane City Administrator; and Academy Recruit Speaker, Officer Jason Harrington of the Kennewick Police Department.

The next academy will begin on April 28, 2009, and will include six new Spokane PD recruits. Yet another class is tentatively scheduled for August 2009.

We congratulate and welcome Washington's newly commissioned officers and deputies!



FIREARMS TRAINING

Certification

Law Enforcement Officers

In 2008, 610 law enforcement officers were certified in Washington State:

Basic Law Enforcement Academy Graduates	496
Equivalency Academy Graduates	96
Washington State Patrol Graduates	0
Tribal Law Enforcement Officers	18
Administrative Exemptions	0

During this same period, other certification activities included:

Cases referred for certification action	81
Declined to take action on officer's certification	3
Application for certification denied	42
Certifications revoked	19
Active cases/action pending	44

Reserve Law Enforcement Officers

The WSCJTC provides the training curriculum and testing for reserve law enforcement officers. A total of 14 reserve academies were held across the state. Thirteen have been completed and a total of 160 reserve officers graduated this calendar period.

K-9 Certifications

Certification of K-9 teams became mandatory in 2004. Following is a breakdown for the certification of K-9 teams in Washington State in 2008:

Patrol	20
Narcotics	27
Bomb/Explosive	11
Patrol/Narcotics	3
TOTAL	58



Banan

Lito

Maher

Career Level Certifications

A change in the RCW and WAC required first level supervisors and middle managers in law enforcement and corrections to meet certain training standards to achieve Career Level Certification. In 2008 and Fiscal Years 2006 and 2007, 223 Career Level Certifications were awarded to law enforcement and corrections officers.

First Level Supervision	202
Middle Management	41
Corrections First Level	8
Corrections Middle Management	4

Professional Development Division

Telecommunicator Program

The Telecommunicator Program Office offers courses for public safety communications personnel and offers three basic Telecommunicator courses:

- Telecommunicator I – Basic Call Receiver
- Telecommunicator II – Basic Law Enforcement and Fire Dispatcher
- Telecommunicator III – Basic Emergency Medical Dispatcher

In addition, we offer intermediate and advanced courses for telecommunicators and supervisors. Additional information for the Telecommunicator Program is on our website. In addition, we publish periodic Public Safety Answering Points (PSAP) Newsletters on the site as well as answer questions about certificate renewal and the equivalency program.

The Telecommunicator Program completed development of the Communications Center Supervisor course. The course is delivered in two modules, three days in length each, delivered six to eight weeks apart. The participants have seven books and one research paper to read as pre-module reading assignments. Due to the amount of pre-course work, participants who successfully complete the course show 80 hours of training on their training records.

This course was designed with the understanding that supervisors are one of the most influential groups within a communications agency, and as such, are expected to perform at the highest level. While the course is challenging, the feedback we have received indicates that participants are taking away much needed information about their jobs.

This course is recommended for both new and experienced supervisors.

C-POD Guidelines and Multidisciplinary Team Trainings to Improve the Response to Child Abuse

The innovative Washington State “C-POD” Guidelines for first responders to child fatalities and serious child physical injury cases have been widely distributed and are getting both national and international attention. In addition, the WSCJTC received funding from the Legislature to hold a series of multidisciplinary team trainings and strategic planning sessions.

Multidisciplinary Team Trainings

In connection with the requirement to expand the scope of county child abuse investigation protocols, the WSCJTC partnered with the Washington State Coalition of Sexual Assault Programs (WCSAP) to offer a series of eight multidisciplinary team (MDT) training and strategic planning sessions. These sessions started in November 2008 and will continue through April 2009. Because the County Prosecuting Attorney (PA) has the primary responsibility for development and revision of the county child abuse investigation protocol, each PA was invited in 2008 to organize and send an interagency team to one of these three-day sessions, being held at Alderbrook Resort and Sun Mountain Lodge.

Professional Development Division

Post BLEA Field Training Programs

The WSCJTC continued to offer two programs for immediate post-academy agency field training of new officers during 2008 - the traditional San Jose Field Training Officer (FTO) program and the Police Training Officer (PTO) Model. The PTO model is sometimes referred to as the "Reno" or "COPS" model; the model being presented by the WSCJTC combines the two PTO formats and expands to meet the needs of our state personnel.

In late 2008, the FTO Program Manager, in conjunction with the BLEA personnel, designed and presented four-hour workshops to update FTO's on the changes at the BLEA and how those changes might affect the way recruits are perceived and evaluated using the program components. Feedback from these small but highly interactive sessions was positive and further workshops are being scheduled for 2009.

At the end of 2008, a survey was conducted to solicit information on the content and presentation of the PTO program. The results of this survey will be used to update the PTO curriculum to better meet the needs of state agencies transitioning to this program. In 2009, we look forward to validating the current FTO curriculum and updating it as needed.

In-Service Audit

In-service audits to check for 2007 compliance to WAC 139-03-300 were completed in the spring of 2008. Results were encouraging and indicated improvement over the 2006 outcomes.

2006 – in compliance

93% of individual officers
69% of agencies overall

2007 – in compliance

97% of officers
87% of agencies complied

In January 2009, the PDD's Regional Training Managers will begin to audit 2008 in-service records. During 2007 in-service audits there were some questions concerning what types of training would be approved and whether officers on approved leave were required to meet the 24-hour minimum. Regional Training Managers responded to these inquiries and concerns by providing clarifications, reminders, and notifications of upcoming deadlines to law enforcement agencies throughout the year. In addition, information was included in the Regional Review newsletter.

Support Programs

The division continues to support programs for law enforcement support personnel. Law Enforcement Records is offered in partnership with LEIRA, normally once per year. The last two years' training surveys have indicated a need to offer this class twice each year. Two classes were offered both in 2007 and 2008 to meet this need.

Survey data for the Sheriff Civil Function (SCF) and the Property and Evidence (P/E) classes has not indicated a need for more classes than usually scheduled. One SCF-Basic and one SCF-Advanced class were offered in 2008; two P/E classes were held.

Professional Development Division

Field Safety for Children's Administration

This marks the third year the WSCJTC has contracted to provide a one-day training in office and field safety for field staff of the Children's Administration (CA). In the past year we conducted 13 sessions in every region of the state. This training came about after a child protective service staff member was assaulted with a machete in North Eastern Washington. The Legislature mandated that field safety training would be provided to all CA staff engaged in field work. The CA's training department contacted the WSCJTC to help write the curriculum. When we pointed out that we already train probation and parole staff in exactly those areas they decided it was not necessary to reinvent the wheel and contracted with us to provide this training. The day includes instruction on office and field safety procedures to include preparation for outside activities and visitation, awareness, animal safety, verbal de-escalation, and self defense. This course has enjoyed great reviews and continues to receive student satisfaction scores of 90 percent and higher on a five point scale. Comments are very positive and always include "we need more of this."

Basic Motors Operator Course

It has been ten years since the curriculum for Basic Police Motorcycle Operators has been updated by the WSCJTC. Several groups across the state are using somewhat differing versions of the training developed then. As with our recent effort with in-service EVOIC training, our goal is to develop one standard curriculum and to train instructors to implement it. A panel of subject matter experts convened on August 21 to begin the process of developing a standard curriculum for the Basic Motor Operator Course. Twenty motor instructors from across the state participated in the first step of the process by developing a Job Task Analysis of knowledge, skills, and abilities of a beginning police motorcycle operator. A DACUM (Developing a Curriculum) table was developed and sent out to all the participants for input.

The next step is to reconvene the panel and establish performance objectives for each of these attributes. Then we will compare the existing curriculum and model curricula from across the nation to the objectives we have identified through this process. Once this is complete we will train instructors in the developed material and conduct several pilot courses. After feedback and review this new material will become the standard curricula for the WSCJTC and will become the sponsored course for Basic Motor Operators.



Professional Development Division

Emergency Vehicle Operations Instructor Course (EVOIC) Re-Development Project

Recognizing the need for a statewide standardized curriculum for an EVOIC Course, the WSCJTC called in EVOIC content experts to develop a new curriculum. The group evaluated other researched and tested material (e.g., Department of Transportation, International Association of Directors of Law Enforcement Standards and Training, and National Highway Traffic Safety



Administration) to develop a research-based product that has become the foundation for EVOIC in-service training around the state. The project leader used the Develop a Curriculum (DACUM) process which included job task analysis of the EVOIC student driving tasks as well as the EVOIC instructor teaching tasks. Both were combined in the Instructional System Design to develop the pilot course.

The first pilot course, held in Grant County, focused on developing certified instructors to assist with the facilitation of future instructor level courses. The 18 participants used their skills and knowledge to enhance the first draft product. The common theme and feedback was that the course was valuable to the future of their programs and gave the instructors further knowledge and skills that were not taught in the prior 40 hour class.

The second pilot class was delivered in Spokane in May 2008 to basic students with little to no knowledge of teaching EVOIC. All 22 students successfully passed the course. The common theme was that the course was well designed and exceeded the students' expectations. Most importantly, they had a good product to take back to their agencies to utilize during in-service EVOIC training. The last pilot course was delivered September 15-26, 2008, in Spokane.



In all cases, the students completed a course evaluation at the end of the class. This evaluation process gives the Subject Matter Experts (SMEs) the opportunity to review if the objectives are being met. In this case, a few changes were made to finalize a standardized curriculum. The course will be updated on an annual basis utilizing the content experts who have assisted with the project and other experts who wish to participate in this process.

Professional Development Division

Private Security/Bail Bond Recovery Agent Armed Certification Program

This past year the Private Security/Bail Bond Recovery Agent Armed Certification Program underwent curriculum and forms changes and updates to create better training and communication between the WSCJTC and the certified instructors conducting training across Washington, Oregon, Idaho, and Montana. The relationship with the Washington State Department of Licensing (DOL) was strengthened and included a site visit to DOL to see how licensing processes are done there. This was followed up with the DOL visiting the WSCJTC in the fall to see our facility and find out what processes we have in place for armed certifications.

For 2008 the WSCJTC approved 497 private security armed certifications and 17 bail bond recovery agent armed certifications.

Over the past year a SME group was set up to review the student study guide, the Handgun Instructor Certification class manual, create a new Shotgun Instructor Recertification class, and update all application forms and materials. The program also conducted its first Private Security Rifle Instructor class since 2004.

The classes conducted were:

- Private Security Handgun Instructor Recertification (14 passed)
- Private Security Shotgun Instructor Recertification (7 passed)
- Private Security Handgun Instructor Certification (12 passed)
- Private Security Rifle Instructor Certification (7 passed)

In November 2008, a process seminar was conducted with the DOL, Washington State Patrol (WSP) Fingerprint Lab, and the WSCJTC to educate the private security and bail bond recovery industries on the processing of applications, how to get training, and what will be forthcoming for 2009. The seminar included using the AIS-PRISM Firearms Training Simulator that is now available for private security guards and bail bond recovery agents to use for training.

The program has worked hard to educate the industry and develop a solid relationship with stakeholders. It utilizes the WSCJTC website and updates are posted frequently. Watch for exciting new things to come in 2009.

Methamphetamine Funding

The Legislature provides the WSCJTC \$100,000 a year to support law enforcement agencies in Washington to deter the production and selling of methamphetamine (meth). The funds are available to support training and purchase equipment.

Law enforcement agencies have had the opportunity to participate in both training as well as receiving equipment. Examples of training offered to agencies are: Tactical Tracking (40 hours), Clandestine Drug Lab Safety and Operations (40 hours), and Recertification for Clandestine Lab Investigators (8 hours).

Agencies of all sizes have requested and received a variety of equipment. Examples are surveillance equipment, varieties of meth response equipment, Direct Link Crisis Communications, receivers and transmitters, clan lab trailers, boots, masks, voice boxes, binoculars, evidence bags, cameras with memory cards for surveillance photos, and meth response equipment. Health checks and physical exams after exposure also aided one agency.

Professional Development Division

School Safety Officer Academy

The WSCJTC is partnering with the Office of Superintendent of Public Instruction (OSPI) to provide the basic academy and advanced training for public school safety officers and school administrators. The WSCJTC presented the three-day basic academy three times across the state in 2008 to 228 students in multiple job classes. Some examples of the training included: Incident Command for School Administrators, Street Drug Update, Crisis De-escalation and Physical Restraint, Advanced School Patrol Procedures, and Supervising the School Safety Officer. Through cross training and collaboration, the WSCJTC contributes to providing not only a safe learning environment for our students, but a safe working environment for teachers and staff.

The Regional Review

The new quarterly newsletter, *The Regional Review*, will provide an avenue to get-the-word out for changes and happenings at the WSCJTC, which will include information from all divisions.

Why: Changes to the WSCJTC affect our user agencies (how they budget for training, when they can hire and get people into the academies, how they can develop personnel and meet their needs, and so on). In addition to the agency's website, this will be another way to make sure you are made aware of changes and updates in a timely manner, which will give you an opportunity to comment on future changes.

The newsletter will be distributed during the months of February, May, August, and November of each year. If you would like a certain topic discussed in the newsletter, please email your ideas to Sonja Hirsch at shirsch@cjtc.state.wa.us.

THE REGIONAL REVIEW



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

November 2008

Why a Quarterly Newsletter from the WSCJTC?

The new quarterly newsletter, *The Regional Review*, will provide an avenue to get-the-word out for changes and happenings at the Washington State Criminal Justice Training Commission (WSCJTC), which will include information from all divisions: Professional Development Division (PDD), Basic Law Enforcement Academy (BLEA), Corrections Division, Organizational Development and Standards Division (ODS), Human Resources, Financial Services, Facilities, and Administration.

Why: Changes to the WSCJTC affect our user agencies (how they budget for training, when they can hire and get people into the academies, how they can develop personnel and meet their needs, and so on). In addition to the agency's website, this will be another way to make sure you are made aware of changes and updates in a timely manner, which will give you an opportunity to comment on future changes.

The newsletter will be distributed during the months of November, February, May, and August of each year. If you would like a certain topic discussed in the newsletter, please email your ideas to Sonja Hirsch at shirsch@cjtc.state.wa.us.

The WSCJTC Will Soon Welcome New BLEA Commander

The WSCJTC will welcome Kirkland Police Department (KPD) *Captain Rex Caldwell* on Monday, December 1, 2008, as the new Commander of the BLEA.

Captain Caldwell began his law enforcement career with the KPD in May 1981 as a police officer. He attended BLEA Session 153 and graduated in August 1981. He has worked as a police officer specializing in traffic collision investigation and eventually reached the level of Technical Collision Investigator. He was promoted to detective in 1989 and then to sergeant in 1990. As sergeant, Rex worked in patrol, traffic, and administrative sergeants' positions. He attained the rank of lieutenant in March 2001 and worked managing the Investigations Unit, Services Division, and the Operations Division. He was promoted to captain in August 2007 and currently oversees the Operations Division.

Rex received his Associate of Applied Sciences Degree in Criminal Justice from Highline Community College in 1981 and earned a Bachelor's Degree in Interdisciplinary Studies from the College of Social and Behavioral Sciences at Eastern Washington University in 2007. He holds certifications through the WSCJTC as a peace officer, first line supervisor, middle manager, and executive manager.



Inside this issue:

TELECOMMUNICATOR PROGRAM UPDATE	2-3
PFD PROGRAM	3
METHAMPHETAMINE	4
CRISIS INTERVENTION TRAINING AVAILABLE	4
WASHINGTON STATE'S "C-POD" GUIDELINES—IMPROVE THE FIRST RESPONSE TO CHILD FAULTS AND SERIOUS PHYSICAL ABUSE CASES	5
THE WSCJTC HOSTS STRATEGIC PLANNING SESSIONS TO IMPROVE COORDINATION OF CHILD ABUSE INVESTIGATIONS	6
TWENTY-FOUR HOUR IN-SERVICE TRAINING IS IMPROVING SIGNIFICANTLY	7-8
EVOC DEVELOPMENT PROJECT	8-10
AGENCY FIREARMS INSTRUCTORS	10
THE CORRECTIONS DIVISION WELCOMES A NEW INSTRUCTOR AND STAFF MEMBER	11
HOW DO WASHINGTON STATE PEACE OFFICERS LOSE THEIR CERTIFICATIONS?	11
CHANGES TO WAC 139-05-210: BASIC LAW ENFORCEMENT CERTIFICATE OF EQUIVALENCY	12-13
INSTRUCTOR OF THE YEAR	13
PROBLEM BASED LEARNING AT THE BLEA	14-15
DOBIE MEALY: THE NEW ASSIGNMENT	15