



**STATE OF WISCONSIN  
DEPARTMENT OF JUSTICE**

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## **Summary Report of Law Enforcement Training**

### **Law Enforcement Standards Board**

The Training and Standards Bureau (“Bureau”) is the administrative staff of the Law Enforcement Standards Board (LESB). The LESB is a policy-making body attached to the Wisconsin Department of Justice, as authorized by state law under § 15.255, Wis. Stats. The primary mission of the LESB is to establish and enforce standards for professional employment, education and training of law enforcement, tribal law enforcement, jail and secure juvenile detention officers in Wisconsin. The Bureau administers the programs of the LESB for certification of law enforcement, tribal law enforcement, jail, and secure juvenile detention officers, instructors, and training academies.

In addition, the LESB approves curriculums for basic training and certifies training schools and instructors to conduct training. Its members are appointed by the Governor to 4-year terms with exception of those who serve on an ex-officio basis. Bureau staff works with the LESB and a variety of advisory committees members from around the state to develop and write the basic recruit curriculum that is administered at both technical colleges and employer based academies.

### **Committee Organization**

The law enforcement training advisory committees consist of fifteen members. Members are active as criminal justice practitioners and/or educators certified as instructors by the Law Enforcement Standards Board (in the appropriate discipline/s) who regularly conduct training, or are designated training academy directors, sheriffs or a designee, and chiefs of police or a designee.

### **Law Enforcement Committees**

- Foundations of Professional Policing
- Legal Context
- Tactical Skills
- Patrol Procedures
- Investigations
- Scenario
- Physical Fitness and Officer Wellness
- Wellness
- Leadership and Management

### **Jail, Secure Juvenile Detention, and POSC Committees**

- Jail

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- Secure Juvenile Detention
- POSC

### **Basic Recruit Academy Training**

The Training and Standards Bureau has worked tirelessly over the past couple of years to expand and re-structure Wisconsin's basic law enforcement officer training academy. Starting January 1, 2016, the basic law enforcement officer training academy has increased from 520 hours of training to 720 hours of training. This represents the first expansion and restructure of basic law enforcement officer training in Wisconsin since 2004. There are currently 13 academies around the state running the 720-hour academy.

The new academy not only adds 200 additional training hours but reorganizes the training into three phases. Each phase builds upon the previous phase. The goal of restructuring the academy into phases is to help increase the long-term retention of the material as well as develop more confident and competent recruits.

Another important component of the 720-hour academy is a Physical Readiness Exam and Physical Fitness and Officer Wellness training throughout the academy. The Training and Standards Bureau contracted with FitForce™, a national leader in Physical Readiness Solutions for Public Safety, to conduct a study to determine the physical tasks needed to perform the duties of an entry level law enforcement officer in Wisconsin. FitForce™ translated the physical tasks into a Physical Readiness Exam.

The 720-hour basic law enforcement officer training academy represents a significant achievement for Wisconsin law enforcement. Graduates of the new academy will receive a higher level of training that will better prepare them for the profession and will undoubtedly aid in their avoidance of serious injury and loss of life.

Topic areas covered in the recruit academy include:

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|---|--|
| Fundamentals of Criminal Justice                  | TraCS  |
| Cultural Competence                               | Traffic Law Enforcement and Radar                            |
| Ethics  | Basic Response   |
| Agency Policy                                     | Radio Procedures   |
| Report Writing                                    | Traffic Crash Investigations and Traffic Incident Management |
| Professional Communication Skills                 | EVOC (   |
| Crisis Management                                 | Vehicle Contacts   |
| Critical Thinking and Decision-Making             | OWI/SFST   |
| Constitutional Law                                | First Aid/CPR/AED  |
| Crimes  | Interview and Interrogations                                 |
| Juvenile Law                                      | Physical Evidence Collection                                 |
| Testifying in Court                               | Victims  |
| DAAT (Defense and Arrest Tactics)                 | Domestics  |
| Handgun and Rifle                                 | Sexual Assault   |
| Tactical Response                                 | Child Maltreatment   |
| Hazardous Materials / Weapons of Mass Destruction | Physical Readiness and Wellness                              |
| Incident Command System                           |  |
| Tactical Emergency Casualty Care for LE Officers  |  |

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## **Annual Training Conferences**

### **New Chiefs and Sheriffs Training**

Every year the Training and Standards Bureau brings together a variety of resources to provide a week long training event for our newly appointed Chiefs and Sheriffs around the state. This training is held annually in January of each year in Madison.

### **POP Conference – Problem Oriented Policing**

Training & Standards Bureau staff works with a committee to plan and run a Problem Oriented Policing conference held each year in the spring. Last year's conference included a variety of topics including areas covering prostitution, social media, vehicle thefts and heroine. A valuable solution based approach to solving everyday problems in communities across the state.

### **New Jail Administrator's Training**

In 2014, the Training and Standards Bureau hosted the first ever training week for newly appointed Jail Administrators for our county jails. This week long event provided a wide variety of resources and vital training for an area of our law enforcement community that gets very little specialized training. This program is run every 2-3 years as needed.

### **Attorney General's Summit**

The Training and Standards hosts an "AG Summit" each year. This conference has been held for the past 9 years in Wisconsin Dells. The 10<sup>th</sup> Annual AG Summit is scheduled for March 14-16<sup>th</sup>, 2016 at the Kalahari Conference Center in Wisconsin Dells. The AG Summit topic varies each year based on the focus and priorities of the AG's office. The past several years have included topics such as Human Trafficking, Protecting our Children, the Cyber Playground, and Protecting our Families – the Heroin and Domestic Violence prevention. The conference general draws a variety of attendees in the across the scope of the criminal justice community and brings in around 200 plus attendees.

### **Jail Administrator's Conference**

In partnership with the Department of Correction, the bureau hosts an annual Jail Administrators Conference providing a valuable opportunity for training for our Jail Administrators and Sheriffs. This year's event was the 20<sup>th</sup> annual conference held at the Chula Vista Resort in Wisconsin Dells on October 15-17, 2014. 147 attendees covering counties statewide enjoyed topics such as guest speaker Kent Williams of Breachpoint discussing leadership for reducing organization stress.

### **Juvenile Law Conference**

This accelerated three-day annual conference brings together professionals and leaders from across the juvenile justice field. Attendees gain a deeper understanding of juvenile justice law, including changes in Wisconsin statutes. The 2014 conference included topics on legislative changes in pupil records statutes, case law on interrogation of students by law enforcement and searches of student cell phones, developments on the use of canines in schools and the role of the police-school liaison officer.

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## **Specialized Training**

### **Sexual Assault and Domestic Violence Training for Law Enforcement**

#### **SEXUAL ASSAULT TRAININGS**

Cross-training among the various disciplines responsible for responding to a report of sexual assault is essential in ensuring that each professional understands, respects, and values the roles and responsibilities of their colleagues. This multidisciplinary response is considered best practice as it provides a collaborative, victim-centered response to sensitive crimes by reducing the potential for re-victimization by the criminal justice system and begins the process of healing for the victim. It also ensures an offender-focused response by gathering all of the facts of a case, drawing attention to the actions and behaviors of the offender, and holding the perpetrator of the crime accountable for their actions.

The first day of training is open to a multidisciplinary audience including law enforcement, advocates, sexual assault nurse examiners, prosecutors, victim/witness specialists and other community collaborators. The second and third day of training is open to members of law enforcement only.

#### **SEXUAL ASSAULT INVESTIGATION BEST PRACTICES**

Day one will examine the biological backdrop from which trauma reactions emerge, providing investigators, prosecutors, advocates and other stake-holders with a more complete understanding of how to respond to victims and how to investigate these cases more fully.

Days two and three will explore the research supporting the use of trauma-informed interview techniques as the best means for obtaining the most accurate information from victim survivors about the sexual assault. The trauma impact will be connected to the interview, providing explanation for what we know about the impact of trauma on the brain with demonstration of how “old” interview and interrogation methods are ineffective. Information will also be provided on how, due to these ineffective methods, we have inadvertently set victims up to fail, set up well-intentioned investigations to fail and set up prosecutions to fail. Finally, participants will be provided with information on forensic experiential trauma interview techniques, offender accountability, and identifying corroborating evidence.

#### **SEXUAL ASSAULT FIRST RESPONDER BEST PRACTICES**

Day One will examine the biological backdrop from which trauma reactions emerge to provide a more complete understanding of how various stakeholders should respond to victims and how to initiate these investigations. Offender dynamics will be explored, and first-responder action steps will be identified, complimented by survivor testimonials.

Day Two will focus on the nuts and bolts of the first-responder responsibilities, using trauma-informed techniques. Minimal-facts interviews, first-responder report-writing, evidence identification and preservation, and effective testifying tips and demonstrations will be included.

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## **DOMESTIC VIOLENCE TRAININGS**

Cross-training among the various disciplines responsible for responding to a report of domestic violence is essential in ensuring that each professional understands, respects, and values the roles and responsibilities of their colleagues.

This multidisciplinary response is considered best practice as it provides a collaborative, victim-centered response to sensitive crimes by reducing the potential for re-victimization by the criminal justice system and begins the process of healing for the victim. It also ensures an offender-focused response by gathering all of the facts of a case, drawing attention to the actions and behaviors of the offender, and holding the perpetrator of the crime accountable for their actions.

These FREE, two-day trainings are open to law enforcement, victim advocates, medical personnel, prosecutors, victim/witness specialists, and other community collaborators. Through presentations, videos, group and panel discussions, we will address topics such as:

### **DOMESTIC VIOLENCE INVESTIGATION BEST PRACTICES**

This two-day training will examine: the dynamics of victimization, trauma-informed investigations, working on a coordinated community response team, gaining offender accountability, stalking, lethality assessment, and much more!

### **DOMESTIC VIOLENCE FIRST RESPONDER BEST PRACTICES**

This two-day training will explore: offender dynamics, first responder action steps, trauma-informed interview techniques, evidence identification and preservation, effective testifying tips, survivor testimonials, and much more!

### **Career Development**

Training & Standards, through the Leadership committee, has developed a career track leadership development program for law enforcement. This program is designed to provide hands on leadership training to support officer growth and development as they advance throughout their career. These programs include:

#### **First Line Supervisor**

The Wisconsin Law Enforcement First Line Supervisor Program is designed to give new and aspiring Frontline Managers the supervisory tools and competencies they need to succeed within their organizations. Just as strong leaders are invaluable in setting the organizations vision, strong managers are needed to communicate and operationalize that vision.

The First Line Supervisor is the first standardized statewide leadership and management training program for law enforcement to provide baseline skills for current and developing organizational leaders, and is the foundational training course for the Career Development Programs of the Wisconsin Department of Justice, Training and Standards Bureau.

Instructional areas include:

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- The Role and Transition of a Front Line Manager (4 hours)
- Leadership – The art of motivating and influencing others (12 hours)
- Communications and Employee Engagement (4 hours)
- Performance Management and Conflict Resolution (8 hours)
- Critical incident Management – OIS (6 hours)
- Crime Scene Management (4 hours)
- Employee Wellness and EAP (4 hours)
- Decision Making (4 hours)
- Organizational Skills (4 hours)
- Personnel Issues and Citizen Complaints (4 hours)
- Legal Issues for Front Line Managers – Labor Law and Employee Rights (4 hours)
- Media Relations and Reputation Management (4 hours)
- Personal Stress Management (2 hours)
- Personal Career Development (2 hours)
- Practical Exercises

### **Leadership in Police Organizations (LPO)**

LPO is a three-week course that provides students with an understanding of behavioral science and leadership theories. Through the use of case studies, participants learn to apply the theories as a way to enhance human motivation, satisfaction, performance and development as a way of achieving organizational goals.

A program originally developed at the U.S. Military Academy at West Point, the IACP has worked to tailor the training to specifically meet the needs of the law enforcement community. The distinguishing feature of the LPO program is a focus on the systematic development of leaders at all levels of an organization - the concept of “every officer a leader.” In the 21st century, police organizations can no longer rely on an individual or small group of leaders. To develop leaders, law enforcement executives must create a culture in their organizations that is supportive of dispersed leadership. This means establishing expectations that all officers will take leadership initiatives at their levels of responsibility. Besides teaching people how to lead individuals, the LPO program coach's people on how to lead groups, organizations, and efforts toward change. For any organization or enterprise, group dynamics can be the difference between success and failure. LPO program attendees study these dynamics to become adept at making groups cohesive and better able to reach organizational goals. This knowledge, acquired by participants about themselves and others, has enhanced relationships both on and off the job, resulting in a profound, life-changing impact for many course graduates.

### **Wisconsin Command College**

The Wisconsin Command College, a nationally accredited leadership and management development training program, is a joint venture of the Wisconsin Department of Justice and University of Wisconsin. Law enforcement leaders who complete this intense, six-week in-residence program will be recognized as a Certified Public Manager® by the University of Wisconsin.

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Wisconsin Command College participants will gain cutting-edge knowledge and learn practical skills from experienced professionals. Written projects and case studies are integrated into the curriculum. Some of the topics to be covered include:

- Leadership
- Problem-Solving
- Ethics
- Risk Management
- Employment Law
- Internal Investigations
- Executive Writing
- Strategic Communications
- Succession Planning
- Project Management
- Crisis Management
- Strategic Planning