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Ohio Peace Officer Training Commission
Thursday, January 11, 2018
held at the
Ohio Peace Officer Training Academy
1650 State Route 56 SW
London, Ohio 43140

Minutes

I. Opening

Call to Order

Assistant Chair Paul Pride called the meeting to order at 10:00 a.m.
Sheriff Heldman led the Pledge of Allegiance.
Ms. Donna Long called the Roll Call.

Commission members present

Chief Clayton Harris
Chief Kimberley Jacobs
Dr. Reginald Wilkinson
Colonel Paul Pride
Mr. Stephen Schumaker
Sheriff Michael Heldman
SAC Stephen Anthony
Dr. Emily Passias
**Chair, Sheriff Vernon P. Stanforth had to leave prior to start of meeting due to an incident in his county. Chair Stanforth returned at 10:05 a.m.

Guests and Staff

Attorney General's Office

Mr. Lou Agosta	OPOTA Deputy Director
Ms. Brittany Brashears	OPOTC Staff
Ms. Julia Brinksneider	Attorney General's Office
Mr. James Burke	OPOTA Director of Advanced Training
Ms. Kelly Cain	OPOTC Staff
Mr. Aaron Coey	OPOTA Staff
Ms. Jill Cury	OPOTC Staff
Ms. Mary Davis	OPOTC Executive Director
Ms. Arienne Fauber	OPOTC Staff
Ms. David Henry	OPOTC Deputy Director
Mr. Justin Hykes	OPOTC Deputy Director

OHIO PEACE OFFICER TRAINING COMMISSION

Ms. Donna Long
Ms. Sarah Pierce
Mr. Eric Schaefer
Mr. Chris Skinner
Ms. Lori Wachtel

OPOTC Staff/OPOTC Secretary
Attorney General's Office
OPOTC Staff
OPOTA Staff
OPOTC Staff

Guests

Mr. Elijah K. Baisden III
Mr. Geoff Barnhardt
Mr. Art Combest
Ms. Sharon Montgomery
Ms. Lisa Murray
Mr. Eric Oergel
Mr. Jeff Sowards
Mr. Paul Weber
Mr. Matt Wells
Mr. Ellis Pete Willis

Cuyahoga Community College
Cleveland Heights Police Academy
Ohio State Highway Patrol
Ohio State University
Columbus Division of Police
Polaris Police/Ranger Academy
Central Ohio Technical College
Clark State Academy
Ohio Department of Education
Sinclair College, Dayton

II. Chair Report

**Sheriff Vernon Stanforth
Chair**

Assistant Chair Pride welcomed the guests and asked those in attendance to introduce themselves and then moved for approval of the minutes.

MOTION

Dr. Wilkinson moved to approve the minutes of the November 9, 2017, meeting. The motion was seconded by Chief Harris. No discussion was forthcoming; a vote was taken and passed unanimously. Yes-8 / No-0. The Chair was not present for the vote.

There was nothing to report at this time, concluding the Chair report.

III. Curriculum Committee

**Chief Kimberley Jacobs
Committee Chair**

Chief Jacobs had begun her report when Chair Stanforth returned, after updating the commission on his earlier departure, Chair Stanforth advised there was nothing for the Chair Report and asked Chief Jacobs to continue with the Curriculum report.

Chief Jacobs and the curriculum committee met this morning and discussed two issues. The OPOTC staff currently releases curriculum updates every six months. After some legitimate logistical concerns from some of the college academies, they have asked the OPOTC staff about the possibility of releasing the curriculum once a year to help them accommodate their schedule for the year. After the OPOTC staff looked at it, they brought it to the Curriculum Committee to discuss. The curriculum committee agrees it makes sense to release the curriculum updates once a year. As it is, there are numerous academies operating under different curriculum requirements; there are four curriculums at this time running in the state. After the discussion a vote was taken and passed to make a recommendation to the full commission.

MOTION

Curriculum Chair Jacobs made the recommendation in the form of a motion to the full Commission to approve the release of curriculum updates to once a year. This will not change the current process for reviewing and updating the curriculum; it will only change the release of those changes to once a year. Any case law updates or need for an immediate update would be done as needed. The motion was seconded by Dr. Wilkinson. After the below discussion, a vote was taken and passed unanimously. Y-9 / N-0.

DISCUSSION;

Mr. Schumaker asked when the release date is? Curriculum Chair Jacobs responded, July 1st. Dr. Passias stated the curriculum would be available May 1st with an effective date of July 1st. Sheriff Heldman asked if this would apply to all program curriculums? Curriculum Chair Jacobs responded it would be all curriculum programs.

The second issue discussed was the instructor ratio for the Blue Courage Course. Blue Courage itself recommends there be two instructors. It's not team teaching in the sense there are two instructors up at the same time, but they do recommend two instructors. The requirement of this Commission and staff is effective July 1st; requiring two instructors to be in the classroom. The debate between the Subject Matter Experts (SMEs), instructors and academies are if two instructors need to be required. Curriculum Chair Jacobs referred to (**Handout 1a-1e**) copies of email discussions. The Curriculum Committee would like to review the information and bring it back at the March 8, 2018, OPOTC Curriculum meeting; then be prepared to vote. This gives us time to make a decision prior to the effective date. We realize a few academies might need to know prior to that, but feel we need to get the number right. The discussion is quality, and quantity; this is classroom discussion and not hands on where you need a certain amount of people to go through certain about of reps. It's about the concept of using two people in the classroom.

Curriculum Chair Jacobs is recommending the commissioners look at the material and then be prepared to discuss in March.

That concluded the Curriculum report.

IV. Legislative Committee

**Chief Clayton Harris
Committee Chair**

Chief Harris advised there was nothing to report at this time. That concluded the Legislative Committee report.

V. House Committee

**Colonel Paul Pride
Committee Chair**

Committee Chair Pride advised there was nothing to report at this time. That concluded the House Committee report.

Chair Stanforth took a moment to confirm the 2018 Committees would remain the same, keeping the current chair and members.

VI. Continuing Professional Training Committee

Sheriff Michael Heldman
Committee Chair

CPT Chair Heldman stated around 450 of the 955 agencies have submitted their annual rosters and CPT report which is due by January 31, 2018. From the money provided by legislature, there will be a \$2-\$2.5 million dollar reimbursement shortage that will have to be paid from OPOTC/OPOTA operating funds.



Chair Stanforth asked if that was the maximum required? Ms. Davis responded we are expecting a shortage, right now the estimates are between \$2 and \$2.5 million. By the end of February 2018 we will have a more exact amount of the shortage, because we will have to go back to the Controlling Board and ask them to appropriate more money into the reimbursement account. But, the shortage will be coming from OPOTC/OPOTA's operating funds because the legislature didn't provide enough in the last biennial budget to cover the full amount needed.

Chair Stanforth clarified the total bill may not be \$2 million, but the total bill may supersede what we have and be up to \$2-\$2.5 million. Dr. Wilkinson asked Ms. Davis where she was asking the controlling board to release money from, because they don't do new money. Ms. Davis stated it would be to release it from OPOTC/A cash balances and OPOTC/A's operating budget. Chair Stanforth asked if there were agencies that submit rosters, but don't request reimbursement. Ms. Davis responded we have half of the reports in, of the remaining half we have no idea who or how many will request reimbursement. You could have 30 officers and only 25 completed the critical subjects for reimbursements. We won't know what those numbers are going to be until we actually get the reports in and we look at them. The reports by statute are due by January 31, 2018. OPOTC/OPOTA will cover the bill.

Sheriff Heldman asked if the monies would be taken from other accounts of the academy, and how would that affect the operations of the academy? Ms. Davis responded it will have an impact on our budget. We have been making many cost saving measures over the last couple years. Money is tight with us just like it is with everyone else. Chair Stanforth stated this is a mandatory 20 hours for 2017, which was an encouragement to file your roster for reimbursement. Historically, the years there were no CPT requirements were there difficulties in getting the rosters filed in a timely manner from the agencies? Ms. Davis stated CPT has been in place as long as she has been at OPOTC/A, she would have check with staff on that. The idea with the CPT reporting being tied with the annual rosters was it gives the incentive for agencies to get the rosters turned in within a timely manner; because if it's not, they aren't eligible for reimbursement. Without the incentive it would be more difficult and staff would have to do more follow-ups with agencies to get the rosters turned in.

Mr. Hykes stated for this coming year there are statutory mandates due, which will be the incentive for agencies to complete it for 2018. If the mandates aren't completed on time those officers will be in cease function. Chair Stanforth asked Mr. Hykes to remind them what those mandates were. Ms. Davis responded legislature has put in code every peace officer must have certain topics throughout the years, for example: Domestic Violence, Child Abuse and Neglect, most recently it was Companion Animal Encounters, and prior to that Human Trafficking. There was never a time limit put on the officers to get the training. Those who went through their basic training after the mandate received the training through the basic training. It was uncertain when the officers already certified would get it. The Commission about a year ago took action and put it into Administrative Code all statutory mandates up to that point had to be completed by the end of 2018 and from this point forward any legislatively mandated topics had to be completed within

OHIO PEACE OFFICER TRAINING COMMISSION

two years or the officer could not function as a peace officer. This is in-line with CPT ramifications if you don't finish it. So, in 2018 although there is no CPT an agency would report on their annual rosters. We will incorporate the reporting of those statutory mandates onto the annual roster.

Chair Stanforth stated he stressed this discussion for a reason. So, it is out there again that this is a mandate and there is a purpose behind it and we are now looking at a deadline. And this is not reimbursable training, but is still mandated training by the legislature. Ms. Davis stated to help agencies make good use of their time and not be caught in the 11th hour, we sent out rosters with all current officers reflecting the mandated training our records show the current officers have taken and what is still needed for the statutory mandate. Agencies can go through eOPOTA to complete the courses. A lot of agencies have been working through those reports to assure their officers are going to have the training by the end of the year.

Chair Stanforth recalled the required courses, mandated courses, legislative mandated courses were going to be allowed for reimbursement if the training was taken by the end of 2017 (CPT). Is that correct? Ms. Davis responded if the agencies wanted to utilize those for the four general hours for the 2017 CPT, they could fulfill both CPT and the Legislative Mandates; and be eligible for CPT reimbursements. Chair Stanforth commented they have missed their window if they didn't accomplish it in 2017 for the four additional hours. Now they are on their own with a deadline of December 31, 2018. Dr. Wilkinson asked if notices were sent out to agencies? Ms. Davis replied yes, they are sent out to the Agency Administrator List the same way the annual rosters are sent out each year, electronically.

With no other comments, that concluded the Continuing Professional Training Committee report.

Staff Reports

VII. Commission And Academy Updates

**Mary Davis
Executive Director**

Ms. Davis had a few items to discuss. On February 10-13, 2018, Ms. Davis will be traveling to Washington, D.C. to take part in an emergency financial meeting for IADLEST, which is the national organization which oversees all the executive directors of the OPOTA's across each state. Each state has an OPOTA type entity, a commission which is referred to as a POST for Peace Officer Standards and Training. The national organization used to be a fraternal organization; however, within the past 10 years through federal grant funding they've become a more professional organization and have made an impactful presence for law enforcement in Washington. Its grant purposes are being reviewed, there could be a chance the funding for the organization is going to run out; they have asked a few executive directors to get together to come up with some ideas on how to maintain that positive standards in training presence in Washington, D.C. She shared this in case anyone had any ideas or suggestions for the organization on ways we can help sustain a positive presence and progress they've made.

Dr. Wilkinson stated he heard a speech last week from Jefferson Sessions, Attorney General of the United States, pledging support for law enforcement initiatives. He suggests contacting his office at some point. He couldn't imagine this not being something supported by the Attorney General's Office.

Ms. Davis stated that is good information to have. She knows in Ohio there's a good relationship with Attorney General Sessions. Chief Jacobs asked if the organization has looked

OHIO PEACE OFFICER TRAINING COMMISSION

at grants? Ms. Davis replied, they have and what has happened is the federal grants that have been funding them are mostly the N.I.J. or D.O. J. type grants and they aren't re-releasing the grants as they look at what direction they want them to go in. So, there is the concern they aren't going to be focusing on what they focused on in the past. Chief Jacobs asked about the Department of Education, if they had any interest in the standards for the type of training going on across the country for officers. Dr. Passias responded the Department of Education oversees federal policy around education that happens in Pre K through 12th grade. But, that also includes career technical education, which includes all public safety. There is no harm in looking into it.

Chair Stanforth stated the IADLEST meeting is held in Washington in February in conjunction with the National Sheriffs' Association. A second meeting when the Chiefs' Association Conference is held. They do that for financial purposes to piggy back on the national organizations like the chiefs and the sheriff's to help cut the cost on the rooms of the conference. The vital thing is this often allows the chiefs and sheriffs to go into these meetings to speak with trainers and a lot of the key people throughout the country. That is some help, but not much. But it's a valuable organization which he has attended over the years. There are a lot of discussions and topics that the organizations are able to take back with them from those meetings.

Ms. Davis apologized for the inconvenience of the mess. With some Capital Project Monies we were able to do renovations to the doom rooms, which included carpet for the dorms as well as some of the public areas. We are looking forward to the finished project.

In May, a press conference was done on the training village out back at the main campus. We have completed Phase 1 with some Interactive Simulators, and the 180 Degree Simulator. Our plan to move forward was to add additional buildings. The direction we went financially was looking at shipping containers, putting multiples ones together turning them into training spaces. We had some issues with permits and getting approval from the State to use them as training structures, and financially we couldn't really put up independent stick structures. We have now taken a second look at what we are going to do for the training village. We are acquiring from London Correctional the warden's house, which is right across the way. This will be incorporated into many of our scenario based trainings; we will most likely be putting some simulators in some of the rooms. We had to do a little focus shift, but hopefully with the same outcome; which will add to our hands on training. Mr. Schumaker responded, we are looking forward to it and hope to be in there within a month. The contract is with DAS now, and I've been told the Director will sign it as soon as he receives it.

The next item to discuss was the upgrading of the computer system. We wanted to get a computer system that would do automatic reporting and automatic academies; which would help the staff here as well as the field staff. In working with our I.T. Section, we believe we have come up with a solution to make 99 percent of our desires a reality. This would require incorporating a new learning management system, which would replace the current eOPOTA with our own standalone LMS which will hopefully help assist with some of the connectivity issues people have; making it less systems/gateways to go through for people in the fields taking courses to get into the system to get their completions tracked. It will allow us to continue doing the Webcast, which is an electronic presentation of our live courses. Plus it will allow all academies to hopefully eliminate all these forms we have and be able to complete academy paper work on-line. It would have checks and balances in it on the person you are scheduling, it will verify if they are currently certified, is it a ratio topic and do you have enough instructors to meet ratios. This will be a big help to academies and our staff; the goal is to have it completed by the end of 2018. It has been approved and is moving forward.

OHIO PEACE OFFICER TRAINING COMMISSION

Another thing we are working on with 2017 coming to a close is our annual stats. Ms. Davis stated she would give the commissioners a full report at the March 8th OPOTC meeting. She did share that upwards of 40,000 people were trained in our live courses last year. And for the eOPOTA completions, there were over 218,000 on our electronic courses.

Dr. Wilkinson asked how that compared to previous years? Ms. Davis responded it differs with eOPOTA based on the amount of CPT that year.

- 2011 26,000 course completions
- 2014 CPT-4hrs 70,000 course completions
- 2015 CPT-4hrs 85,000 course completions
- 2016 CPT-11hrs 127,000 course completions
- 2017 CPT-20hrs 219,000 course completions

When you have that many users, it's very taxing on the system. In December we were averaging over 20,000 completions a week. This puts a lot of strain on the technology, the system held up well.

Chair Stanforth asked if there was any other discussion. Hearing none, that concluded the Executive Director's report.

VIII. Old Business

Sheriff Vernon Stanforth
Chair

Chair Stanforth stated the topic of Trainer-of-Trainer (TOT) was brought up by staff and the process associated with the TOT program. Ms. Davis opened the discussion stating we would like to give the commissioners, especially some of the newer ones, some of the basics of what Trainer-of-Trainers are. This will be referred to as TOTs for the remainder of the discussion.

Ms. Davis opened by asking both the commissioners and those in attendance to use the time between now and the March 8, 2018, OPOTC meeting to have discussions with the OPOTC/A staff, and among themselves. We will ask the commissioners to look at the TOTs at the March meeting and do what they feel is appropriate in terms of the program.

A brief history on TOTs, historically the TOTs came about in the early 1980's. We believe mostly likely due to the annual firearms requalification mandate with their firearms each year. Agencies didn't have firearm instructors to do this training so OPOTA, at the time, designated individuals that could train and create instructors who could then conduct requalification. That was also expanded to topics in basic training. So, for some of our basic training topics we have instructor level courses, which OPOTA puts on. At that time OPOTA resources couldn't meet the needs to create as many instructors that were needed; so there were individuals designated to create instructors on OPOTA's behalf.

Throughout the years, much to our own fault, there were no parameters put on the program, no standards, and what we have today is 400 individuals throughout the State who have non-expiring status to create instructors on behalf of OPOTA in over 30 different topics. We have recently heard from some of these TOTs, who call requesting the lesson plans to use to run an instructor course. These instructors who have never attended the course, never taught the course are calling because they need the curriculum. These are people who are going to teach others to

OHIO PEACE OFFICER TRAINING COMMISSION

teach a course they themselves have never attended. They've heard about videos and call wanting to know how to get the videos and asking questions on the items covered on the video. It has caused us to stop and really look at what we have in the State in terms of TOTs.

Those on the commission in 2011, then Executive Director Robert Fiatal had recommended the commission look at some of the basic academy firearms TOTs and also the instructional skills TOTs and require an update. However, that was just a couple of the 30 topics requiring an update and there was no expiration date applied.

There has been movement towards quality control in the TOTs and in the last couple years the commission has taken many steps; both in terms non-expiring instructors and previously non-expiring basic commanders; putting some parameters in place to ensure quality. The TOTs program is really at the foundation of that. At this time they can create instructor on behalf of OPOTA. We would like the commission to look at that program.



Comment: Chair Stanforth confirmed TOTs are not certified instructors.

Response: Ms. Davis stated correct; they could be, but they don't have to be.

Comment: Chair Stanforth stated they are blessed instructors, they don't have to go through the instructors training, but you can do this and you can be a TOT just by notching up that particular course study, they can be a TOT; no oversight. No accountability as to what they are actually teaching. We don't want to confuse in-house instruction verses TOTs going out and instructing any agency or academy.

Response: Ms. Davis replied the ones approved prior to the 2012 actions the Commission took can still create instructors for anyone; in the firearm topics for basic and the instructional skills the TOTs approved since 2012 may only do that in the large agencies which have need and train their own staff.



Ms. Davis referred to **Handout 2** in the Commissioners packets. There are nearing 400 TOTs in 30 different topics. Also included on the handout there are currently over 8,000 certified basic training instructors for the topics listed. TOTs initially were created to help fill the need for basic academies to have instructors. This is just for the topics listed on **Handout 2**.

The topics shown in yellow are the basic training topics that also require a ratio. The majority of the topics we have TOTs for are not for basic training. They would be for an agency in-service, which we don't have any statutory authority, nor is there an obligation that people can complete commission or OPOTA instructor level courses for. There's a couple courses listed that have TOTs that we don't even have the course or there are courses we used to have, but no longer have. In March we would go into this more in depth. If there's any information the Commissioners would like for the March discussion please let me know. For those in attendance, she encouraged them if they feel strongly one way or the other about the TOTs programs to get a hold of her; she would like to discuss it with them. For agencies, and agency representatives, Ms. Davis encourages them to get in touch with her as well between now and the March 8th meeting so we are well informed on the concerns and the value the program adds for agencies.

As the Commission looks at this as a State wide program, we want to be able to provide you will all the information you would need.



Question: Chief Jacobs asked if a list could be provided of the 400 people showing if they are associated with an agency, college or something else.

Answer: Ms. Davis replied one of the things she has started is basically a list of all the organizations that have TOTs and the number of TOTs that organization has. What she wants to add to this list for the next meeting the topics of the TOTs and if it's one person who has all of the TOTs or is there more than one for those topics.



Comment: Chief Jacobs stated as a large agency it is really important to have the ability to get people who they can train up to become instructors. Also, she believes agency CEOs would be interested in knowing who their TOTs are, it may be someone they don't even want in as a TOT. It will also let the agencies know if a TOT is no longer teaching in that area.

Ms. Davis asked the Commissioners and attendees to give her a call or email her if they had any other thoughts on what information you think would be valuable to the discussion.



Question: SAC Anthony asked if we knew how other states deal with this issue? It's a difficult issue and he is for tighter standards, but we have to meet the needs of the academies.

Answer: Ms. Davis stated she could do a survey through IADLEST to other directors.

Comment: SAC Anthony responded he didn't want to create more work for us with the survey.



Question: Dr. Wilkinson asked if there were any issues with liability due to lack of training.

Answer: Mr. Schumaker responded we not only have that, but we have people who have been made TOTs in courses that we basically have no statutory authority over. We have statutory authority over requals and basic academies. A number of these courses we have TOTs on are some advanced training courses and some don't even exist anymore. And basically, an agency can decide anyone can teach them and yet we are designating them as TOTs and assuming liability when they aren't even in our statutory wheel house. He believes we have some serious liability questions once we put our stamp on individuals.



Questions: Chief Jacobs asked if there were any requirements for TOTs to report to anyone showing they have taught the course lately or to whom?

Answer: Ms. Davis stated no. We find out when someone has taken the TOTs instructor level course and they submit it to our Professional Standards Section to amend or receive an instructor certificate. When the certification officer sees the certificate, they will check it on this decade long list to make sure they were allowed to teach it, and then credit is issued for it.



Comment: Mr. Schumaker stated we have individuals teaching on our behalf, who have never had an OPOTA Instructor Training course.

Response: Ms. Davis replied if you think in terms of when we have instructor level courses, especially for Basic Training topics, those courses aren't to assure the instructor can for example shoot proficiently or they have good tactics; it's if they can effectively teach the lesson plans we have developed for the student. We have TOTs teaching instructor level courses to teach our lesson plans that have never even take the course. But, they are creating instructors to teach how to teach our lesson plan.



Question: Chief Jacobs asked what type of authority do we have over them? If we've given them this right, but we can dictate to them what they can do?

Answer: Ms. Davis responded it's never been done in the past. The way the program is setup, there was a need for TOTs; and maybe early on it was more structure than it's gotten to be now. There is no statutory authority that we have TOTs, that we give away our instructor level creation rights; it was needed in the past and it's grown out of hand.



Question: There is no administrative rule or anything that governs this?

Answer: Ms. Davis replied no.



Question: Mr. Schumaker stated his understanding was this all happened back when the legislature said officers need to requal every year, and you need a firearms instructor to do that requalification. Then suddenly we didn't have the instructors to do the requalification. At the time the academy had very few law enforcement training officers who could teach instructors. This created a crisis and we had to get a large number of firearm instructors out into the field so they could actually do requals. From that crisis it just continued to grow with no oversight.



Question: Chief Jacobs asked if we need Administrative Code to be written so we can have oversight? Is this a legal thing we have to do? Is it something the Commission can vote on and act on? How do we get control back?

Answer: Ms. Davis stated it's a program which is approved or not approved by the Executive Director. We have discussed if we take away TOT status is there 119 Appeal Rights? The consensus is there is none, because they have no right to be a TOT. This is something we have said, you want to help us out, alright you can help us. If we say we no longer need their help, they wouldn't have appeal rights because it's not something they have a right to have. But, who could have appeal rights is the students they then create as an instructor. For example, John Smith has been a TOT for us. He holds a class, and we have told John Smith he can't be a TOT anymore; he holds a class, the student takes the class, and pays for it and turns it in to us and we say we can't accept the training, they would have the right to appeal for a 119 hearing, but not the TOT.

Ms. Davis explained that on **Handout 2** some of the topics have a number in () behind the topic name; those are topics associated with basic training and those are the number of currently certified instructors we have. Do we need so many TOTs just to keep creating more? She explained those numbers listed as prior are all the TOTs that were designated prior to the 2011 actions that were taken by the Commission on the firearms and instructional skills topics; the new are the people who have been appointed TOTs since 2012. Ms. Davis stated since she wasn't in this position in 2012, she doesn't know what standard they were held to, to be given this status. And, she knows there haven't been any requirements for the TOTs to do any type of follow-up in the last five years. OPOTA has revised their instructor level lesson plans to make them better, do the TOTs have that training?



Comment: Chief Jacobs said about 10 years ago their agency started doing hands on drivers training and we had to train up a number of instructors. She believe they went back and forth about being able to train their own; it seems to her we had people who attended OPOTA's instructor course and then went to a TOT's course. Then they were allowed to start training their own driving instructors. She knows now, we have different driving trainers; different subject control trainers then we've had in the past. Each one brings their own set of standards to what they require. So even among our in-house staff, people who have approved the TOTs and gave them their blessings; the standards have changed depending on who the trainer is who is overseeing it at that point.

Answer: Ms. Davis stated that could very well have been the case. It sounds like the process Chief Jacobs went through would be a more ideal process, but she knows that not only did they maybe not take the instructor level course; but there was no additional instruction and development to make somebody a TOTs. They would need to be above that level of the instructor course.

Comment: Dr. Wilkinson commented they take a course so they can learn to teach our lesson plan. I don't care how much training they have in lesson plans, it doesn't qualify them to do



OHIO PEACE OFFICER TRAINING COMMISSION

Critical Incident Training. There are things on the list that additional skill sets are needed in order to be able to successfully be able to train trainers or even to be the trainer for a course. Learning to teach a lesson plan is not enough.

Comment: Mr. Schumaker commented there are no updates. Someone could have been a TOT over 10 years ago and never had an update on the subject they are now going to train someone on; they are in no way, shape, or form current on.

Question: Chair Stanforth asked what TOTs stands for?

Answer: Ms. Davis responded Trainer of Trainers. Ms. Davis also confirmed these are trainers that are training trainers to be. Think in terms that we have three levels of courses, we have the operator, the user course – where they comes in to learn how to do it. A step above are the instructor training courses, - where the students coming in to teach how to teach those operators. The final step is the TOTs, which develops those people to create instructors.

Comment: Mr. Schumaker stated that TOTs in theory could have less training than the operators and the instructors.

Comment: Chair Stanforth responded the TOTs should be more than an instructor; they are people who are at the academy training new instructors. They should have a master's degree in instruction. There should be some regulations over who we are asking to train the trainers of our courses.

Discussion: Mr. Schumaker stated we train instructors now, we just don't require the people teaching those instructors to have been through the same course or to have the updates. That makes no sense. Colonel Pride summed it up as; they are teaching a course they aren't a subject matter expert (SMEs) in. They are teaching people how to teach the course, but they aren't a SME in that course; basically they are just a teacher of teachers. Mr. Schumaker stated somebody can be a SME as far as an expert operator but not be a teacher. Dr. Wilkinson asked if they were recommending anything? Ms. Davis replied this was really for full transparency and openness we want to have a much larger discussion at the March 8th commission meeting. She want the commissioners to be aware of it and have some background in it, so if there's anything the commissioners can think of to bring to that meeting, like the stats Chief Jacobs spoke about; we could have it available. Plus, any agencies or organizations who currently have TOTs I would encourage them to contact her or Mr. James Burke so we can have discussions in between now and March, so we can bring all the information we can have available for the discussion at the March 9th meeting. We plan to ask the commission to seriously look at this program.

Chair Stanforth stated this is not a crisis of anything; we've identified some issues and they need to be addressed. Ms. Davis stated this is very much in line with what the Commission has been doing with in the last two years with quality control. Dr. Wilkinson asked if this was different issue than the issue where we have some people who have training certifications for life? We spoke about it at the November 9, 2017, meeting. Ms. Davis responded at the last meeting we discussed how over the years there have been instructor who were granted a non-expiring instructor certificate; which is now changed to a three year renewal cycle. But, these are TOTs who have been granted non-expiring certificates. Dr. Wilkinson stated we need to change that, there is nothing to keep us from having some control over this issue. Chief Jacobs asked when you register instructors to teach basic courses, do you register who taught them? Ms. Davis responded we have the documents, but they are not kept in any form of a data base. We have talked about this, can we determine of the basic training topics where we certify the instructors, can we determine how many instructors were made instructors by TOTs. Without going back and looking through scanned document by hand, we don't differentiate that in the system. They've either met it or they haven't.

OHIO PEACE OFFICER TRAINING COMMISSION

Chair Stanforth asked if there was any other old business, with none forthcoming, that concluded the old business report.

IX. New Business

**Sheriff Vernon Stanforth
Chair**

Chair Stanforth asked if there was any other discussion from the commission members and with nothing further to discuss that concluded the New Business report.

X. Guest Forum

**Sheriff Vernon Stanforth
Chair**

The Chair asked if any guest had any concerns they'd like to bring before the commission.

Mr. Paul Weber stated he appreciates the Commission for looking into the Blue Courage instructor concerns. But, he would like for the Commission to do the same process for the SFST, NHTSA (National Highway Traffic Safety Administration) course. NHTSA requires two instructors per course, he would like to see it changed to recommends and allowing the academies to make the decision on the number of instructors used and/or needed. Mr. Weber stressed he was speaking of the classroom portion of the course only, which is 32 hours. The practical portion, which is 8 hours, requires more than one instructor.

Chair Stanforth asked what was the purpose for two instructors in the classroom? Ms. Davis responded they could work on providing that information to the committee. Chief Jacobs stated it's along the lines of Blue Courage; another agency has come up with course material, and then they made their recommendation, we have discussed if we want to be different from what the originators basically have recommended. It's not because of some independent thing we have come up with, it's because this organization has said it is what they recommend.

Ms. Davis stated the developers of the program make the recommendation as best practice. Chair Stanforth stated they should be able to argue their point as to why they would make that recommendation; to justify why; make their position know and show value. There has to be a reason why someone feels there should be two instructors in the classroom. He is not saying there shouldn't be, but you should be able to articulate an argument as to why; why we would want an academy to have two instructors sitting in that classroom for 32 hours. If that argument can be made, tough luck you have to have two instructors. It has come upon the Commission to make our position known if it's questioned has to why it is relevant to have two instructors there.

Mr. Schumaker responded if an national organization recommends two instructors and someone is testifying and giving an opinion as an expert in a court; it will be brought up on cross examination by a good attorney saying they were not trained pursuant to the recommendations of the national organization that created that training.

Mr. Hykes stated it was the concern of the Commissioners last March; which resulted in an emergency update due to those concerns. Dr. Wilkinson recalled hearing testimony on Blue Courage last time that the gentleman from Cleveland said part of the reason for two instructors were so that you wouldn't have one rogue instructor, you would have the other instructor kind of neutralizing any other instruction that may not go right, not go correctly or be inappropriate, etc. Mr. Hykes said the difference between Blue Courage and SFST is that nobody is going to have their Blue Courage qualifications questioned in a court room; it's not that kind of a class.

OHIO PEACE OFFICER TRAINING COMMISSION



He has never had any attorney request public records on a school calendar to see how many instructors they used. Could it happen? Sure.

Mr. Weber asked if it was the wording, when you say liability. If you say required I would understand it was required. But if you say recommended, it means I could take that recommendation or I could do what is best for me. That is why he feels it should be left up to the individual academies. Some commanders like it, and some don't. He is asking if it's a major liability because they say they recommend it. Mr. Schumaker said he couldn't predict that right now; he couldn't give him an intelligent answer.

Mr. Hykes stated if you go along with the recommendations versus the requirements; most of these programs aren't certifying anybody; so they aren't in the position to make requirements. NHTSA can recommend a hundred different things, but they're not in the position to say you have to do these hundred things because nobody has to do them it's a program, we have chosen to do them. If we are going to do the NHTSA program, we should follow their recommendations.

We have chosen to follow the Blue Courage program and adopt the Blue Courage program, so we should follow the recommendations of SMEs (Subject Matter Experts), and the trainers who created Blue Courage. They can't require anything because it's not mandatory, we're requiring it. Ms. Davis added they don't have the authority to require it. They don't have the authority to make the Commission utilize it. Chair Stanforth responded they should be able to articulate a reason why there is a need for two instructors, so that we can make that decision to comply and make our requirement; being able to rest assured by our actions that it was done with the full knowledge of why it's necessary.

Question: Mr. Ernie Oergel agreed with Mr. Weber and for both those areas to be looked at. Mr. Oergel stated he is not an instructor, but asked when the Blue Courage instructors are taught as TOTs are they taught by 2 people as well?

Answer: LETO Skinner responded yes, SFST program is administered by NHTSA for instructors. That curriculum is written in a team teaching format, so there are 2 instructors in the classroom the entire time. So when the instructors graduate they do their teach backs as a team as well. They have been doing this since the recommendation was put into place, so we can't talk about those who were became instructors before. SFST NHTSA course is taught in a team teaching format, the concepts of team teaching are taught to them. As for Blue Courage, the same is true. The team teaching is taught and the team teaching format is modeled throughout the curriculum.

Comment: Chair Stanforth responded if they are taught the team teaching concept that means the second person isn't just taught to sit in a chair and observe for 32 hours. He is taught to interact and be part of the instruction as a team member. LETO Skinner responder that is correct. There is an instructor who is doing the teaching, but the second instructor in the room has the responsibility of monitoring classroom participation. You may not like my teaching methods, and I may not be reaching a student, but if I am teaching a class with 20 people I may miss that. One of the requirements of the second instructor in the room is to monitor the classroom participate and absorption of the topic. If they notice a student is kind of zoning out, they may want to talk to them, pull them out and make sure they are staying up with the program. Even though they are in the room and not actively teaching, they absolutely have an active role during that classroom. That team teaching method is being taught in both Blue Courage and SFST.

Chair Stanforth asked if we are finding team teaching with adult educators is becoming a better learning mechanism for adults in that type of learning environment? Are we team teaching in our schools more frequently than before? Dr. Passias stated in some cases, she doesn't know that there is evidence that it is somehow a better delivery mechanism for instruction; it's very classroom dependent and it's also very instructor dependent. But she wouldn't say we are seeing that as a trend of moving towards team teaching because it's better. Dr. Wilkinson stated definitely not true on the higher education level; they depend more on instructional design of the courses rather than another person in the room to kind of control the curriculum.

Mr. Willis wanted to support the other commanders; his training staff asked him to come today to ask if the commission would consider making it 1 instructor with 2 optional for both the Blue Courage and the SFST NHTSA courses. His Blue Courage instructor said there were definitely parts of the program where 2 instructors are needed in the classroom; he also thinks there are only parts that could be done by 1 instructor. There is concern is they double up on the mandatory instructors and 1 can't make it because he's on duty and was called for a homicide the class comes to a screeching halt.

Mr. Willis stated he attended the conference for 2 year colleges in December held at Columbus State Delaware Campus and wanted to thank the Commission for allowing Mr. Hykes and Mr. Schaefer to come up, it was a productive meeting and they do a fine job.

Sheriff Heldman stated he received a call from another Sheriff about officers taking eOPOTA courses and just going right into the test and not reading any of the material; basically in a matter of minutes they are finished and are given credit for 1 hour of training. The Sheriff has said this doesn't seem fair. Will the new upgrade on the computer system with eOPOTA eliminate and assure 1 hour of training? Ms. Davis responded in the situations you are speaking about we have been looking at the integrity of our data before we start looking at the integrity of the officers. But, as mentioned the system is older and has its limitations. From those conversations one of the things we will be implementing in our new LMS is having 2 duplicate libraries. One library will not permit any fast forwarding of slides, which then causes limitations to the learners. But, to assure all the materials are covered there will be that library where you can get a certification from. You will take a course being required to sit through every second of it, if you go back you have to sit through all the slides again; but you can then take the test and get a certificate for that course. There will then be a duplicate library with the exact same courses, but it will not have the requirement, it will not have the code in it that requires you to sit through all the courses. This allows the student to use this as a reference library. It would be 2 libraries, in 1, courses would be for certification that doesn't permit anything other than sitting through every slide consecutively; the other library would permit skipping through the course without getting a certificate from those courses.

Chief Jacobs commented they use something very similar to that with their electronic roll call training. Every slide is timed and you can't get to the next slide until you have completed the first one and the next one and so forth. You can't get credit until you have gone through all of them in the timing permitted to you. Chair Stanforth responded you have taken the option away of tabbing forward. Chief Jacobs responded yes, it can be done. Then there are other trainings requiring a test be taken every so often to see if you are paying attention. They require you to click through it and some require a test be taken before they can move on.

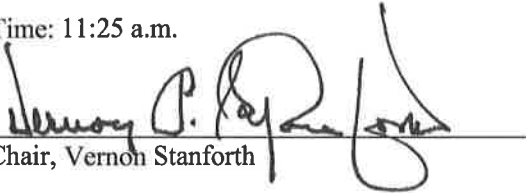
Chair Stanforth thanked everyone for their comments. The Chair asked if there was any other business to be brought before the Commission, hearing none, the chair entertained the motion to adjourn.

OHIO PEACE OFFICER TRAINING COMMISSION

MOTION

Dr. Passias moved to adjourn the meeting. Colonel Pride seconded the motion. A vote was taken and passed unanimously. Y-9 / N-0

Time: 11:25 a.m.


Chair, Vernon Stanforth

These transcripts are not verbatim. Audio recordings are available upon request.

Elijah K. Baisden, III, MSCJ
11000 Pleasant Valley Rd.
Parma, Oh. 44130
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ekbaisden3@aol.com

December 17, 2017

Ohio Peace Officer Training Commission
1650 OH-56
London, Oh. 43140
(740) 845-2700



Re: Blue Courage Instructors

Dear Ohio Peace Officer Training Commission,

I'm writing this correspondence regarding the question of whether or not there should be a two-instructor requirement for the Blue Courage course. Within recent weeks, I did have the pleasure of addressing, briefly, the Ohio Peace Officer Training Commission with respect to the question during which time I had expressed my opinion (with the belief that one instructor for Blue Courage instruction was sufficient) from the vantage point of having taught the coursework on various occasions (consisting of 4 and 16 hour Blue Courage instruction) as our agency (the Public Safety Training Center) had adopted a forward leaning posture and had begun the implementation of the Blue Courage course as early as February 2017.

After addressing the Ohio Peace Officer Training Commission, I was asked by Executive Director Mary E. Davis and Law Enforcement Training Officer Sean Smith to follow up with written correspondence regarding the subject of discussion.

As expressed previously, during my address to the Ohio Peace Officer Training Commission, I immensely enjoy instructing the Blue Courage material. The coursework, as apparent, is well constructed, contains subject matter that is deeply profound and replete with material of great relevance, especially in the context of today's goings on as we are all well aware of the bevy of contributing factors that exist that have facilitated strains between law enforcement and the communities they serve, stress upon police officers and community members alike (all of which have roots in law enforcement's sins of the past, socio-economic concerns/issues, rampant crime and habitual offenders, citizens not understanding the need for the use of force in the capacity that is sometimes required because it shocks the sensibilities for those who possess fragilities in that regard, the instances of police brutality by a small percentage of police officers but nonetheless blankets and paints with too broad a brush stroke the reputations of good police officers, police officers being dropped in the hot-beds of our society and being asked to solve and address problems from A to Z.

As the Ohio Peace Officer Training Commission considers the decision to mandate the number of instructors needed to instruct the Blue Courage course, I would respectfully ask that the following be considered in rendering a decision:

- As it pertains to the two-instructor guideline for Blue Courage, I inquired (having had written correspondence between Blue Courage personnel and myself) and received confirmation that the two-instructor guideline was a suggestion and not a requirement etched in stone and Blue Courage personnel further confirmed that one instructor was capable of instructing and delivering the full (16 hour) Blue Courage course material.
- There is no inherent danger or liability of having one instructor instruct the Blue Courage material when compared to the need to have, for instance, more than one instructor to instruct the range portion firearms.
- The coursework is assembled in a manner that allows for ease of implementation with an accompaniment of directions and notes that further facilitate delivery of the material as intended. Thusly, allowing one instructor to deliver the course, competently.
- Those, as I do, who have a true passion for the Blue Courage material will not have issues or difficulty, if they so desire, to deliver the material in a one-instructor setting.
- And lastly, take into consideration, prior to and during the decision making process, as to whether or not to allow a one-instructor the fact that I have instructed the coursework and can provide a bona fide substantiation of what it takes to instruct the Blue Courage course.

Let me just say that the Blue Courage coursework is the shot in the arm that policing has needed for quite some time. Other programs or coursework in its intent, in the past, have sought to provide answers and remedies for what ails community and police relations but the Blue Courage material has done something that I have not seen in any other attempts and that is to say that it takes into account not just communities and their concerns but it also takes greatly into account the concerns of police officers as well. Also, here lies an additional point of fact. Blue Courage addresses the importance of maintaining one's physical, spiritual and emotional health along with using positive psychology via practical advice. Sure, there have existed other conduits from which taking care of one's self (given the stresses for police officers) have flowed (in the many aspects as included in Blue Courage) but they, for the most part, have been promulgated separately in various forms and Blue Courage offers material for the health and welfare of police and community relations and for the health and welfare of the police officers assembled under one umbrella and moreover, for police officers, designed by police officers and taught by police officers.

I have no misgivings that Blue Courage is some sort of silver bullet or the panacea to cure all that ails police and community relations or the other concerns of law enforcement but it can be said for sure that Blue Courage can be viewed as that one we can put in the chamber and take a shot at hopefully hitting the target of those areas of concern for police and communities.

Lastly, in closing, I am in support of one-instructor assignment for the Blue Courage coursework as this gives our teaching agencies/academies a better chance at hosting the course and gives a greater chance at meeting the impending mandate from the State of Ohio (office of the Ohio

Attorney General) and thusly, ensuring the survival and longevity of the Blue Courage philosophy.

Sincerely and respectfully,

A handwritten signature in cursive script that reads "Elijah K. Baisden, III". The signature is written in dark ink and is positioned above the printed name.

Elijah K. Baisden, III

Donna Long

From: Mary E. Davis
Sent: Tuesday, December 19, 2017 12:06 PM
To: Baisden, Elijah K
Cc: Copeland, James; Keovisay, Sandy; Sean M Smith; Justin R. Hykes; Christopher L Skinner; Donna Long
Subject: RE: Blue Courage 2 Instructor Recommendation Inquiry
Attachments: Blue Courage_Baisden_Elijah-K._Number of Instructors.pdf

Thank you for your thoughts Elijah. We'll make sure the curriculum committee is provided with your submission to take into consideration as they discuss the Blue Courage basic training ratio.

Regards, Mary

From: Baisden, Elijah K [<mailto:Elijah.Baisden2@tri-c.edu>]
Sent: Monday, December 18, 2017 11:31 AM
To: Sean M Smith; Mary E. Davis
Cc: Copeland, James; Keovisay, Sandy
Subject: FW: Blue Courage 2 Instructor Recommendation Inquiry

Dear Executive Director Mary E. Davis and Law Enforcement Training Officer Sean Smith,

Please find in the attachment the correspondence I was asked to submit along with an email (below from Blue Courage personnel) regarding one vs. two instructors for the Blue Courage coursework.

Kind regards,

Elijah K. Baisden, III
Commander/Instructor
Cuyahoga Community College
Key Bank Western Public Safety Training Center
11000 Pleasant Valley Road
Parma Heights, Ohio 44130
Office: (216) 987-3199
Fax: (216) 987-0639
Email: elijah.baisden2@tri-c.edu

From: ekbaisden3 [<mailto:ekbaisden3@aol.com>]
Sent: Monday, December 18, 2017 11:21 AM
To: Baisden, Elijah K <Elijah.Baisden2@tri-c.edu>
Subject: Fw: Blue Courage 2 Instructor Recommendation Inquiry

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "Baisden, Elijah K" <Elijah.Baisden2@tri-c.edu>
Date: 11/8/17 8:42 PM (GMT-05:00)
To: ekbaisden3@aol.com
Subject: Fw: Blue Courage 2 Instructor Recommendation Inquiry

From: Baisden, Elijah K
Sent: Wednesday, November 8, 2017 4:21:51 PM
To: Copeland, James
Cc: jcopeteach@sbcglobal.net
Subject: FW: Blue Courage 2 Instructor Recommendation Inquiry

Director,

Blue Courage does not mandate that 2 instructors teach the course. They only recommend it.

Respectfully,

Baisden

From: Jocelyn Little [<mailto:jocelyn@bluecourage.com>]
Sent: Wednesday, November 8, 2017 2:15 PM
To: Baisden, Elijah K <Elijah.Baisden2@tri-c.edu>
Cc: Copeland, James <James.Copeland@tri-c.edu>; Havens, Carrie <Carrie.Havens@tri-c.edu>
Subject: Re: Blue Courage 2 Instructor Recommendation Inquiry

Hello Elijah!

We do recommend 2 instructors for the 16 hour class because, as I'm sure you already know, of the hardship of teaching the class for 8 hours a day, plus the added value that 2 different instructors/personalities may bring about, such as connecting with others in the class that can relate to each instructor. However, it is just a recommendation and not a requirement. If your instructor is comfortable teaching the class without another instructor, we are OK with that and understand that 2 instructors might not be feasible at times. If you have other questions, please feel free to contact me.

Thank you,

Jocelyn Little
Blue Courage
1-702-277-8518
www.bluecourage.com
Facebook: @bluecourageteam
Twitter: @bluecourage
Sign up for our Daily Dose of Blue Courage:
visit our website or text BLUECOURAGE to 22828

"Who's eyes did you make sparkle today?"
Ben Zander



On Nov 8, 2017, at 10:23 AM, Baisden, Elijah K <Elijah.Baisden2@tri-c.edu> wrote:

Ms. Little, good afternoon,

I received a telephone call from your colleague Sandy Kisig (please forgive me if I have misspelled her name). I received the pricing and the sliding scale that accompanies it. Thank you so much for facilitating the information getting back in such a timely manner. I also have an additional inquiry. As I recall, Blue Courage recommends two instructors for the 16 hour Blue Courage course. Is the two-instructor recommendation a hard and fast rule set in stone mandate or can we use one instructor for the 16 hour BC course given that, at times, a 2 instructor recommendation may present challenges and may place upon us a bit of a hardship?

Kind regards,

Elijah K. Baisden, III
Commander/Instructor
Cuyahoga Community College
Key Bank Western Public Safety Training Center
11000 Pleasant Valley Road
Parma Heights, Ohio 44130
Office: (216) 987-3199
Cell: (216) 253-3319
Fax: (216) 987-0639
Email: elijah.baisden2@tri-c.edu



MIKE DEWINE
 ★ OHIO ATTORNEY GENERAL ★



Ohio Peace Officer Training
 Academy – Richfield Campus
 Office 330-659-2311

4055 Highlander Parkway
 Richfield, OH 44286
www.OhioAttorneyGeneral.gov

Dear Ohio Peace Officer Commission:

This letter is in response to the Commission's inquiry into the two instructor mandate for approved Unit 1 Topic 8 Blue Courage: The Heart and Mind of the Guardian. During the November 9th Ohio Peace Officer Training Commission meeting, the topic of Blue Courage was brought up during the guest forum; specifically a challenge to the two instructor mandate to present Blue Courage in the Peace Officer Basic Training. No resolution was confirmed during that meeting and Chairperson Sheriff Vernon Stanforth charged a further inquiry to the mandate so it may be revisited during next commission meeting on January 11th, 2018.

In response to this charge, I sent emails to known Blue Courage instructors in the state of Ohio as well as Blue Courage, LLC. After conversations with ten respondents, most of whom are Peace Officer Basic Training Instructors, the argument for and against the mandate was one between quality and quantity. Those in favor of the two instructor mandate cited a better quality of presentation from a team approach, while most opponents to the two instructor mandate argued financial and logistic issues.

Those in favor of the two instructor mandate cited the following:

- Different viewpoints from instructors, allowing for a deeper student comprehension of the material
- A team approach helps with the energy and effort required to facilitate the class
- Blue Courage covers a vast amount of concepts and information in 16 hours

The opponents of the two instructor mandate cited the following:

- It was noted by one respondent that training budgets are "tight" and the course cost to get certified as a Blue Courage instructor is nearly \$1000.
- Most POBT instructors are part-time instructors for the academy, and scheduling conflicts with their full-time employment happen often.
- More flexibility with a two instructor recommendation (i.e. in the event of an emergency)
- Two out of ten respondents preferred to teach the topic solo
- Difference in instructor enthusiasm and energy for the topic
- Continuity with solo instructor

I want to explore several of the pros and cons of the two instructor mandate a little deeper. Blue Courage was developed from the works and insights of thirty-five plus (35+) experts in their respective fields. It is a course that is centered on personal, professional, and leadership development, split into nine (9) modules that offer students a look into advanced concepts all centered on individual growth. These modules and a brief description are as follows:

- Foundations: This module is developed to present an overview of the what, why, and how of Blue Courage.
- Police Culture: This module is presented to help attendees to understand what culture is, why it exists, and how to change it.
- Nobility of Policing: This module looks deep into the purpose of policing, meant to rekindle or ignite the powerful spark of “Why.”
- Respect: During this module attendees are asked to take a second look at what respect is and how beneficial it is to our relationships both professional and personal.
- Resilience: This module is the Heartmath Institute’s look at enhancing an individual’s capacity to handle stress both every day and critical. It looks at our emotional responses to internal and external stimuli and what they do to our physical wellbeing overtime.
- Positive Psychology: It’s been well established that our perception strongly affects our reality. Positive psychology looks at how to change how we view our world, and challenges us to focus on what’s good in our lives. Why? People who are happy in their current situation are more productive, thereby becoming more successful.
- Practical Wisdom: Drawing deeply in Aristotle’s phronesis, this module looks at the individual doing the right thing for the right reason(s). It also touches on the intentional development of ourselves, and how to become great at what we do.
- Health and Wellness: This block takes a refreshing look at not only eating healthy and exercising, but also our mental and emotional health, challenging the individual to, “Train for Life.”
- Immortal Cop: This module is the end cap to the whole program. It examines the concept of legacy in law enforcement. Attendees are challenged with understanding that although their date of hire and date of retirement are significant milestones, what really matters is what they accomplish in between those dates.

Blue Courage’s curriculum requires the facilitator to have a high level of understanding of the concepts contained in each of the modules. This may become daunting for a newer instructor in Blue Courage. The team approach will not only allow instructors to present their strengths, but also to hear modules they may not be comfortable with yet presented by their co-instructor.

Blue Courage also utilizes thought provoking small and large group discussions within most modules to help the student’s comprehension of the concepts. These discussions elicit very deep and sometimes emotionally charged responses from participants adding to the drain on a single facilitator.

No two people walk away from Blue Courage with the exact same experience, and no two facilitators explain the concepts of Blue Courage exactly the same. The team approach allow for students to gain a deeper sense of knowledge and growth from the concepts by seeing varying points of view from the facilitators. In comparison this methodology is a lot like teaching tactical principles to students. To enforce the principles you must demonstrate tactics, and for each principle there are dozens of tactics. A tactic that works for instructor “A” may not work for the student, while what works for instructor “B” may benefit the student.

To finish off the pros conversation, Blue Courage, LLC themselves provided a strong recommendation for a team approach with a minimum of two instructors. Blue Courage views the curriculum as more than a “check-the-box” class, and that it is truly a transformational process. Therefore they believe that to provide the best quality of instruction, a team approach is best. I have enclosed the e-mail from Blue Courage for the Commission’s review.

The largest con for the two instructor mandate is the logistics of commanders scheduling two instructors for a time slot. Most basic academy instructors are only part time or contracted employees of the academy. This frequently causes scheduling conflicts with the instructor’s fulltime employment and adds a burden to commanders to schedule required instructors for a topic.

The next con is the financial cost to run Blue Courage. Blue Courage is a program that requires some upfront purchasing, including getting instructors certified in the program. Currently OPOTA is offering the instructor level of Blue Courage with a tuition of eight hundred forty-five dollars (\$845). Over fifty percent of this tuition is the material cost associated with the program, which includes a detailed and comprehensive facilitator manual.

Next reducing the required instructor number to one instead of two, allows greater flexibility to the host academies. For an example, if an emergency arises for an instructor - the commander would then be burdened to find a replacement from a roster of part-time instructors on a moment’s notice. If the commander was unsuccessful the current mandate would stop the class from moving forward.

Finally, a minority of the respondents actually preferred to teach the curriculum on their own. These instructors stated that they are highly motivated and passionate about the curriculum and its message. Their first concern is presenting such a complex course with an instructor they have not worked with before. Second the energy or enthusiasm of the second instructor may not be at the same level as theirs. This in turn would lead to the product suffering. They also cited that the continuity would improve with only one instructor.

Statistically, six of ten respondents either favored or planned to use a team approach when possible. With that said, most (seven of ten) respondents considered the logistical headaches that could manifest with a two instructor mandate and see the need for flexibility. An interesting caveat was mentioned in one response, where the respondent favored the team approach, but if the 16 hour block of instruction was broken down into four hour segments at a time, similar to how a part-time or evening academy would run, then one instructor would be sufficient.

Unlike courses such as firearms, defensive driving, and subject control that require multiple instructors, Blue Courage does not have a safety concern that justifies the use of additional instructors. The question remains though, can Blue Courage be successfully taught by one instructor? The simple answer is yes. We would be naïve to think that it couldn’t. However it will require a special facilitator who has had time to build a broad knowledge base in all the concepts of the program. Blue Courage is still relatively new to Ohio. The first class of Blue Courage instructors in Ohio was certified in November of 2015. Additionally most of these

instructors have little experience at presenting the full 16 hour course. They have focused on abridged versions or the popular four hour curriculum created by OPOTA to satisfy the 2017 Continued Professional Training requirements.

In closing we have discussed the arguments for and against this mandate as presented to me by the Blue Courage instructors in Ohio. The Commission must decide if the logistical hurdle(s) outweigh the quality that a team approach to the facilitation of Blue Courage brings to the product given to the end user.

Respectfully,



Sean M. Smith,
Law Enforcement Training Officer
Ohio Attorney General's Peace Officer Training Academy

Sean M Smith

From: Howard Powers <howard@bluecourage.com>
Sent: Tuesday, December 12, 2017 1:29 PM
To: Sean M Smith
Subject: Re: Blue Courage in POBT

Sean,

Our response to your inquiry on why we recommend two trainers is as follows. Please let me know if you have questions or wish to discuss. Hope this helps.

Blue Courage is more than a class, it is a transformational process. Blue Courage is more than a "check the box" class. To provide an impactful learning environment students are exposed to concepts and discussions that evoke deep and oftentimes emotional responses. Each module builds on the next and to be effective, requires a high degree of understanding, passion and engagement from the facilitators, which can be draining. To avoid diminishing return, from the presenters, to teach with excellence, we change up the presenters, which changes up the voice and gives the student the best opportunity for learning, growth and transformation. For these reasons, when presenting Blue Courage in the 2-day format, we strongly recommend it be presented in a team format, with a minimum of 2 trainers.

Best Regards,

Howard Powers
Blue Courage Team
517-515-0427

www.bluecourage.com

Facebook: @bluecourageteam

Twitter: @bluecourage

Sign up for our Daily Dose of Blue Courage:
visit our website or text BLUECOURAGE to 22828

On Wed, Dec 6, 2017 at 10:03 AM, Sean M Smith <Sean.Smith@ohioattorneygeneral.gov> wrote:

Good Morning:

I am aware of this concern about the requirement of running two instructors for this program. I have had several conversations with several commanders in regards to this mandate. I'll prepare a reply and send it shortly.

Sean

Justin R. Hykes

From: Scott L Mann
Sent: Wednesday, December 06, 2017 9:24 AM
To: Sarah S Shendy; Justin R. Hykes; Gail L. DeWolf; Sean M Smith; Christopher L Skinner
Subject: RE: Blue Courage in POBT

Justin,

Unless I missed something over the last year or two, I don't know of any academy that is running the program as of yet. If so they should have notified us when they had done so. A blanket email was sent out to all of the instructors a while back, asking for class lists and dates so a survey could be done for an evaluation of the program. To my knowledge, there were no responses. As for them teaching BC to their agencies, they were teaching a condensed version of the program.

Yes, it is not requirement by Blue Courage for two instructors to teach the class, but it has been highly recommended by all of the main Blue Courage instructors we have had contact with. Is it possible to only teach it with one instructor, sure. Do you or will you lose some of the value of the class with just one instructor compared to having two? I believe so. If you look at other topics, like SFST, NHTSA only recommends one live drinking session for training and the videos can be used for the second. I believe the Commission requires them to do two live drinking sessions because it is better overall training. We as instructors are constantly adding ideas and thoughts to the discussions during the class and while the other instructor is teaching. I just think it will be easier for this program to lose its value because of the amount of information that needs to be covered in two days. If that happens, then it I feel just becomes another class academies have to go through to get the students the certification.

Unfortunately, when I saw this email it made me a little furious. One of the things we actually teach in the BC academies is how we are an anti- intellectual profession. What that means is we constantly strive to achieve the minimum standards instead of going beyond the minimum to increase our overall average. I know the Commission only sets the minimum standards to which an academy runs, but academies can go beyond what standards are set. I don't see an issue with us setting a higher minimum standard for academies to follow, as they have done with SFST. What is wrong with striving for a higher level of teaching to potentially reach more officers? "One also spoke with Jocelyn Little and she informed him that having 2 instructors was recommended, , but not required by Blue Courage" So, we are back to asking again what is the minimum standard I need in order to teach this class.

Maybe I am wrong and one instructor can teach it. I think there is some information that will be missed along the way and what a shame if it's the critical piece that potentially saves a officers life someday.

Respectfully,

**Scott Mann**

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TOT Program Current Situation

Chart shows the TOTs (377) and topics (30)

Currently there are (8,079) certified basic training instructors for the topics listed

- **Driving (414)**
 - 2 new
 - 6 prior
- **Revolver (596)**
 - 12 new
 - 39 prior
- **Physical fitness (319)**
 - 2 new
- **Scope sited rifle**
 - 4 new
 - 14 prior
- **Police rifle carbine**
 - 14 new
 - 58 prior
- **SFST (268)**
 - 4 new
- **Precision rifle**
 - 1 new
- **Subject control (428)**
 - 11 new
 - 25 prior
- **Submachine gun**
 - 10 new
 - 20 prior
- **Two week firearms instructor**
 - 2 new
 - 25 prior
- **Terrorism (453)**
 - 1 prior
- **Weapons training & requalification (2,935)**
 - 27 prior
- **Tactical assault rifle carbine**
 - 20 prior
- **Bombs & explosives (397)**
 - 1 prior
- **Tactical defense**
 - 1 prior
- **Emergency vehicle operations**
 - 14 prior
- **Tactical counter sniper**
 - 2 prior
- **ADAP (Now SFST)**
 - 6 prior
- **Instructional skills**
 - 5 new
- **Semi – Auto pistol (824)**
 - 14 new
- **Tactical shotgun**
 - 1 prior
- **Fitness Specialist**
 - 2 prior
- **Correction crisis intervention (Now includes Suicide Prevention)**
 - 6 prior
- **Interacting w/special needs**
 - 1 prior
- **Precision rifle**
 - 1 prior
- **Tactical precision rifle**
 - 1 prior
- **Sexual harassment/abuse in corrections (Now PREA)**
 - 5 prior
- **Domestic violence (320)**
 - 3 prior
- **CIT interacting w/special needs (360)**
 - 3 prior
- **Shotgun (765)**
 - 14 new

Yellow text notes basic training topics with ratios plus instructional skills