

SKYLINE REGIONAL CRIMINAL JUSTICE ACADEMY

2020 TRAINING SCHEDULE

Hours are 4-10 Hr Days, schedule subject to change - updated March 18, 2020

2020 Classes

MARCH

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
18		8		Civil Disturbance/Tactical Field Force	Frederick County SO	0800-1700
23		6		Low Light/No Light Force On Force	Clarke County SO	1800-2400
23-30		40		General Instructor Development Cancelled	Skyline Academy	0800-1700
26		8		Driver Training Refresher	NRADC-Community Corrections	0800-1700
31-4/3		40		Speed Measurement Instructor Cancelled	Skyline Academy	0700-1730

APRIL

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
6		8		LE Encounters with Sovereigns 2020	Warren County Public Safety Building	0800-1700
6-9		40		Defensive Tactics Instructor School Cancelled	Skyline Academy	0700-1730
9		8		LE Encounters with Sovereigns 2020	Warren County Public Safety Building	0800-1700
7	4	2	2	Suicide Prevention, Disease Trans., Legal & Cultural	Northwestern Regional ADC	0800-1700
9	4			Legal Updates by Craig Smith Cancelled	Skyline Academy	0800-1200
9			2	Generational Dynamics by Craig Smith Cancelled	Skyline Academy	1300-1500
9		2		Suicide Prevention/Preventing Disease Transmission	Northwestern Regional ADC	0800-1000
9		2		Suicide Prevention/Preventing Disease Transmission	Northwestern Regional ADC	1000-1200

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9		2		Suicide Prevention/Preventing Disease Transmission	Northwestern Regional ADC	1300-1500
20-24		40		Firearms Instructor School	Skyline Academy	0800-1700
21	4	2	2	Suicide Prevention, Disease Trans., Legal & Cultural	Northwestern Regional ADC	0800-1700
27		2		Firearms Instructor Re-Certification	Skyline Academy	1000-1200
27		2		Speed Measurement Instructor Re-Certification	Skyline Academy	1300-1500
28		2		Driver Instructor Re-Certification	Skyline Academy	1000-1200
28		2		Defensive Tactics Instructor Re-Certification	Skyline Academy	1300-1500
28	4	2	2	Suicide Prevention, Disease Trans., Legal & Cultural	Northwestern Regional ADC	0800-1700
29		2		General Instructor Re-Certification	Skyline Academy	0800-1000
29		2		Field Training Officer Re-Certification	Skyline Academy	1000-1200

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MAY

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
4-8		28		FBI – LEEDA – Executive Leadership Institute	Register w/www.fbileeda.org \$695.00 per person	0830-1630
12	1	4		FBI- Combating Multi-jurisdictional Gangs and Drug Trafficking	Skyline Academy	0800-1200
12	4	2	2	Suicide Prevention, Disease Trans., Legal & Cultural	Northwestern Regional ADC	0800-1700
14		6.5		FBI- Effective Report Writing	Skyline Academy	0830-1600
19	4	2	2	Suicide Prevention, Disease Trans., Legal & Cultural	Northwestern Regional ADC	0800-1700
26-29		32		SAFARILAND Less Lethal Instructor Program	Register with https://safariland.policeoneacademy.com \$895 pp	0800-1700

JUNE

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
8-11	4	34	2	Field Training Officer Basic	Skyline Academy	0700-1730
9-10		16		Property & Evidence Management for LE Agencies	LFCC-Carl and Emily Thompson Conference Center – Register w/IAPE – www.IAPE.org \$375 for new students/\$350 Re-cert	0730-1630
22-26				Court Security/Civil Process Basic #5	Skyline Academy	0700-1730

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JULY

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
7		2		General Instructor Re-Certification	Skyline Academy	1300-1500
7		2		Field Training Officer Re-Certification	Skyline Academy	1500-1700
8		2		Speed Measurement Instructor Re-certification	Skyline Academy	0800-1000
8		2		Firearms Instructor Re-Certification	Skyline Academy	1000-1200
9		2		Driving Instructor Re-Certification	Skyline Academy	0800-1000
9		2		Defensive Tactics Instructor Re-Certification	Skyline Academy	1300-1500
20-23		32		SFST Instructor Development Program	Skyline Academy	0800-1700

AUGUST

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
10-14		28		FBI – LEEDA – Command Leadership Institute (March make-up course)	Register w/www.fbileeda.org - \$695.00 per person	0830-1630
17	4			Legal Updates with VDGIF	Skyline Academy	0800-1200
17			2	Generational Dynamics	Skyline Academy	1300-1500
24-25		16		The Common Sense Leader	Skyline Academy – \$100/Member - \$150/Non- Member – buy 2 get 1 free	0800-1700

SEPTEMBER

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
3-4		16		Verbal and Physical Crisis Intervention (Train the Trainer)	Skyline Academy \$800 pp, (min. 2 per agency) Register https://www.crisisconsultantgr	0800-1700

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					oup.com/products/on-location-training/de-escalation-training-law-enforcement-cops-police/	
21-22		16		Mentoring the new or Underachieving Police Ofc.	Skyline Academy - \$100/Member, \$150/Non-Member buy 2 get 1 free	0800-1700
21-25	4	34	2	Crisis Intervention Team Training	Skyline Academy Register with Donna Trillio DTrillio@nwcsb.com	0800-1700
28-10/2				School Resource Officer	Skyline Academy – Register with DCJS	0800-1630

OCTOBER

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
13-15		24		Reid Interview Techniques	Skyline Academy – Register with Reid.com \$530.00 pp	0730-1630

DECEMBER

DATE	L	CD	C	COURSE	SPECIAL NOTES	TIMES
1		2		General Instructor Re-Certification	Skyline Academy	0800-1000
1		2		Field Training Officer Re-Certification	Skyline Academy	1000-1200
2		2		Driving Instructor Re-Certification	Skyline Academy	1000-1200
2		2		Defensive Tactics Instructor Re-Certificate	Skyline Academy	1300-1500
3		2		Firearms Instructor Re-Certification	Skyline Academy	0800-1000
3		2		Speed Measurement Instructor Re-Certification	Skyline Academy	1000-1200

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7	4			Legal Updates by Heather Enloe	Skyline Academy	0800-1200
7			2	Generational Dynamics	Skyline Academy	1300-1500

L- Legal

CD – Career Development

C – Cultural

Please note agency Firearms classes will no longer be on the Training Schedule.

INSTRUCTOR RE-CERTIFICATION CLASSES ARE OPEN TO AGENCIES THAT ARE PART OF SKYLINE ONLY. DUE TO THE HOUR TRACKING REQUIRED BY DCJS INSTRUCTORS MUST ATTEND INSTRUCTOR RE-CERT COURSES HELD BY THEIR OWN ACADEMY ONLY.

POLICE ONE COURSES: These courses are available to member agencies that have joined Police One through the Academy. You must register with your Training Officer for the classes and must complete all courses in each block to obtain credit, partial credit cannot be given. Certificates must be printed and turned in to your Training Officer, for each completed block. Your Training Officer will provide the certificates to the Academy.

POLICE ONE – Refer to Course # when registering

#	L	CD	C	COURSE	CLASSES INCLUDED	TIMES
1		2		Emotional & Psychological Disorders – 2 courses	1-E & P Disorders 1 2-E & P Disorders 2	On Line
2		3		Responding to Disorders– 2 courses	1-Understanding & Responding to Excited Delirium Calls	On Line

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					2-Responding-People w/Mental Illness	
3			2	Anti-Bias Training	Anti-Bias Training for LE	On Line
4		2	2	Civil Rights	Civil Rights	On Line
5			2	Cultural Awareness – 2 courses	1-Cultural Awareness & Diversity Overview 2-Hate Crimes Training for LE	On Line
6		4		Problem Oriented Policing	Problem Oriented Policing	On Line
7		2		Constitutional & Community Policing	Constitutional & Community Policing	On Line

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POLICE ONE – Refer to Course # when registering

#	L	CD	C	COURSE	CLASSES INCLUDED	TIMES
8		2		Developing – Communication & Leadership – 2 courses	1-Developing Effective Communications Skills 2-Developing Leadership	On Line
9		2		Leadership – 2 courses	1-Emotional Intel for Leaders 2-Enhancing Work Relationships	On Line
10		2		Bloodborne Pathogens – 2 courses	Bloodborne Pathogens Airborne Pathogens	On Line
11		2		Leadership – Leadership v Management & Transition – 2 courses	1-Leadership v. Management 2-Transition from Peer to Supervisor	On Line
12		5		Fitness & Nutrition – 5 courses	Fitness & Nutrition 1-5	On Line
13		2		LE Health – 2 courses	1-Law Enforcement Stress Indicators 2-Officer Well-Being	On Line
14			2	Diversity – Workplace & LGBTQ – 2 courses	1-Diversity in the Workplace 2-The LGBTQ Community	On Line
15		8		Cryptocurrency Investigation – 5 courses	1-C.I. 101 – Introduction 2-C.I. 102 – Bitcoin 3-C.I. 103 – Criminal Element 4-C.I. 104 – The Dark Web 5-C.I. 105 – Blockchain Forensics	On Line
16	2			Legal – Officer Liability – 1 course	Officer Liability	On Line
17	3			Legal – 3 courses	Legal 1, 2 & 3	On Line

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18		2		Off Duty – 2 courses	1-Off-Duty Safe and Ready 2-Off-Duty Safety & Survival	On Line
19		2		Officer Safety and Procedure – 1 course	Ofc Safety Procedure in Domestic Violence Response	On Line
20		2		Control-Mental Preparation – 2 courses	1-Overcoming Resistance Start with Mental Preparation 2-Controlling the Situation	On Line
21		2		Expect the Unexpected – 2 courses	Expect the Unexpected 1 & 2	On Line
22		2		Leadership 1-2 – 2 courses	Leadership 1 & 2	On Line
23		2		Leadership 3-4 – 2 courses	Leadership 3 & 4	On Line
24		2		Leadership 5-6 – 2 courses	Leadership 5 & 6	On Line
25		2		Leadership 7-8 – 2 courses	Leadership 7 & 8	On Line
26		4		Active Shooter	Active Shooter 1-4	On Line
27		4		Communication Skills	Communication Skills 1-4	On Line
28		2		Personal Care and Wellbeing	Sleep and Your Health Stress and Your Health	On Line
29		2		LE Family Dynamics	LE Family Dynamic Suicide Prevention for LE	On Line
30		2		Current Drug Trends	Current Drug Trends	On Line
31		2		Child Abuse and Neglect	Child Abuse and Neglect	On Line
32		2		Recognizing and Responding to Domestic Abuse	Recognizing & Responding to Domestic Abuse	On Line
33		2		Narcotics Enforcement	Narcotics Enforcement 1 & 2	On Line

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34		2		Internet & Social Media	Internet Technology in LE Social Media and LE	On Line
35		2		Report Writing	Report Writing 1 & 2	On Line
36		2		Dispatcher Active Shooter	Active Shooter	On Line
37		2		Dispatcher Specialized Calls – Threats	Bomb Threats & Chemical Suicides	On Line
38		3		Dispatcher Missing Persons and Sovereign Cit	Missing Persons/Sexual Explt Sovereign. Cit., Dom Terrorism, Lone Wolf	On Line
39		2		Dispatcher Ethics & Liability	Ethics in Public Service Liability and Legal Issues	On Line
40		2		Dispatcher Stress & TTY	Stress Management & TTY	On Line
41		3		Dispatcher Domestic Violence & Missing Children	DV Int. for Dispatchers & Handling Missing Children	On Line
42		2		Corrections Liability & Hostage Incidents	Corrections Liability & Understanding Hostage Incid.	On Line
43		2		Corrections Mental Health & PREA	Mental Health in Jails & PREA	On Line
44		2		Corrections Ethical Behavior	Ethical Behavior for C.O.	On Line
45		4		Human Trafficking	Human Trafficking I & II	On Line
46		2		Hostage Negotiations	Hostage Negotiations	On Line
47	4			1 st Amendment Public Sector/Recording Police 4 th Amendment Arrest, Search, Seizure	1 st AMD Rights of Public Sector Employee/Public Recording of Police Activities/The Right to Record the Police/Arrest, Search, & Seizure (4 th AMD)	On Line

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48		5		Officer Survival	Officer Survival 1-5	On Line
49		3		Terrorism	Terrorism 1-3	On Line
50		3		Gangs	Gangs 1-3	On Line
51		2		Subject Control 1 & 2	Subject Control 1-2	On Line
52		2		Subject Control 3 & 4	Subject Control 3-4	On Line
53		4		Missing and Exploited Children	Missing and Exploited Children	On Line
54		4		Distracted Driving for LE	Distracted Driving for LE	On Line
55		2		Vehicle Safety/Pursuit Driving Basics	Vehicle Safety/Pursuit Driving Basics	On Line
56		2		Defensive Driving Principles/Professional Police Driving	Defensive Driving Principles/Professional Police Driving	On Line
57		2		Driver Safety for First Responders/Pursuit Driving	Driver Safety for First Responders/Pursuit Driving	On Line

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VCPI ONLINE CLASSES

	L	CD	C	COURSE		TIMES
		4		Applied Evidence-Based Policing Practices	Homicide & Violent Crime Reduction	On Line
		12		Community Policing Defined		On Line
		4		Ethical Decision Making	Policing with Principled Insight	On Line
		8		Judicial Security Specialist		On Line
		4		New Perspectives on Community Policing		On Line
		2	2	Tactical Community Policing for	Homeland Security	On Line
		12		Violence Interdiction	A Proactive Approach to Mitigating Conflict	On Line

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COURSE DESCRIPTIONS:

1st Amendment Rights of Public Sector Employees (Police One): This course examines the dichotomy of First Amendment rights afforded to citizens of our great nation. In particular, it differentiates the First Amendment rights of public sector employees, where the government is the employer rather than the sovereign.

Active Shooter (Police One): Responding to active shooter calls can be one of the most dangerous situations officers will encounter. Training videos included here discuss protocol for response, the five phases of an active shooter, active vs classic barricade suspect, and more. **Active Shooter 1: Active Shooter Update, Equipment to Carry on an Active Shooter Response, Multiple Active Shooters, Reality Training: Sparrow Firearms Training, Responsibilities of the First Officer in an Active Shooter Incident, Shooting Tactics for Multiple Officers in Close Quarters. Active Shooter 2: A formidable Foe for Law Enforcement, Active Shooter Training, Response Strategy for Multiple-Location Attacks, Spear System: Sudden Ambush. Active Shooter 3: Concealed Carry in our Nation's Schools, Dealing with an Ambush, Preparing for an Active Shooter, The Sheep, the Wolf and the Sheepdog, The Truth about Violence, Violent Visual Imagery and Children, Virginia Tech Massacre. Active Shooter 4: Campus police agencies and their collaborative partnerships, Challenges of Implementing Active Shooter Response Training, Rapid Deployment 2.0, Training Teachers to Response to Active Shooter Incidents, Downrange EMS – Critical Care When the Scene Isn't Safe.**

Active Shooter Incidents for Public Safety Communications (APCO International):

Active shooter incidents and their response pose several unique concerns for all facets of public safety including public safety communications. There are a multitude of issues that make responding to an active shooter incident more difficult than other armed subject calls or violent in-progress incidents. These types of incidents historically have garnered extensive media coverage and public scrutiny and have become a pertinent threat to public safety. As with any other type of emergency situation, the Telecommunicator plays a vital role in the response to active shooter incidents. As the providers of communications capabilities and responder safety, Telecommunicators should be aware of the unique challenges posed by active shooter incidents and be prepared to address them well in advance. This course helps to educate Telecommunicators about the many intricate issues and challenges posed by active shooter incidents and their response and the role the Telecommunicator plays in each. **Prerequisites: Due to the nature of this topic it is highly recommended that the students**

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have successfully completed a formal basic Telecommunicator training program. Registration – http://www.apcointl.org/institute/schedule_registration.htm.

Anti-Bias Training for Law Enforcement (Police One): The face of America continues to evolve, and our nation is more diverse than ever before. People in cities, suburbs, and towns served by law enforcement are a rich tapestry of races, ethnicities, religions, and cultures. This diverse group of individuals deserves to be treated with kindness, compassion, and respect. Unfortunately, tragedies can result when there is an adversarial relationship or misunderstanding between law enforcement and the community. Recognizing the diversity and types of bias when serving the community will reduce misunderstandings, confusion, and stereotypes while promoting knowledge and awareness for the officer. In this two-hour course, we will explore many effective strategies to help you to connect with the community along with recommendations you can use immediately.

Applied Evidence-Based Policing Practices: Homicide and Violent Crime Reduction (VCPI): Is designed as a rapid eLearn course that provides an overview of the concept of evidence-based policing and examples of practices that have been shown to reduce homicides and violent crime. Crafted with all levels of police practitioners in mind, HVR Online bridges the gap between research and practice. On-screen text, videos and narration in a user-friendly eLearn environment allows participants to start, stop and resume the training based on their schedules. **Target Audience:** Ideal for Police Managers and decision makers from agencies of any size. Also relevant for all public safety professionals as well as appropriate community stakeholders.

Arrest, Search, & Seizure (Fourth Amendment): This course will explore the concepts of the Fourth Amendment, which includes the laws that have been created and are enforced to protect the privacy and property rights of individuals by prohibiting unreasonable searches and seizures, as well as how they relate to your duties and a police officer.

Civil Rights (Police One): This four-hour course seeks to emphasize the strategies that contribute to effective civil rights protections.

Communication Skills (Police One): Whether on the street or in the courtroom, having the skill to recognize non-verbal cues, conduct thorough field interviews, or build rapport with criminal informants is a core competency for law enforcement

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professionals. This section covers everything from analyzing a suspect's body language to managing calls involving persons with autism. **Communication Skills 1 – New Era, New Rules, Responding to Persons with Autism, Strengthening Relations with Local Media, Tactical Communications Applied to Email, The Art of Asking Questions, Verbal Abuse Deflectors. Communication Skills 2 – Cultural Awareness for Law Enforcement, Everyday Heroes and the Media, Getting Back to Basics, I Got Your Back Concept, Officer Dispatcher Relations, Priorities of Life. Communication Skills 3 – Autism Recognition and Response, Body Language: Detecting Deceit, Body Language: Psychological vs Physiological, Body Language: Questioning a Subjective, Combining Verbal and Physical Control, Human Intuition. Communication Skills 4 – Arresting Communication, Emergency Radio Traffic, Fire, EMS & LE Interface, Improving Media Relations, Providing Closure for the Dispatcher.**

Community Policing Defined (VCPD): Designed to provide participants with a basic awareness and understanding of the fundamental principles and best practices of community policing. Based on the Department of Justice, COPS Office publication of the same name, Community Policing Defined not only describes the practice of community policing but also examines how it can be effectively applied. Comprised of four modules, the course explores partnerships, problem solving and organizational transformation as they relate to specific issues and challenges facing today's law enforcement professionals and the communities they serve.

Constitutional and Community Policing (Police One): Community policing operates within the parameters of the Constitution. Various constitutional issues are relevant today. This course will identify the policies and practices that are most frequently called into question from a constitutional perspective while providing effective methods and strategies for successful community policing.

Controlling the Situation (Police One): While it is not possible to control every aspect of a policing situation, law enforcement is taught that trying will lower the chance of injury to the suspect, bystanders, and the officer. In this one-hour training block, the learner will discover steps that can be taken to minimize risk and view footage from calls where attempting to control the situation prevented further loss of life.

Cryptocurrency Investigation 101: Introduction (Police One): Cryptocurrency, a digital payment system that functions outside of the traditional financial system, is a rapidly developing issue for local law enforcement. Transacting in cryptocurrency creates the perception of elevated levels of confidentiality or pseudonymity. As this and other related innovations continue to gain a foothold in the economy, criminal exploitation of these systems and methods increase. With

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cryptocurrency now firmly entrenched in both domestic and international commerce, it is vital that law enforcement has a firm understanding of why cryptocurrency is, how it works, and how it can be used in both legitimate and illicit activities. This is the first course in the Cryptocurrency Investigation series.

Cryptocurrency Investigation 102: Bitcoin (Police One): Bitcoin, the first form of decentralized cryptocurrency, is the most dominant form of cryptocurrency for online transactions. Bitcoin can be difficult to trace, making it a popular medium for conducting criminal activity. As law enforcement, it is critical to be aware of how bitcoin and other cryptocurrencies influence society—from retail transaction to illicit criminal activity. In this course, discover the origins of Bitcoin and explore how law enforcement investigates related criminal activity using advanced analytical tools.

Cryptocurrency Investigation 103: The Criminal Element (Police One): Bitcoin and other cryptocurrencies are quickly becoming a legitimate means of payment in many countries. They offer a relatively fast, inexpensive, and anonymous system of conducting transactions as compared to more traditional financial means. The acceptance of these digital currencies in the mainstream financial system also means that criminals can now easily introduce funds into the legitimate economy with little possibility of identification. Recording these transaction, however, allows law enforcement to track and identify the networks and hubs the currency is flowing through. In this course, learners will examine the criminal element of cryptocurrency as well as how to identify and track the evidence left behind. This is the third course in the Cryptocurrency Investigation series.

Cryptocurrency Investigation 104: The Dark Web (Police One): The dark web is a side of the internet most people do not know exists. Criminals have found the dark web useful, creating and interacting with marketplaces they believe to be undetectable. These marketplaces typically function as a conduit for illicit activity, such as illegal drug trade, weapons trafficking, human trafficking, and others. As criminals become adept at utilizing technology, it becomes urgent and critical for law enforcement to understand the dark web. Illicit activity on the dark web is hard to track down and connect to a suspect. Understanding how dark web marketplaces and cryptocurrencies work together and translate into the physical world is crucial to being able to identify what evidence to look for when investigating criminal activity.

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Cryptocurrency Investigation 105: Blockchain Forensics (Police One): In this final course of the Cryptocurrency Investigation series, we will discuss the concept of the blockchain, a public distributed ledger that keeps track of digital currency transactions, as a dynamic and useful technology. Each coin has its own blockchain, but the originating blockchain is the Bitcoin blockchain. It can be used by law enforcement and other industries in beneficial ways, but in the wrong hands, it can be exploited by criminal enterprises; this can be in a variety of illicit activities such as tax evasion, the distribution of child pornography, trading of illegal weapons, and the sale of narcotics. In this course, learners will be able to better understand the intricacies of blockchain technology and explore analytical tools for investigating these crimes.

Cultural Awareness and Diversity Overview (Police One): With the demographic makeup of the United States changing dramatically over the last 25 years, law enforcement, now more than ever, must possess the cultural competency to encourage positive communication and enhance productivity in the workplace. By taking this course, the learner will examine the factors that make up our individual cultures and the ways by which culture and law enforcement can merge.

Current Drug Trends (Police One): Illicit drug and alcohol use in the United States is a significant cause for concern. While many illicit substances are well-known, there are many newer synthetics that pose a risk to law enforcement. Adding yet an additional layer to the complicated and challenging nature of police work are persons with mental illness who may be abusing alcohol and illicit substances. This course will provide learners with the knowledge, awareness, and understanding of the current and emerging drug trends and how mental illness is impacted by drugs and alcohol.

Developing Effective Communication Skills (Police One): Communicating with coworkers, clients and management is a core activity for most positions. If you communicate effectively, you are more likely to achieve success in your career and personal life. Being a good listener and knowing how to write effective documents will also ensure your success as a communicator. This course will provide you with tools and suggestions on how to accomplish this goal.

Developing Leadership (Police One): Leaders are at every level of an organization. Developing the necessary leadership skills is essential to the organization's success. This course will present leadership development planning, characteristics, styles, and opportunities to expand the learners leadership talent.

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Diversity in the Workplace (Police One): Diversity in the workplace is an essential part of any workplace culture. As we live and work in a global economy, the diversity of those we interact with and who work alongside us must be both acknowledged and respected. Diversity is more than just a term; it is how individuals identify themselves as well as how others perceive them. Promoting diversity in the workplace should not be looked at as a requirement or a box to be checked. It is much more than that. Diversity in the workplace makes good business sense as a more diverse and inclusive workplace will be advantageous in recruiting, hiring, and maintaining talent within your organization. Beyond the benefits, it is important to effectively implement a solid program to manage and promote diversity in the workplace. And while there are challenges to implementing diversity in the workplace, the end rewards will certainly outweigh any obstacles along the way.

Emotional Intelligence for Leaders (Police One): There are many traits and characteristics of a good leader, but recent research has discovered the impact emotional intelligence plays in a leader's success. This course will instruct and provide leaders with techniques to grow and develop in their emotional intelligence and become better leaders.

Emotional & Psychological Disorders (Police One): Approaching and interviewing individuals with emotional or psychological disorders often requires officers to employ specialized tactics. Real incidents provided here highlight the unpredictability of these types of calls, with a focus on officer safety and a successful resolution at the forefront of any interaction.

Emotional & Psychological Disorders 2 (Police One): Dealing with Persons in the Autism Spectrum, Living with an Autistic Child, Mental Illness: The challenges of Staying on Medication, Non-Escalation vs. De-escalation Verbal Tactics, Reality Training; Kentucky Mental Patient, Responding to Mental Illness with Compassion.

Enhancing Work Relationships (Police One): The average person will spend 90,000 hours at work over a lifetime. This means that the relationships we build with our co-workers play a significant role in our lives. In this course, learners will explore a variety of tips and techniques for engendering and enriching relationships at work such as building trust and respect, focusing on listening, assertiveness, and conflict resolution.

Ethical Decision Making: Policing with Principled Insight (VCPI): A thought-provoking eLearn course that explores the practice of decision making and the ethical principles that support effective policing. In one of its most impactful and rewarding endeavors to date, VCPI partnered with the USDOJ, COPS Office to create the Ethical Decision Making: Policing

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with Principled Insight program. As part of this larger initiative, EDM Online invites participants to join a 2500-year-old conversation on ethical decision making while exploring realistic, modern-day challenges faced by policing professionals. With public trust, integrity, and liability hinging on each and every decision, stressing police ethics as simply a means of discouraging bad behavior is wholly insufficient. Effective policing requires changing the concept of police ethics from merely an afterthought to a controlling insight that informs and guides police practitioners from an internal, personal capacity.

Expect the Unexpected (Police One): There is no such thing as routine in law enforcement and letting one's guard down, even for a moment, can have deadly consequences. In Expect the Unexpected two training block series, learners will see that danger can present itself in many unexpected forms.

Fitness & Nutrition (Police One): Physical and psychological stress can take a toll on officers' health. This section provides an array of wholesome advice such as preventive measures for avoiding lower back injury, effective fitness programs, and nutrition for peak performance.

Hate Crimes Training for Law Enforcement (Police One): Hate/bias crimes seriously threaten our democratic society, which is built on the strength of its diversity. These crimes represent a particularly heinous form of physical and/or verbal violence, in which thousands of Americans are victimized each year because of their skin color, ethnicity, religion, gender or sexual orientation. This course gives an overview of hate crimes based on recent statistics from the FBI.

Internet/Technology in Law Enforcement (Police One): Modern technology can be a blessing and a curse. This section provides training on such topics as cybercrime and investigation, use of social networking, effective email communication, and how your department can use technology to its advance.

Judicial Security Specialist Online (VCPI): Concise, relevant and immediately applicable eLearn course addressing the critical issues related to judicial security. Designed with the practitioner in mind, the course includes on-screen text, downloadable resources, exercises, videos and narration in a user-friendly eLearn environment that allows participants to start, stop and resume the training based on their scheduled.

Law Enforcement and the Family Dynamic (Police One): This one-hour course provides valuable tools to cope with any emotional situation for the Police Officer when it comes to the family dynamic. This course explores on how to transform your

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communications through understanding personality traits, relationships using the DISC model, your love languages and the language of apology. These lessons are a catalyst to transform all parts of your life!

Law Enforcement Stress Indicators (Police One): In this course, officers will explore how to handle emotionally stressful events such as officer-involved incidents or the death of a child on call. It also explains the importance of allowing the officer to be human.

Leader In Blue: The MTS Leader in Blue course is designed to “challenge the way employees think and enhance the way they perform” regardless of their supervisory position, assignment, or rank. This highly interactive course is intended to promote leadership and teamwork, while also enhancing decision making and safety at all levels of the organization. Objectives are intended to target both the operational and the performance management skills required from front-line supervisors and mid-level managers. Facilitated group activities are included to help participants develop and further the skills associated with managing operations such as: leadership, incident management, squad cohesion, and general performance management. Participants will apply and practice acquired skills in leadership, critical thinking, decision-making, judgment, supervision, organizing, and planning during simulated events and environments. Each participant will be tasked with identifying gaps that often unintentionally occur while caring for the agency’s greatest asset – its people! *Please note there is limited space in this class – the cost is \$90.00 per student for those outside of Skyline Academy.*

Leadership v. Management (Police One): Management and leadership are terms that are frequently used interchangeably; however, they are not the same thing. They have quite distinct meanings. The two do have similarities, but they also have important differences. This course is designed to help you understand the difference between leadership and management and why these differences are important.

Leadership (Police One): Having a solid foundation of leadership is essential to agency morale and efficiency. Discussions here highlight tips for being a good mentor, developing leaders, succession planning and more. Leadership 1 videos include: Create an Agency “Fail List”, Leadership Skills using the “Abilene Paradox”, Liability of Not Training, Speed Kills, Team Building for Agencies; Leadership 2 videos include: Decision Making Arcs, Four Imperative Traits of a Supervisor, Generational Issues and Shift Work, Hiring Dispatchers, International Exchange of Training Ideas; Leadership 3 videos include: Building an Effective Organization, Contemporary Problems Facing LE, Crime Prevention on a Budget, Dealing with Budget Cuts in Your Department, Dealing with Pregnancy in a Law Enforcement setting; Leadership 4 videos include:

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Attributes of a Leader, Background Investigations, Building a Police Organization with a Mentoring Approach, Courtroom Disturbance: Supervisor's Role, Ethical Interventions; Leadership 5 videos include: Classroom Model: Benefits and shortcomings, Coaching Program for Law Enforcement, Coaching Strategies for the FTO, Generational Differences in Law Enforcement, Sensei vs Instructor, Ten Minutes in Training; Leadership 6 videos include: Generational Crossroads for Supervisors, Generational Crossroads for Trainers, Leadership and Law Enforcement, Leadership Tips for New Supervisors, Measuring your Training, Our Noble Profession; Leadership 7 videos include: Law Enforcement Mentoring Programs, Am I that Man?, Would I work for Me?, Battling Toxic Leadership, The 2 Most Dangerous Words in LE, Complacency of Leadership in LE; Leadership 8 videos include: The Evolution of Law Enforcement, Professional Learning Communities, Challenges of Police Leadership in Small Agencies, How to Build Mentor Relationships, Leadership Styles, Succession Planning for LEO.

Leadership Fundamentals: DISC Personality Assessment – is an instrument used to help professionals better understand themselves and those they supervise. Purpose Driven Career – segment deals with identifying the reasons why a Criminal Justice Career is meaningful and how to plan for future career success. Great Leaders – Why –reviews a variety of attributes associated with great leadership and how great leaders learn to adapt for success. Organizational Communication – covers the issues of personal communications between supervisor and subordinate and how important it is to effectively communicate the organizational perspective. Adaptive Leadership – is a principle of shared leadership across the organization; participants will identify the primary goals of their agencies; current rate of success and what can they do to assist the organization in this effort. Problem Solving and Decision Making – several techniques in effective problem solving will be presented, and barriers to the process discussed. Leading Change – involves understanding the four stages a person goes through when change occurs and how to coach subordinates through the change process. Human Performance – focuses on performance appraisal issues facing agencies; issues include subordinate feedback, the appraisal process, correction actions and discipline. Ethics – developing a “moral compass” is essential for leadership; participants will work through a series of exercises to assist in recognizing their moral compass and why it's important as a supervisor. Individual Project & Presentations – participants will be provided an opportunity to discuss real-world issues within their organizations; in a safe, non-judging environment. Reflective Journal Process – will assist participants in developing the habit of journaling and associated benefits will be discussed.

Legal (Police One): Officers must adhere to law and policy in every decision they make. Emergency calls, emotions, and even colleagues can cloud an officer's ability to reason. This section offers guidance on determining what is best for the agency,

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city, and the community, among other topics. **Legal 1** videos include: Officer Behavior during Force Encounters, Reflections on Police Use of Force, Risk Reduction, Shoot/Don't Shoot Decision-Based Training, The Use of Expert Witnesses; **Legal 2** videos include: Choosing an Expert Witness, Dealing with the Aftermath of Use of Force Situations, OIS: Balancing Emotional and Legal Survival, Privacy Protocols for Officers and the Internet, Unconventional Use of Deadly Force; **Legal 3** videos include: Can an Officer Do That? Liability Issues in Use of Force, The Importance of Policies and Procedures, Reinstilling Confidence in the Use of Force, Responding Appropriately when Dealing with Violent Offenders.

Lieutenants, Corporals & Sergeants: The Foundation of Jail Supervision: When a line correctional officer is promoted to a supervisory position of lieutenant, corporal or sergeant, two things change. First, the direction of his or her career changes; the journey begins of promotions and taking on of more responsibilities. The second is more personal-the new supervisor now has to order, direct, evaluate and discipline the officers that he or she once "shared the trenches" with. This may cause anxiety and stress. The "crossing over" to supervisory rank means that more is expected of the new supervisor. This two-day seminar will discuss how corporals, sergeants and lieutenants can help lay the foundation of good staffing and operations in the jail-by bringing out the best in themselves and also the best in their subordinates. The trainees will receive good advice in how to do their best, and using real cases, how to avoid doing their worst, including ending up in court. Day 1 will discuss the correctional workforce, characteristics of good leaders and bringing out the best in the line staff. Day 2 will focus on handling problems and avoiding liability.

Mass Casualty Incident at Virginia Tech: April 16, 2007 Lessons Learned & Confirmed from a Behavioral Analysis – This spring marks the 10th Anniversary of the mass casualty incident that occurred at Virginia Polytechnic Institute and State University (Virginia Tech), in Blacksburg, Virginia, USA, on April 16, 2007. That targeted violence incident culminated in the murder of 32 members of the Virginia Tech community, the wounds or injury of 27, the suicide of the perpetrator, and significant trauma to the broader campus community. The incident precipitated numerous reviews of campus safety at Virginia Tech, across the United States, and around the world. This session, facilitated by the former Deputy Chief of Police & Director of Threat Management for Virginia Tech, will provide a brief overview of the incident, along with an in-depth review of the background and behavior of the perpetrator leading up to the incident, as well as systemic & organizational issues that interfered with the identification, assessment, and management of the situation. Finally, the presenter will discuss lessons confirmed and learned related to the prevention and mitigation of risk related to targeted violence utilizing behavioral threat management processes.

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Narcotics Enforcement (Police One): Narcotics enforcement is a dangerous environment where officers must be on guard at all times. Discussion in this section covers everything from identifying the indicators of a drug lab and deconflicting events, to recognizing the signs of drug impairment and more.

New Perspectives on Community Policing (VCPI): Web based training course that examines how change, emerging issues, and threats are necessitating a reinvigorated commitment to the key components of community policing: community partnerships, organizational transformation and problem solving.

Off-Duty, Safe and Ready (Police One): You just completed your shift and are heading out for some time with your family. Whether on or off-duty, officers need to be aware of their surroundings, their authority, and the safety precautions involved with carrying weapons. This course will cover concepts that officers need to take into consideration when off-duty and responding to a criminal act or emergency.

Off-Duty Safety & Survival (Police One): Work-life balance is a challenge for officers. Videos provided here offer tips for on and off-duty nutrition, considerations for being armed off-duty, teaching children about firearms safety and cleaning, and more.

Officer Liability (Police One): This two-hour course will educate you on the federal laws and Constitutional laws that help officers perform their duties in accordance to these laws.

Officer Safety and Procedure in Domestic Violence Response (Police One): This two-hour course will equip officers with the knowledge that will help them address domestic violence calls.

Officer Well-Being (Police One): Law Enforcement Officers are put into stressful situations every day. As a result, it is imperative that they receive the support and care that they deserve—whether that be from their agency, family, or from the general public. This one-hour training block will touch on the importance of recognizing the sacrifices of law enforcement officers, understanding the importance of wellness programs, and the benefits of addressing mental health in officers.

Overcoming Resistance: Start with Mental Preparation (Police One): Human beings have a general desire for a schedule and a routine. However, in law enforcement operations, complacency because of routine can get us killed. Discover how mental

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preparation is a key ingredient to changing our perspectives regarding our routines, and therefore increases our safety on the street. In this course, we take a deeper look at mental preparation and the important role it plays in our lives as law enforcement professionals.

Problem Oriented Policing (Police One): In this four-hour Law Enforcement course, we will explore Problem Oriented Policing (POP) on an individual and agency level. This course will focus on structuring your agency for POP, putting POP into action, as well as making POP part of your strategic planning.

Public Recording of Police Activities (Police One): Recording the actions and activities of police officers in the performance of their public duties is a form of speech protected by the First Amendment to the U.S. Constitution, through which individuals may gather and disseminate information of public concern. This right is extended to video and audio recording of any police activity performed in public or where an individual otherwise has a legal right to be present.

Recognition of Child Abuse and Neglect (Police One): This course is designed to help officers understand the child abuse problem and factors that increase the risk of abuse. The intent of this course is to provide officers who respond to this type of crime with information that will ensure consistency in handling child abuse cases. In addition, the course is designed to help law enforcement understand the importance of developing procedures and protocols and ways to work with other professionals to ensure the needs of the children are met.

Recognizing and Responding to Domestic Violence (Police One): Domestic disputes are some of the most common calls for police service. Domestic violence is a serious issue, and it is one in which we all need to be aware of. Domestic violence calls can be quite challenging for police as they are likely to observe repetitive abuse against the same victims, who may not be able to or may not want to separate from their abusers. Recognizing the signs and symptoms of domestic violence will help you to identify potential warning signs, increase your knowledge base, provide you with an understanding of the challenges these persons face, and allow you to actively address the needs of your community. Through this knowledge and understanding, you will gain the confidence to provide assistance to those who are in abusive situations. There are a number of preventive measures that can be employed and there are many resources available to get these individuals the help they so desperately need.

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Report Writing (Police One): Report writing consists of many areas that are important to ensure a successful prosecution. This section covers everything from the basics of writing a report, like note taking, documenting the elements of a crime, authoring indicating chronological order, to legal issues such as evidence collection, metadata, old reports and more.

Responding to People with Mental Illness (Police One): As a police officer, you are aware that dealing with mentally ill individuals has become an everyday occurrence. As funding continues to be reduced, the number of persons living in your community with little to no access to adequate mental health care continues to climb. To fully understand how mental illness impacts the individual and the community as a whole, we need to look both at our current situation as well as historical factors. Recognizing the signs and symptoms of the most commonly seen mental disorders will increase your knowledge base, provide you with an understanding of the challenges those with mental illness face, and allow you to actively address the needs of your community. Through this knowledge and understanding, you will gain the confidence to implement safer interactions for yourself and for those suffering from mental illness.

Sleep and Your Health (Police One): Sleep is an essential part of our lives. Unfortunately, many of us take the importance of sleep for granted. Quite often stress, work, and life in general get in the way of a good night's rest. Poor sleep hygiene impacts not just the individual but society as a whole. Understanding the signs and symptoms of sleep deprivation along with the various sleep disorders will help you to identify potential warning signs in yourself and that of others. There are many effective treatments available for sleep disorders along with various tips and tools for getting better sleep.

Social Media and Law Enforcement (Police One): This one-hour course will look over the ways social media can be used in law enforcement.

Stress and Your Health (Police One): This one-hour course explains the importance of understanding and effectively reducing stress in daily life. Stress and Your Health will provide practical applications of stress management.

Suicide Prevention for Law Enforcement (Police One): This one-hour course provides law enforcement officers with the proper tools to prevent and address suicide prevention as it relates to mental illness.

Supervising Patrol Critical Incidents: This course is designed to provide patrol supervisors with the information and tools needed to manage a critical incident prior to the arrival of SWAT. Understanding the methodology used in managing a

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dynamic tactical problem, incident command system fundamentals, and the 4 primary types of critical incidents involving an adversary will give the patrol supervisor the tools needed to succeed during these events. Upon completion of this course the attendee will be familiar with: 1) the characteristics of a crisis, 2) basic law enforcement strategy, 3) primary mistakes made during large-scale critical incidents, 4) managing a dynamic tactical problem methodology, 5) the basic strategy for managing chaos, 6) the “Big 4” – hostage situations, barricaded suspects, active shooters and apprehending fleeing felons, 7) incident command system fundamentals, 8) legal realities, 9) crisis leadership.

Tactical Community Policing for Homeland Security (VCPI): Focuses on strengthening the capacity of law enforcement agencies to implement an all-crimes approach, based on community policing principles. The fundamental premise for this eLearn course is that terrorism and community policing are both philosophical approaches aimed at influencing civilian populations. Whereas terrorism seeks to inspire fear and coerce civilian populations into submission, community policing aims to preserve order, diminish fear, and build resilience. The contrasting qualities of the philosophies render community policing an ideal means to thwart terrorism.

Tactical Entry/Active Shooter: The Tactical Entry/Active Shooter Training is designed as an introduction to room clearing and combat tactics for officers and small units. This is a tactical training course which applies to any duty officer or tactical unit, though no special equipment other than that which a normal patrol officer would carry is needed. The basic elements of dynamic, stealth, and response to an active shooter are covered. This is a very flexible, efficient, and effective, approach to room clearing and CQB. Weapons handling and safety are stressed. The foundation is set to deal with effective ways of clearing any type of structure with any number of responders. We do not teach a set number response approach as this is not realistic in an active shooter situation, and even discuss the possibilities of a single officer response to potentially end the situation or at least gain intel, ground, or improve it. The course focuses on teamwork therefore we work on entries with just two officers on up to a number which is a realistic response for an agency. The course attempts to develop confidence in not only ones self but fellow team members/co-workers as well. Teamwork and trust are imperative to proper clearing techniques. The course lays a foundation for future firearms and tactical training and develops flexible strategies for the response to an active shooter or any high-risk situation.

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The LGBTQ Community (Police One): The lesbian, gay, bisexual, transgender, and questioning (LGBTQ) community is a diverse group of individuals who deserve to be treated with kindness, compassion, and respect. Understanding the terminology used in the LGBTQ community will reduce misunderstandings, confusion, and stereotypes while promoting knowledge and awareness for the officer. In this course, there are many effective policies and procedures to help connect with the LGBTQ community along with recommendations you can use immediately.

The Right to Record the Police (Police One): Recording the actions and activities of police officers in the performance of their public duties is a form of speech protected by the First Amendment to the U.S. Constitution, through which individuals may gather and disseminate information of public concern. This right is extended to video and audio recording of any police activity performed in public or where an individual otherwise has a legal right to be present.

Transition from Peer to Supervisor (Police One): Congratulations! You have just been promoted to a leadership role in your company. This marks a significant milestone in your career, and with it comes greater responsibility. Not only is your title different but so is how you are viewed by your fellow employees now that you are their supervisor. Recognizing how to handle the transition from peer to supervisor will make your recent advancement go much more smoothly. There are a number of communication and leadership strategies as well as recommendations on how to create a successful management style your peers can get behind.

Transformational Trainer (Command Presence): Register directly with Command Presence – Fee is \$149.00 per person – minimum of 35 students: Regardless of subject matter expertise, the role of the trainer is to enhance the performance of their officers. The Transformational Trainer is an instructor enhancement program designed to help you focus on the “how to train” not just “what to train”. This program is designed to challenge instructors to think differently about law enforcement training in an effort to improve officer performance in the field. Through guided discussions, case studies, video analysis, self-assessments and small group exercises, participants will explore: Characteristics of the Transformational Trainer, The Science of Learning: Making it “Stick”, Generational Differences and Communication Styles, Human Performance and Decision Making, The Think CLEAR Approach to student Evaluation, A New Look at Student Feedback, Eliminating Death by Power Point.

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Understanding and Responding to Excited Delirium Calls (Police One): Whether the mental upset is the result of a chemical intake, emotional despair, mental illness, or cognitive challenges, excited delirium calls often place officers at continuous risk by the unknown that each of these categories presents. Knowing how to deal with a volatile situation, such as excited delirium, reduces the risk associated with the incident for the officer as well as for the subject. With the overarching mission statement of to protect and serve; we must continue to find tactically correct methods for dealing with observed irrational behavior.

Violence Interdiction: A Proactive Approach to Mitigating Conflict Online (VCPI): Innovative eLearn course that equips law enforcement with the practical skills and knowledge necessary to tackle escalating violence through a proactive and tough interdiction approach. Based on crime prevention principles, VI Online shatters the notion that law enforcement is limited to responding to conflict only after it has escalated to violence. Instead, this web-based course highlights the opportunities that law enforcement and criminal justice professionals have to intervene prior to escalation. The course explores a variety of strategies that help mitigate conflict and examines the steps to identify, assess and manage threats in ways that may prevent violence from occurring at all.