

SKYLINE REGIONAL CRIMINAL JUSTICE ACADEMY

2020 TRAINING SCHEDULE

4-10 Hour Days, schedule subject to change - updated September 15, 2020

2020 Classes

SEPTEMBER

| DATE | L | CD | C | COURSE | SPECIAL NOTES | TIMES |
|-------|---|----|---|--|---|-----------|
| 1 | | | 2 | Anti-Biased Based Policing | LFCC Fauquier Campus | 1500-1700 |
| 3-4 | | 16 | | Verbal and Physical Crisis Intervention (Train the Trainer) CANCELLED | Skyline Academy \$800 pp, (min. 2 per agency) Register https://www.crisisconsultantgroup.com/products/on-location-training/de-escalation-training-law-enforcement-cops-police/ | 0800-1700 |
| 8-10 | | 24 | | Tactical Patrol Officer CANCELLED | Skyline Academy | 0800-1700 |
| 11 | | 2 | | Stop the Bleed CANCELLED | Skyline Academy | 0800-1000 |
| 11 | | 2 | | Stop the Bleed for Firearms Instructors CANCELLED | Skyline Academy | 1300-1500 |
| 18 | | 2 | | Photo Line-ups and Eyewitness Identification | Winchester Sheriff's Office | 0800-1000 |
| 18 | | | 2 | Cultural Diversity/Generations | Winchester Sheriff's Office | 1000-1200 |
| 18 | 4 | | | WCSO Legal Updates | Warren County Sheriff's Office | 1200-1600 |
| 21 | 4 | | | WCSO Legal Updates | Warren County Sheriff's Office | 1200-1600 |
| 21-22 | | 16 | | Mentoring the new or Underachieving Police Officer RESCHEDULED NOVEMBER | 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 |
| 22 | | 16 | | Project Lifesaver Basic Operator | Rappahannock County Sheriff's Office | 0800-1700 |

For questions about classes please contact Training Coordinator Mark Simonpietri – msimonpietri@srcja.org

To register someone for a class please email registrar-records@srcja.org

SKYLINE REGIONAL CRIMINAL JUSTICE ACADEMY

2020 TRAINING SCHEDULE

4-10 Hour Days, schedule subject to change - updated September 15, 2020

| | | | | | | |
|---------|---|---|--|-----------------------------|--------------------------------------|------------------|
| 22 | | 2 | | Speed Measurement Refresher | Winchester PD | 1500-1700 |
| 24 | 4 | | | Legal Updates | Winchester Sheriff's Office | 0800-1200 |
| 28-10/2 | | | | School Resource Officer | Skyline Academy – Register with DCJS | 0800-1630 |

OCTOBER

| DATE | L | CD | C | COURSE | SPECIAL NOTES | TIMES |
|-------|---|----|---|--|--|------------------|
| 13 | 1 | 4 | | DWI Detection & SFST Refresher | Strasburg Police Department | 0900-1500 |
| 13-15 | | 24 | | Reid Interview Techniques | Skyline Academy – Register with Reid.com \$530.00 pp | 0730-1630 |
| 15 | 1 | 4 | | DWI Detection & SFST Refresher | Strasburg Police Department | 0900-1500 |
| 16 | | 6 | 2 | De-escalation/Anti-Bias Policing | Skyline Academy | 0800-1700 |
| 19-23 | | 28 | | FBI – LEEDA – Executive Leadership Institute | Register w/www.fbileeda.org \$695.00 per person | 0830-1630 |
| 22 | | 2 | | Speed Measurement Refresher | Winchester PD | 1500-1700 |
| 26-28 | 4 | 20 | | Search Warrant Seminar | Warren County Sheriff's Office | 0800-1700 |
| 26-29 | | 40 | | Speed Measurement Instructor | Skyline Academy | 0700-1730 |
| 27-29 | | 24 | | Advanced Instructor Development | Clarke County Sheriff's Office-George Washington Hotel | 0800-1700 |
| 30 | | 6 | 2 | De-escalation/Anti-Bias Policing | Skyline Academy | 0800-1700 |

NOVEMBER

| DATE | L | CD | C | COURSE | SPECIAL NOTES | TIMES |
|-------|---|----|---|--|--|------------------|
| 2-5 | | 32 | | SAFARILAND Less Lethal Instructor Program | Register with https://safariland.policeoneacademy.com \$895 pp | 0800-1700 |
| 16-17 | | 16 | | Mentoring the New or Underachieving Police | Skyline Academy - \$150/Non- | 0800-1700 |

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4-10 Hour Days, schedule subject to change - updated September 15, 2020

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|--------------|----------|-----------|----------|---|--------------------------------|------------------|
| | | | | Officer | Member buy 2 get 1 free | |
| 18-19 | 4 | 12 | | Protestor Violence – Planning for Prevention | Skyline Academy | 0800-1700 |
| 19 | | 4 | | SFST Instructor Recert | Skyline Academy | 0800-1200 |
| 20 | | 6 | 2 | Understanding Culture and Its Impact on Policing | Skyline Academy | 0800-1700 |
| 24 | | 2 | | Speed Measurement Refresher | Winchester PD | 1500-1700 |

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-Certification | 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 |
| 7 | 4 | | | Legal Updates by Heather Enloe | Skyline Academy | 0800-1200 |
| 7-16 | | | | Communications Basic #4 | Skyline Academy | 0700-1730 |
| 7 | | | 2 | Generational Dynamics | Skyline Academy | 1300-1500 |
| 15 | | 2 | | Speed Measurement Refresher | Winchester PD | 2200-2400 |

L- Legal

CD – Career Development

C – Cultural

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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.

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 2-Responding-People w/Mental Illness | On Line |
| 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 | | | | To Be Determined | | |
| 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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| # | L | CD | C | COURSE | CLASSES INCLUDED | TIMES |
|----|---|----|---|--|---|---------|
| 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 | | TBA | | 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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| # | L | CD | C | COURSE | CLASSES INCLUDED | TIMES |
|----|---|----|---|---|--|---------|
| 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 Amendment Rights of Public Sector Employee/Public Recording of Police Activities/ The Right to Record the Police/Arrest, Search & Seizure (4 th Amendment) | |

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| # | L | CD | C | COURSE | CLASSES INCLUDED | TIMES |
|----|---|----|---|--|--|---------|
| 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 |
| 58 | | 1 | 1 | FTO/Leadership | Adult Learning Concepts for FTO & Generational Differences for LE | On Line |
| 59 | | 3 | | Leadership, Communication, & Ethics | The Importance of Communications in LE, Ethics In LE, Leadership in LE | On Line |

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| # | L | CD | C | COURSE | CLASSES INCLUDED | TIMES |
|----|---|----|---|---|---|---------|
| 60 | | 2 | | Building Financial Strength In First Responder Families | Building Financial Strength In First Responder Families | On Line |
| 61 | | 2 | | Community Policing | Procedural Justice | On Line |
| 62 | | 2 | | De-escalation & Minimizing Use of Force | De-escalation & Minimizing Use of Force | On Line |
| 63 | | 2 | | MedicAlert/OnStar | MedicAlert: Community Policing & OnStar Public Safety | On Line |
| 64 | | 2 | | Incident Command | Incident Command Systems & Mass Casualty Natural Disaster Standards | On Line |
| 65 | | 2 | | Grants/Proposals | Grant Funding for COVID-19 & Introduction to Request for Proposal | On Line |
| 66 | | 2 | | Crowd Control Pt. 1 | Crowd Control 1&2 | On Line |
| 67 | | 2 | | Crowd Control Pt 2 | Crowd Control 3&Use of Less Lethal | On Line |
| 68 | | 2 | | Patrol Pt 1 | Patrol 1&2 | On Line |
| 69 | | 2 | | Patrol Pt 2 | Patrol 3&4 | On Line |
| 70 | | 3 | | The Will to Win Pt 1 | The Will to Win 1,2, 3 | On Line |
| 71 | | 3 | | The Will to Win Pt 2 | The Will to Win 4,5,6 | On Line |
| 72 | | 3 | | Traffic Stops & Safety Pt 1 | Traffic Stops & Safety 1,2,3 | On Line |
| 73 | | 2 | | Traffic Stops & Safety Pt 2 | Traffic Stops & Safety 4,5 | On Line |
| 74 | | 3 | | Use of Force | Use of Force/UOF Situations | On Line |
| 75 | | 2 | | Using Social Media for Investigations | Using Social Media for Investigations | On Line |
| 76 | | 3 | | Identity Theft Crimes | Identity Theft Crimes | 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.**

Adult Learning Concepts for Field Trainers (Police One) This course offers field trainers an overview of key adult learning theories that every field trainer should understand and apply.

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.

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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.

Building Financial Strength In First Responder Families (Police One) This course will provide a basic understanding of financial tools and requirements so that you can achieve economic health. Having a plan is critical to help reduce stress, alleviate ethical issues, maintain security clearances, and stop living paycheck to paycheck.

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 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.**

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Community Policing Defined (VCPI): 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.

Crowd Control (Police One) After watching this video, the viewer will understand the different levels of handling a crowd control situation based primarily on the actions and response of the crowd.

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.

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De-escalation and Minimizing Use of Force (Police One) In this course, students will learn to identify techniques for de-escalation, plan for minimizing use of force, explain the importance of training officers for these encounters and, lastly, apply these strategies to de-escalate volatile situations. Students will be better equipped mentally to make the critical decisions under stress necessary to de-escalate crisis situations and to minimize the force used when use of force becomes necessary.

Defensive Driving Principles (Police One) The information in this course is a theoretical approach to emergency vehicle driving for police officers.

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.

Distracted Driving (Police One) This 4 hour Distracting Driving online course provides the necessary training to educate Law Enforcement Officers and departments about the dangers and consequences of distracted driving.

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 acknowledge 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.

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Driver Safety for First Responders (Police One) This course will explore the effects of distracted driving and how it directly relates to your duties as a first responder. We will also describe how to position your vehicle during an incident or responding to a call, how to proceed through intersections, and why it is always important to be aware of your surroundings.

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 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

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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.

Ethics In Law Enforcement (Police One) In this course, we will discuss ethics and values in policing and how to develop an ethical mindset. We will also discuss the importance of improving ethics in policing through awareness and training, along with examining ethical dilemmas.

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.

Gangs (Police One) Becoming a Gang Expert, Gang Combat Dynamics, Gang-Cop Probable Cause, Gangs in the Military, Gangs in your Community, Gangs: Officer Survival, and Motorcycle Gangs

Generational Differences for Law Enforcement (Police One) Generational differences influence nearly every facet of your organization, from hiring and recruiting, dealing with change, training, retaining employees, and communication. How can your department better understand these differences and use them in a beneficial way? In this course, learners will examine the four most prominent generational workers, their core values, and how these come into play in the workplace.

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.

Identity Theft Crimes (Police One) In this three-hour course, we will discuss the identity theft problem and factors which increase the risk of identity theft.

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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.

Introduction to Incident Command Systems for Police (Police One) This one-hour course will familiarize you with how the Incident Command System is utilized to manage critical incidents, prepare you to use the ICS system for common incidents in Law Enforcement, and allow you to build competency with the system for use during large-scale incidents.

Introduction to Request for Proposal (Police One) Given the variation in the approval and acceptance of continuing education credits state to state, it is advised that you confirm re-certification and training requirements, including accepted courses, with your administrator and check the accreditation page on our site that corresponds with your state. If you have never done a request for proposal (RFP), it can seem like a daunting task. Even if you have some experience with requests for proposals, there are a number of elements, features, and requirements that both the one requesting and the one responding to an RFP need to provide. In this course, we will discuss the steps of an RFP, how to write an RFP, how to respond to an RFP, the pitfalls, and best practices.

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 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 Grant Writing 101 (Police One) This Grant Writing course is designed to teach both novice and experienced grant writers how to write a competitive grant proposal. Specific to law enforcement agencies, you will learn first hand about grant writing from the experienced grant team at PoliceGrantsHelp. The course takes you step by step through the grant

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process including pre-planning, grant research, developing a problem statement, financial needs and budget development. It also includes specific modules dedicated to some of the larger law enforcement annual grant opportunities. When you are ready to get started click the button below

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.

Leadership In Law Enforcement (Police One) In this one-hour training block course, the learner will discover tips for being an effective leader, the challenges facing leadership today, and how to recognize and foster talent within an agency.

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: 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

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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, 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.

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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, Natural Disaster Standards (Police One) This one-hour course covers the Incident Command System (ICS) for law enforcement officers at an introductory level. This course will discuss the core elements of ICS, as well as the duty to handle these situations effectively by using the Simple Triage and Rapid Treatment START system.

MedicAlert: Community Policing Support (Police One) MedicAlert Foundation is the leader in providing medical IDs and services designed to protect individuals during a medical emergency. When a loved one experiences a medical episode or goes missing, it can be frightening for loved ones. MedicAlert Foundation provides training to Law Enforcement to help handle these types of calls and provide skills within community policing to ensure that their residents receive the highest level of care and to ensure that law enforcement is able to quickly and effectively respond to community emergency situations. This one hour course will educate Officers with an understanding of MedicAlert products and services available to help those in need.

Missing and Exploited Children (Police One) This 4 hour course is designed to educate officers on missing and abducted children cases. These type of cases are difficult because they are time-sensitive and emotionally troubling.

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.

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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 Survival (Police One) 360 Situational Awareness, Analyzing the 21 Foot Rule, Confidence and Competence, Discipline of Being Positive, Don't Become a Hostage, Downed Officer Rescue, Officer Rescue with Vehicle

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.

OnStar Public Safety (Police One) This 1 hour OnStar Public Safety online course provides the necessary training to ensure First Responders understand the unique features OnStar provides to improve public safety interfaces and operational effectiveness.

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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 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.

Patrol 1-4 (Police One) Reality Training: Trolley Square Shooting, Rule of Plus One, Single-Officer Squad: No Back-up Available, Survive at Night, Using Vehicles for Cove, Vandalism Investigation for Patrol, Winterize Yourself for Patrol

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.

Procedural Justice (Police One) In this 2-hour course, you will discover the many challenges policing faces every day and the means by which police can improve their image with the public.

Professional Police Driving (Police One) As an officer, you are likely to spend a lot of time in your patrol car, and when the time comes for an emergency, knowing how to drive professionally can make all the difference to you and everyone around you on the road. In this course, learners will review permissible conduct for police driving and the state and federal cases that form the laws that protect police pursuits today.

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.

Pursuit Driving (Police One) This program will explore the realities of high-speed pursuit, the basic procedures for a successful outcome and the catastrophic effects of when things go horribly wrong.

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Pursuit Driving Basics (Police One) Although this training cannot substitute for real-life driver training, officers should understand the fundamentals of pursuit driving basics to help them to be better and safer drivers on the road, avoid liability for accidents in the course of police work, and implement clear pursuit driving policies that align with state and federal statutes as well as department-specific philosophy.

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.

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,

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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.

Subject Control (Police One) Multiple Suspect Control in Close Quarters, Verbal De-escalation Skills, Measuring Compliance when Applying Handcuffs, Frisk Technique: Disguising Your Gloves, Intervention Options, Kneeling Pat Down, and Reaction Response to TASER Hit

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 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

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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.

Terrorism (Police One) This course covers: Suicide Bombers, Terrorist Threat in the United States, The Latest on US Border Threats, The Patrol Officer and Islamic Terrorist Threat.

The Importance of Communication in Law Enforcement (Police One) In this one-hour training block course, the learner will understand the importance of effective communication in deescalating tactics, community relations, and in peer interactions.

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

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The Will to Win 1-6 (Police One) The first Training Block for the course The Will to Win. This course covers: Will to Win: Deanna Jensen, Will to Win: Kelly Kalmbach, Will to Win: Enrique Hernandez

Traffic Stops & Safety (Police One) This course covers: Reality Training: Franconia Officer Killed, Reality Training: Georgia Trooper Dragged, Reality Training: Lunsford Incident, Deputy James McGrane: Officer Killed in the Line of Duty, The Art of Communication: Traffic Stop

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.

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.

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Use of Force (Police One) This online course provides training and focuses on the legal aspects for an officer to use force when affecting an arrest, investigatory stop, or other seizure of a free citizen.

Using Social Media for Investigations (Police One) This course will explore the types of criminal uses of social media and the prevailing methods for collecting evidence.

Vehicle Safety (Police One) In this course, learners will review the pre-shift vehicle safety inspection, proper safety operations, and proper steering techniques. When officers have these basic safety measures under their belt, they and the public know that they are in safe hands.

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.

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