

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

Training and Education Potential Recommendations for Deliberation Draft February 24, 2015

5.1 RECOMMENDATION ONE: THE FEDERAL GOVERNMENT SHOULD SUPPORT THE DEVELOPMENT OF PARTNERSHIPS WITH DESIGNATED TRAINING FACILITIES ACROSS THE COUNTRY TO PROMOTE CONSISTENT STANDARDS FOR HIGH QUALITY TRAINING.
5.1.1 Action Step: The training innovation hubs should develop replicable model programs that use adult-based learning and scenario based training in a training environment modeled less like boot camp. Through these programs the hubs would influence nationwide curriculum, as well as instructional methodology.
5.1.2 Action Step: Regional hubs should establish partnerships with academic institutions to develop rigorous training practices evaluation and the development of curricula based on evidence-based practices.
5.1.3 Action Step: The Department of Justice should build a stronger relationship with the International Association of Directors of Law Enforcement (IADLEST) in order to leverage their network with state commissions of Police Officer Standards and Training (POST).
5.2 RECOMMENDATION TWO: LAW ENFORCEMENT AGENCIES SHOULD ENGAGE COMMUNITY MEMBERS IN THE TRAINING PROCESS.
5.2.1 Action Step: The Department of Justice should conduct research to develop and disseminate a toolkit on how agencies and training programs can integrate community members into this training process.
5.3 RECOMMENDATION THREE: LAW ENFORCEMENT AGENCIES SHOULD PROVIDE LEADERSHIP TRAINING TO ALL PERSONNEL AND THROUGHOUT THE CAREERS OF THEIR MEMBERS.
5.3.1 Action Items: The Department of Justice should invest in developing standards and model curricula/training for each level of leadership.
5.3.2 Action Items: The federal government should encourage and support partnerships between law enforcement and academic institutions to support a culture that values ongoing education and the integration of current research into the development of training, policies, and practices.
5.3.3 Action Items: The Department of Justice should support and encourage cross-discipline leadership training. This can be within the criminal justice system but also across government, including social services, community corrections, education, the courts, mental health organizations and others.
5.4 RECOMMENDATION FOUR: LAW ENFORCEMENT AGENCIES SHOULD MAKE CRISIS INTERVENTION TRAINING (CIT) A PART OF BASIC OFFICER TRAINING.

THE PRESIDENT'S TASK FORCE ON 21ST CENTURY POLICING

5.5 RECOMMENDATION FIVE: LAW ENFORCEMENT AGENCIES SHOULD ENSURE THAT BASIC OFFICER TRAINING INCLUDES “BEHAVIORAL PSYCHOLOGY” LESSONS AS WELL AS TACTICAL SKILLS.
5.6 RECOMMENDATION SIX: LAW ENFORCEMENT AGENCIES SHOULD ENSURE BOTH BASIC RECRUIT AND IN-SERVICE TRAINING INCORPORATES CONTENT AROUND CULTURAL COMPETENCY.
5.6.1 Action Step: Agencies should implement ongoing, top down training for all officers in cultural competency and related topics which can build trust and legitimacy in diverse communities.
5.6.2 Action Step: Agencies should implement training for officers that covers policies for interactions with the LGBTQ population, including issues such as determining gender identity for arrest placement, the Muslim community, and immigrant or non-English speaking groups, as well as reinforcing policies for the prevention of sexual assault and harassment by law enforcement officers.
5.7 RECOMMENDATION SEVEN: AGENCIES SHOULD ENCOURAGE AND INCENTIVIZE HIGHER EDUCATION.
5.7.1 Action Step: The federal government should create a loan repayment and forgiveness incentive program specifically for policing. It could be modeled on similar programs which already exist for government service and other fields, or the reinstatement of funding for programs such as the 1960s and ‘70s Law Enforcement Education Program (LEEP).
5.8 RECOMMENDATION EIGHT: THE FEDERAL GOVERNMENT SHOULD SUPPORT RESEARCH INTO THE DEVELOPMENT OF TECHNOLOGY THAT ENHANCES SCENARIO BASED TRAINING, SOCIAL INTERACTION SKILLS, AND ENABLES THE DISSEMINATION OF INTERACTIVE DISTANCE LEARNING.
5.9 RECOMMENDATION NINE: THE DEPARTMENT OF JUSTICE SHOULD SUPPORT THE DEVELOPMENT AND IMPLEMENTATION OF IMPROVED FIELD TRAINING OFFICER PROGRAMS FOR NEW RECRUITS.
5.9.1 Action Step: The Department of Justice should support the development of broad Field Training Program standards and training strategies that address changing police culture and organizational procedural justice issues that agencies can adopt and customize to local needs.
5.9.2 Action Step: The Department of Justice should provide funding to incentivize agencies to update their Field Training Programs in accordance with the new standards.