



The International Association of Directors of Law Enforcement Standards & Training

Presidential Task Force on 21st Century Policing

In light of recent events, the Presidential Task Force on 21st Century Policing is examining a number of high-profile issues surrounding strengthening public trust and fostering strong relationships between local law enforcement and the communities that they protect. The 21st Century police force will require new skills and approaches to strengthen public trust and strategies for effective crime reduction. Much of the public's perception of law enforcement has been underscored by recent events and the National spotlight has been thrown upon deeper issues of damaged trust between citizens and the officers that serve them.

As with all upheavals, these issues will bring to light new approaches for improving public trust and will require time and effort to disseminate positive changes across our Nation. Depending on the outcomes of the Task Force and the recommendations that emerge, we would like to make you aware of our association and the impact we can have on setting National standards for law enforcement and changing or augmenting training, both for basic recruit officers as well as in-service or continuing education. Changing cultures will require effective training programs for law enforcement in the 21st Century.

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is a national entity representing all Peace Officer Standards and Training (POST) commissions and we have long recognized the need for federal and state partnerships in meeting America's widening law enforcement training needs. Our mission is to research, develop and share information, ideas and innovations that assist states in establishing effective and defensible standards for employment and training of law enforcement officers. Almost every state has a POST, directly tasked with creating minimum standards for employment of all law enforcement officers, minimum standards for the basic training of all law enforcement officers, as well as the licensing or certification of those officers. IADLEST operates the National Law Enforcement Academy Resource Network that links every law enforcement academy in the nation together for sharing resources, training, information and best practices. IADLEST also operates the National Decertification Index, which is an aggregation of information that allows hiring agencies to identify officers who have had their license or certification revoked for misconduct.

Because every state POST agency is tasked with setting minimum standards for the training of all law enforcement officers in their State, each POST has experts that develop curriculum, conduct job task analysis, and deliver training both in person and through distance learning to every law enforcement officer within their state. IADLEST is capable of establishing a national training infrastructure, utilizing existing statewide law enforcement training entities. Under our direction, and in cooperation with Federal partners, vital training could be rapidly identified, developed, delivered and tested. IADLEST has done this successfully for several programs utilizing both classroom-based instruction and, as appropriate, leveraging existing distributed and self-paced learning methodologies. With IADLEST's National reach and access to Subject Matter Experts in every State, an immediate solution to scaling and distributing training Nationwide is available which can assure adequacy and effectiveness of all offerings, satisfaction of diverse state approval requirements and direct access to all agencies.

IADLEST is already in the vanguard of changing culture. This culture change is being accomplished through a training program called "Blue Courage." The training is a transformational process that focuses on the human development of law enforcement professionals. Few professions are more physically, mentally and emotionally demanding than law enforcement. Blue Courage addresses personal challenges many officers face, such as cynicism, identity, judgment, integrity, leadership and stress management. One of the primary focuses of this training is to train officers on how to build relationships and trust with the communities they serve.

During this training, nine modules are taught: 1) Foundations of Courage; teaches the current and future state of policing, why Blue Courage is necessary, definition of Blue Courage and defining the heart and mind of a guardian. 2) Police Culture; understanding the influences of the police culture, the healthy and unhealthy aspects and how we influence and transform culture. 3) The Nobility of Policing; embracing the purpose and meaning of the "Guardian," the history of policing and the responsibilities and tools of the Guardian. 4) Respect; reframing how police officers think about respect, understanding respect as a foundation of relationships, community trust and procedural justice. 5) Resilience and Hope; understanding stress and our response to the challenges of policing; Learning the practice of regulating emotions, storing resilience and energy, and developing the capacity to perform at peak levels under adverse conditions. 6) Positive Psychology; learning the power of reframing cynicism and apathy into positivity and gratitude. Learning the physical, cognitive and emotional responses to a brain in "positive" versus negative or neutral. 7) Practical Wisdom; discretion and judgment are essential to effective policing – practical wisdom teaches the highest form of ethical judgment. "Doing the right thing, in a particular circumstance, with the people engaged with, at the time, that serves the mission and purpose of policing." 8) Health and Wellness; learning the simplest practices that promote health and wellness in all four dimensions; Physical, Mental, Spiritual,

and Emotional. Learning how to ritualize practices that promote health and wellness. 9) The Immortal Cop; understanding we are not immortal but the work we do is. Policing is a legacy profession, our actions become part of the fabric of our citizens lives – what and how cops police, matters. This training elevates the sense of responsibility police officers have for their chosen profession.

IADLEST, through a grant from the Bureau of Justice Assistance is presently delivering this training to law enforcement officers and training academies nationwide. It is designed to change the culture of Law Enforcement by reaffirming the core values of policing and by extension, to help neutralize the public's current views that police have become militarized. This training is reshaping officer's perception of their fundamental role not as warriors but as guardians and protectors of the constitution and the citizens they serve.

Today's law enforcement professionals are highly trained and highly skilled operationally. While skill training is essential today, it is not complete. The behaviors that tarnish police agencies and the badge in general are also placing officers at risk every day. It is not tactical skills that officers are lacking, but rather essential attitudes of the heart and general mindset of officers that needs to be addressed.

Blue Courage is a prime example of training that helps bridge the gap between officers and the public. Officers are taught to go beyond learning tactical and critical incident survival and develop skills that ensure their readiness to both, prevent and recover from the aftermath of incidents. More importantly, this training reignites a sense of passion, purpose and commitment to policing and reawakens the officer's moral compass to give them the courage to do what is right by improving decision-making skills while under pressure, understanding how to build relationships and trust within the community and developing an organizational culture of learning, critical thinking, tolerance and curiosity.

Training has a critically important impact on the police culture that influences the way agencies operate and the way officers conduct themselves. To be effective in changing culture, training must begin with recruit training and continue throughout an officer's career. IADLEST is the only national organization with a system capable of influencing every law enforcement training institution in the nation on this scale.

IADLEST stands ready to work with the Task Force to develop training that can be incorporated into law enforcement training nationwide, from basic recruit and throughout an officers' continuing education and training.