

Master Recommendations with Completions & In-Progress Status
(current as of 11/09/2017)

Summary of 29 Recommendations

Completed – 24
In-Progress – 2
No Action – 3

Pre-Certification Recommendations

Status

1. High School Diploma or GED

Completed

The Advisory Group recommends that applicants be required to possess at least a high school diploma or GED. Ohio is currently one of only three states that **do not** require a high school diploma or GED for peace officer cadets.

- Rule changed and effective 1/1/2016.
- HB 204 – pass House; in Senate sub-committee.

2. Drug Screening

Completed

The Advisory Group recommends that applicants pass a drug screening prior to admission into an academy.

- 5-panel drug screen effective 7/1/2016.

3. Psychological Exam

Completed

In addition to a drug screening, the Advisory Group recommends that each applicant undergo a psychological exam to confirm that applicants have the right psychological makeup to serve as a peace officer.

- Ohio Collaborative produced a model recruitment & hiring policy for agency use which includes assessment.

4. Truth Verification Test

Completed

The Advisory Group recommends that each applicant pass a truth verification test, such as a polygraph test.

- Ohio Collaborative produced a model recruitment & hiring policy for agency use which includes assessment.

5. Physical Fitness

Completed

The Advisory Group recommends candidates pass a pre-entrance physical fitness assessment.

- Effective 1/1/2017 at the 15%-ile of Cooper Standards.

6. Additional Criminal Disqualifiers

Completed

The Advisory Group recommends adding any sex offenses and misdemeanor crimes of violence as disqualifiers for enrolling in a basic training academy.

- Rule changed and effective 1/1/2017.
- Previously - Felonies, any domestic violence convictions, or other matters that would make it illegal to possess a firearm
- Additional, eff. 1/1/2017 - Being a registered sex, child-victim, or arson offender.
- Additional, eff. 1/1/2017 - Adult misdemeanor drug offense, theft offense, and offense of violence convictions within 3 years of the start of the academy

Certification Recommendations

Status

7. Increased Oversight

Completed (partially)
On-going

The Advisory Group recommends the Ohio Peace Officer Training Commission hire additional field staff in order to properly evaluate basic training academies and their instructors.

- Commander Operational Review Evaluation (CORE), eff. 1/1/2017
- Commander certification renewals every 5-years, eff. 7/1/2017
- Require new commander course, eff. 7/1/2017
- Piloted instructor evaluations. (see #8 & #11)
 - Requires IT web-based platform
- Commission had presentation by CALEA for accrediting training academies
- Non-expiring instructors on 3-year renewal, eff. 11/09/2017

8. Performance Standards

Completed (partially)
On-going

The Advisory Group recommends that the Ohio Peace Officer Commission establish minimum performance standards for basic peace officer academies to ensure quality instruction.

- Implemented a CORE. (see #7)
- Piloted instructor evaluations (see #7 & #11).
- Publish annual data with student success rates

9. Changes to Basic Academy Model

No Action

The Advisory Group recommends the Commission conduct a review of the basic training academies to ensure the quality of basic training. The Advisory Group believes that reducing the number of academies in the state to a lower number that can be more reasonably managed will help ensure better trained peace officers. Reducing the number of academies could be done in several different ways utilizing data-driven analyses.

The Advisory Group has proposed three models for the Commission's consideration:

Model A The top performing 10 to 12 academies in the state would continue running academies as long as they continue to be successful.

Intense & moderate
include field staff and
inst. inspectors. Basic
includes only field staff

<p>Model B The top performing 10 to 12 academies in the state would continue running academies as long as they continue to be successful academies. The Commission could certify up to 12 additional academies. Criteria would be based on region, student density, and past performance</p>	
<p>Model C Make no changes to the current system. (not preferred)</p>	
<p>10. <u>Add Basic Academies at OPOTA</u></p>	<p>No Action</p>
<p>In addition, the Advisory Group recommends Ohio Peace Officer Training Academy (OPOTA) campuses in London and Richfield also run basic training academies.</p>	<p>Internal process and money for additional staff and facilities.</p>
<p>11. <u>Instructor Evaluation</u></p>	<p>In - Progress</p>
<p>The Advisory Group recommends there be standardized, ongoing evaluations for commission-approved instructors.</p>	
<ul style="list-style-type: none"> • Developed, approved, and piloted in closed and open academies. <ul style="list-style-type: none"> ○ Requires IT web-based platform 	
<p>12. <u>Order of Topics</u></p>	<p>Completed</p>
<p>The Advisory Group recommends the Ohio Peace Officer Training Commission determine the proper order of topics taught in basic training, and that all academies be required to follow that order.</p>	
<ul style="list-style-type: none"> • Approved. Voluntary beginning 1/1/2016. Mandatory 7/1/2016. 	
<p>13. <u>Lesson Plan Content</u></p>	<p>Completed</p>
<p>The Advisory Group recommends the lesson plan content be taught in its entirety without exceptions</p>	
<ul style="list-style-type: none"> • Rule changed and effective 1/1/2016. • HB 204 – passed by House; in Senate sub-committee. 	
<p>14. <u>Physical Skills Testing</u></p>	<p>In-Progress</p>
<p>In order to ensure consistency and validity of the testing process, the Advisory Group recommends that all physical skills tests, (such as driving, subject control, and firearms) be overseen by Ohio Peace Officer Training Commission staff. Currently OPOTC staff only oversees the physical fitness test.</p>	<p>Internal process and money for additional staff.</p>
<ul style="list-style-type: none"> • Lean Ohio Kaizen event completed in professional standards, in June 2017. Process changes should allow for additional skill testing oversight. 55 mandatory skills, eff. 7/1/2017 	

15. Substantially Increase Basic Training Hours Completed

The Advisory Group recommends substantially increasing the number of hours for basic training. In order for the Commission to implement the recommendations 16-18, the minimum hours in the basic training program must be substantially increased.

- Rule changed and effective 1/1/2016.
- HB204 – passed by House; in Senate sub-committee.
- Hours effective 1/1/2018 – 711, from 1/1/2015 – 605.

16. Add Training in Community-Police Relations Including Implicit Bias and Procedural Justice Completed

The Advisory Group recommends concepts on implicit bias and procedural justice be implemented throughout peace officer basic training. Implicit bias training focuses on officers understanding themselves and how their decisions can be affected by these inherent biases. Procedural justice focuses on police interacting and strengthening their bonds with the communities they serve. Enhancing positive community-police relations is a key to building trust between law enforcement and their communities.

- Implicit bias and procedural justice added, effective 1/1/2016.
- Blue Courage inclusion into basic training approved, Sept. 2015.
- Developing curriculum models to pilot in basic training.
- Executive Director established MultiCultural Training Advisory Group to advise on cultural competency of basic and advanced training curriculum.

17. Include Mental Health Community Panel as Part of Training Completed

The Advisory Group recommends including local mental health community advocates and professionals to participate in a panel when the mental health topic is taught during basic training. Given that Ohio's criminal justice system has become a quasi-mental health system, training law enforcement on how to interact with this population is of the utmost importance. This panel will help students better understand the viewpoints of consumers and mental health practitioners.

- Added and effective, 1/1/2016.

18. Add Scenario and Stress-Induced Training Hours Completed

The Advisory Group recommends additional scenario-based training hours be incorporated in basic training academies. Peace officer decision-making skills under stress can best be taught through scenario-based and stress-induced training. It is understood that this type of training is very time consuming due to the required repetition and instruction needed to ensure the student fully understands and

can apply the concepts being taught.

- Additional 50 hours of scenario training, effective 1/1/2016.

19. Scenario-Based Testing/Training Villages

Completed (partially)

Scenario-based testing is the most effective way to evaluate decision-making ability. The Advisory Group recommends scenario-based testing at OPOTA London and Richfield for all students in a "training village" in Ohio similar to those at the Federal Bureau of Investigation (FBI) facility in Quantico, Virginia. To ensure that officers can respond appropriately to situations they will face within the communities they will serve, all students should complete a post academy scenario-based certification exam administered by the Ohio Peace Officer Training Commission (OPOTC) prior to being certified to test physical skills and decision-making ability. This additional exam will ensure that students are applying training correctly by placing them in stress-inducing, real-life simulations.

- Opened phase 1 of immersive training village, 3 buildings, in May 2017. Phase two, up to five additional buildings expected beginning of 2018.
- Implementing a Scenario Training Equipment Program (STEP), in 2017, which allows agencies to use OPOTA equipment to complete scenario-based training at their agency if taught by a trained instructor.
- As of July 2017, there are 55 mandatory psycho-motor skills officers must pass prior to being eligible to take the state exam, from 50, in January 2015.

20. Agency Internship

No Action

The Advisory Group recommends all students complete an agency internship prior to receiving a full peace officer certification. A mandatory internship will help the Ohio Peace Officer Training Commission evaluate students in real-life situations and can help the profession in two ways. First, it will better prepare new officers for working in their communities by themselves. Second, it will provide another evaluation point that will help the Commission identify students who are not well suited to the profession.

Recommendations for Annual Training (Post-Certification)

Status

21. 40 hours of Advanced Training Annually

* The Advisory Group recommends that all officers complete forty hours of advanced training annually. This would put Ohio with the top tier of states in number of hours required annually. Currently, Ohio ranks 38th in the number of hours required annually, and we are well behind our neighboring states of Indiana, Kentucky, West Virginia and Pennsylvania in the number of annual hours.

Completed (partially)
On-going

- Increased to 11 hours in 2016 and 20 hours in 2017.

* *Legal Update Advanced Training*

Completed

The Advisory Group recommends relevant legal updates also be part of the annual advanced training mandate to ensure that officers are informed of any new case law and legislative changes that could affect their responsibilities.

- Offered as part of the constitutional use of force critical subject in 2016 CPT, 2 hours.
- Required to fulfill 2017 CPT legal update critical subject, 2 hours.

* *Community-Police Relationship Advanced Training*

Completed

The Advisory Group recommends a portion of the annual advanced training mandate focus on concepts related to community-police relationships. Too often law enforcement and the communities they serve can end up in an "us versus them" mentality. The Advisory Group's work focused on many aspects of race relations with an emphasis on the African American community and recommends a portion of the annual advanced training mandate focus on concepts related to race relations and community-police relationships. Appropriate topics for this subject include implicit bias, procedural justice, community diversity, agency transparency, and generational issues.

- Offered as the community-police relations critical subject in 2016 CPT, 4 hours.
- Required to fulfill 2017 CPT officer & community wellness critical subject, either Blue Courage or procedural justice, 4 hours.
- Executive Director established MultiCultural Training Advisory Group to advise on cultural competency of basic and advanced training curriculum.
- Created diversity liaison position to define diversity & inclusion efforts for training and certification, develop goals and objectives related to improving racial and ethnic diversity in law enforcement and community policing, and provide guidance concerning minority and protected class inclusion programs to aid in curriculum decision-making.

** Mental Health Advanced Training*

Completed

The Advisory Group recommends a portion of the annual advanced training mandates contain training on mental health and de-escalation. Effective communication is just as important as the physical skills officers use on a regular basis. Therefore, the Advisory Group believes refresher training in this area is needed as much as it is for the other subjects listed above to help officers enhance their abilities.

- Offered as the de-escalation with a focus on mental illness critical subject in 2016 CPT, 4 hours.
- Required as the trauma informed policing critical subject in 2017 CPT, 6 hours.

22. Perishable Skills Advanced Training

Completed

The Advisory Group recommends a portion of the mandated 40 hours of advanced training consist of refresher training for perishable skills in a reality-based training environment. This would include training officers by placing them in stress-inducing, real-life simulations to assess their decision-making abilities. This could be done at OPOTA facilities in London and Richfield if modifications are made to add "training villages."

- Required as the practical application of force critical subject in 2017 CPT, 4 hours.

23. Increased Continuing Training

There are currently very few subjects required for advanced training. The Advisory Group feels there are specific topics which could increase officers' competencies in responding to their communities' needs. The Advisory Group recommends the following subject matter be included in mandated yearly training:

** Use of Force Review*

Completed

The Advisory Group recommends law enforcement agencies have training on use of force, including their agency's use of force policy, which may be done in conjunction with annual firearms requalification. The Advisory Group believes an annual review of use of force policies and the constitutional requirements surrounding use of force will ensure that officers have a better understanding of appropriate uses of force. It will also give communities peace of mind that their officers are continually trained to respond in the most suitable manner.

- Offered as part of the constitutional use of force critical subject in 2016.
- Required as the practical application of force critical subject in 2017 CPT, 4 hours; and available as legal update critical subject, 2 hours.

* *Mental Health Update Training*

Completed

Acknowledging that many situations law enforcement officers face in their day-to-day duties involve someone in a mental health crisis, the Advisory Group recommends increased training in mental health topics for all officers. Ohio Peace Officer Training Academy (OPOTA) currently offers an 8-hour advanced training course dealing with de-escalating people in crisis based upon the basic training lesson plan that was updated in 2013. This is currently offered by OPOTA, but not required, the Advisory Group suggests Ohio Peace Officer Training Academy (OPOTA) review this curriculum to ensure it is up to date and the number of hours included in the course is appropriate. The Advisory Group believes that all officers should receive the most recent basic training on mental health either by being required to take the Ohio Peace Officer Training Academy (OPOTA) advanced training course or similar training through the National Alliance on Mental Illness (NAMI).

- Curriculum has been reviewed.
- Offered as the de-escalation with a focus on mental illness critical subject in 2016 CPT.
- Required as the trauma informed policing critical subject in 2017 CPT, 6 hours.

24. Field Training Program

Completed

The Advisory Group recommends all law enforcement agencies implement a mandatory field training program. Furthermore, the Ohio Peace Officer Training Commission should develop minimum standards for this program as well as minimum standards for who can be a field training officer. (This recommendation is not necessary if agency internships are implemented as part of the peace officer certification process.)

- Currently a 4 day program offered 4 times a year with the ability to train 160 officers a year.
- Sent trainers for updated training to improve the content of the course.
- Added Blue Courage program concepts to curriculum.

25. Use of Force Policy

Completed

The Advisory Group recommends all law enforcement agencies adopt a use of force policy. The Ohio Peace Officer Training Commission should develop a model use of force policy in the next four months that law enforcement agencies can utilize. Having a use of force policy provides officers clear direction on acceptable uses of force.

- Ohio Collaborative produced a model use of force policy for agency use.

