

Field Training Officer

Apr 4-8 Cost: \$400

Host: Painesville PD

Included: LA and San Jose Model manuals and CD ROMS!

The FTO is an integral part in assisting the probationary officer to make the transition from the classroom environment to the application of learned skills in field situations. The training program will include information on the role of the FTO, the adult learning concepts, the evaluation process, civil liability issues, coaching and mentoring, ethics, effective communication skills and documentation in the FTO manual. Each student will receive a detailed comprehensive "San Jose" & "LA" FTO training manual that should serve as a documentation and evaluation tool to successfully promote the development of the probationary officer.

About the Topics:

- Role of the FTO
- Adult learning concepts
- Evaluation process
- Civil liability
- Coaching and mentoring
- Ethics
- Effective Communication skills
- Documentation in the FTO manual
- Motivation and managing a diverse employee workforce
- Gender issues in FTO process

Gun Schools now scheduled

Attention: Range Officers

Students taking these courses and successfully completing them will have all of the necessary requirements to be certified as a requalification instructor by the Ohio Peace Officer Training Commission, and a portion of those requirements needed to be certified as a basic training firearms instructor. These courses will be divided into classroom and practical exercises. Curriculum requirements, student performance objectives and instructional techniques will be addressed during the course. A written and practical shooting examination will be administered at the conclusion of the training. Students will be required to pass the state requalification course, with a minimum score of 80 percent in order to continue in the course. This course is for instructors and is not a beginner's course on the shotgun/semi pistol. The training curriculum and instructional objectives for this course are identical to what is provided by the Ohio Peace Officer Training Academy in London, Ohio. **Host: Eastlake Police Department.**



NOTE: Be sure to keep your Firearms Instructor Certificates up-to-date. The Requalification Course will be offered to new range officers, and to those range officers who need to re-file for certification qualification.

Officer Safety and Survival

"Firearms, Arrest and Survival Tactics" \$300

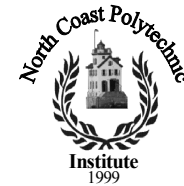
May 10-12

Westlake PD



Street Survival Course "a winning, survival attitude..."

This "officer safety and survival" course is designed to heighten the awareness of all enforcement professionals to be ever vigilant and alert while performing their duties. The course utilizes lecture presentations, slide presentations and practical exercises in firearms training and *red-handled gun scenarios* to develop an officer survival attitude in each student. Officer safety is everybody's business; it is a survival "attitude" that must be developed, practiced and rehearsed. Topics include: The deadly errors; Pattern of encounters; The psyche of survival; Unknown risk contacts; Contact and cover principles; Use of force; Firearms training; Live Firearms; Survival shooting techniques; Defensive combat course; and Red-handled gun exercise. A must attend class for the road officer!!!



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Attn: Range Officers



Spring Firearm Schools to be hosted by Eastlake Police Dept

See pg 4 for details

The Lighthouse

Volume 11 Issue 33

Winter/Spring 2011

The Lighthouse "a Training guide"



William D. Healy, Director

It is amazing how time seems to fly by. It has been 12 years since my retirement from the OSHP and the start of my training business. To say the least, I have enjoyed providing training to your officers over the past 12 years. Even though I am in my early 60's, I still enjoy teaching and hope to continue for at least 5 more years. With the 8th year of DROP

going into effect in January 2011, many officers will be retiring early next year. As a result, there may be an increased need in conducting "First Line Supervision" and "Field Training Officer" schools. I currently have an FTO school scheduled at Painesville PD and a First Line Supervision school scheduled at Euclid PD early next year. However, I am sure additional schools will be needed. So, if you want to host either of these schools or any of my other training programs,

Please let me know. I encourage you to visit my web site regularly as new classes are being scheduled.

Congratulations to Major John Borne, who will be promoted to Colonel in the Ohio State Highway Patrol. Many of the PEAL graduates have been instructed by John in Media Relations and Press Interaction. He was a great instructor and I wish him the best in his new leadership role.



PEALS 2011

Police Executive Administrative and Leadership School

Attn: Top Dogs

This **three-week (15 day)** school addresses the need for intensive management curriculum that is cost effective. The PEALS school is designed to enhance the operational and the conceptual leadership skills of current and future "top dogs" within the law enforcement community. The training program is designed to provide substantive lecture presentations with practical exercises and problem solving project work to confront the issues critical to law enforcement managers and executives. The curriculum will include training in human resource management, labor relations/grievance handling, discipline, Garrity & Weingarten rules, managing and motivating a diverse employee population, contract negotiation, administrative investigations, community policing, core values, training and organizational viability, CALEA, personal financial planning, civil liability, leadership, administrative law, managing change in organizations, strategic vision and planning, ethics, professional stops and racial profiling, professional media relations" and preparing for and participating in Assessment Centers. We continue to enhance this program based on critiques and aim for excellence. We have trained almost 300 police supervisors & executives as we head into our 12th PEALS class. If you would like critiques from past graduates or references, please call me. **Please note the final week will be March 28 - April 1.** A graduation lunch will be held April 1, 2011.

PEALS 2011 - 3 wk school

Feb 7-11, Mar 7-11. &

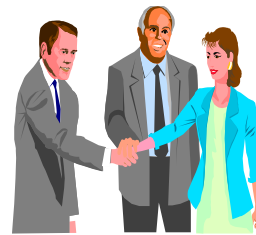
Mar 28-Apr 1

Cost: \$1500

Host: Solon Police Dept

Students attending this school will be eligible to apply for and receive 8 college semester hrs from Cleveland State University.

Lakewood PD host Diversity & Sensitivity Jan 11 & Jan 18 Cost: \$90



In order to meet the challenges of a changing human environment, government employees must become more aware of the basic differences between the diverse groups of citizens and employees they serve. They must also become more aware of the patterns of behavior that result from these differences and how to better interpret them. The "Diversity and Sensitivity" seminar will discuss value systems, assumptions and how they are formed by various population groups. Human Relations will also be discussed and how they contribute to effective relationships, interpersonal communications and team building. Classroom discussion and synergistic exercises will be utilized during the class.

Topics to be discussed:

- Cultural diversity
- Value systems and assumptions
- Interpersonal and intergroup relationships
- Myths, stereotypes, prejudices and discrimination
- Human relations and team building
- Practical synergistic exercises

Westlake Police Department hosting monthly schools

As in the past, Westlake Police Department will be hosting various schools throughout the 2011 training schedule. This year all schools will be held at the Westlake Rec Center, 28955 Hilliard Blvd, Westlake, Ohio.

- Feb 24 Auto Theft (\$90)
- Apr 20-21 Conducting Background Invest (\$200)
- May 10-12 "FAST" Officer Safety/Survival (\$300)
- Sept 7 How to write Police Reports (\$90)

- Oct 4-5 Criminal Patrol/Drug Interdiction (\$270)
- Nov 2 Search & Seizure/Search Warrants (\$90)
- Dec 8-9 Dispatcher Inservice (\$200)

Auto Theft Investigation
Feb 24 Cost: \$90

Conducting Background Invest
Apr 20-21 Cost: \$200

...each student will receive a CD-ROM containing a thorough sample background investigation outline detailing the investigative process

The purpose of this 2 day seminar is to educate the student on the employee hiring process and how the employment background investigation fits into that process.



Topics to be discussed:

- Legally defensible background investigation policy & ethical issues related to hiring personnel
- How the employment background investigation fits into the hiring process & how the polygraph can enhance the hiring process
- Accessing numerous information sources (including sealed records) Specific interviewing techniques
- Authenticity of documents &
- ADA impact on the hiring process & credit bureau reports
- Specific interviewing techniques
- Fingerprinting individuals for employment purposes
- How to generate a concise, objective, in-depth background report

To be discussed:

- National Insurance Crime Bureau (NICB) (former NATB) overview
- Computerized methods of vehicle identification
- Component parts identification
- Body flips
- Insurance fraud
- Number restoration techniques
- Vehicle arson
- Motorcycle, commercial vehicle and heavy equipment thefts
- Use of "BAIT" cars and Seizure and Asset Forfeiture



2011 CPT Credits Available

multiple registration discounts available...

\$90



In 2011, the Ohio Peace Officer Training Council (OPOTC) has notified Ohio law enforcement agencies that **four (4) hours** of training be provided to all Ohio peace officers to comply with the mandatory Continuing Professional Training (CPT) requirements under Senate Bill 281. The four (4) hours of training can be in any law enforcement related topic in order to qualify for reimbursement. **Reimbursement will be awarded in the amount of \$80.00 per officer.** As in the past, I can provide training that will meet the requirements for the CPT mandate. Many agencies have combined various topics into a one day training seminar, to include search & seizure, laws of arrest, legal aspects of confessions, civil liability, traffic laws, public records laws, ethics and professionalism, & biased based policing/racial profiling. Other topics of your choice can also be included.

CPT Legal Updates Seminar

Feb 2, Feb 16, Mar 2 & Mar 16

Parma PD will host four (4) eight (8) hour legal updates seminars, which will qualify for CPT training hours. Each seminar will include a review of search and seizure, laws of arrest and legal aspects of confessions. Case law decisions from the federal and state appellate courts will be provided. In addition, a review of SB 77 will be conducted to include an update on mandatory DNA testing, audio & videotaping of confessions & line-up issues. **Cost: \$90**

Topics will include

- Search & Seizure updates with emphasis on the exceptions to the search warrant rule
- Laws of Arrest updates with an overview of Ohio Revised Code Chapter 2935
- Confessions & Interrogations updates with an emphasis on the 3 newest Miranda related cases from the U.S. Supreme Court in 2010
- Statutory updates with a review of SB 77 – DNA testing, audio & video taping of confessions and line-up issues

First Line Supervision for Police/Corrections

March 21-25 Cost: \$400 Euclid PD

2011 is the year that many departments will feel the effects of "DROP". Some departments are losing 1/4 of their work force. This one week training program is designed to provide training in first line supervision dealing with police and/or correctional personnel. This course will provide comprehensive training in supervisory techniques and responsibilities in police/correctional facilities and will be instructed by experienced and veteran supervisory trainers.



Breakdown of training as follows:

Days 1 & 2: All students will be together for training in supervisory topics
Days 3 & 4: Correctional students will be separated & receive training in "correctional issues"
Day 5: All of the students will be reunited & receive training & take final exam

Overall Topics to be discussed

- Accepting supervisory responsibility, Core values; Civil liability
- Decision Making; Interpersonal relations; Ethical Leadership;
- Time Management
- Empowerment and delegation
- Team building and motivation
- Collective bargaining; Labor relations. Grievance handling
- In-basket exercise and additional synergistic exercises

Correctional issues

- Religious rights in today's jails
- Correctional leadership
- Legal updates – PLRA & PREA
- Performance appraisals
- Retention of correctional staff
- Supervisory subordinate relations
- Conflict resolution; synergistic exercises