



Commonwealth of Massachusetts
Municipal Police Training Committee
“Training for Today, Planning for the Future”

CHIEFS NEWSLETTER

Chiefs Newsletter

June 2012

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News from the Executive Director

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Recruit Officer Course

As an ongoing reminder, we have established fixed, recurring starting dates for recruit officer training at three of the MPTC academies. The goal is to make it easier for you to plan your hiring processes and eliminate the guesswork involved in academy starting dates. These courses **will run** regardless of whether we have a full class or only twenty students. The following recruit classes are currently scheduled. Again, **none** of the MPTC classes have a float status:

- Plymouth: the second Monday of every September, starting September 10, 2012
- Western Mass: the first Monday of every February, with the next class on February 4, 2013
- Reading: the second

Monday of every March, with the next class on March 11, 2013

This new schedule does not negate our need to know your training plans. In fact, it actually puts more pressure on the MPTC to try to predict trends in case we need to schedule a class at Randolph or Boylston to handle demand exceeding the capacity of the currently scheduled classes. So, please, as I have mentioned before, to help us accurately determine the need for a class, we ask you to notify Lynda Kearns with updates regarding your recruit officer training plans (AKA hiring plans), whether those plans are in the immediate future or months away. That way, we can schedule classes that more closely meet your needs and do so in

a timely, expedient manner.

For example, both the Western Mass and Reading Recruit Officer Courses were completely filled, which is not a surprise. The problem, though, is that they were completely filled with full-time police officers. That means agencies were not able to get part-time officers into the class and it also precluded self-sponsored candidates to from getting trained. As a result, we have set a starting date for a Boylston Recruit Officer Course on July 16. However, it also filled quickly with 44 student officers who will be hired fulltime upon graduation. As a result, we have scheduled a Recruit Officer Course to start in

Recruit Officer Course *(continued from page 1)*

Reading on August 20, 2012. Please remember that fulltime student officers are prioritized in the order in which complete application packets are received. As you can see, we need to know your hiring plans to stay ahead of the training curve. You can access the online form to update your hiring plans by clicking this link to [Request Recruit Officer Training](#) or you contact Lynda directly at

Lynda.Kearns@state.ma.us or at 781-437-0306. Thank you for your help.

As you know Boston, Lowell, and the MBTA Transit Police all admit outside candidates. However, all of those classes are already full, as well. We are in discussion with the State Police to gauge their interest and ability to conduct another MPTC-approved class. Plus, we are looking at running

Boylston Academy Day One



Instructor Certification

As you may have heard, the MPTC is in the process of overhauling its instructor certification system. This overhaul will require ALL instructors to reapply to attain certification to teach specific topics. It also creates defined levels of instructor certification, which includes a mentoring and evaluation component meant to assess and improve an instructor's effectiveness as a teacher. The purpose of this reapplication requirement is to affirm all instructors are qualified to teach the assigned topic and have demonstrated proficiency as instructors. Going forward, these will be entry

-level requirements for all new instructors. As a part of this overhaul, we are establishing an Instructor Certification page on the MPTC website (www.mass.gov/mptc) that gives an overview of the process, delineates the criteria for each of the instructor levels, and has links to the Instructor Certification Application, the instructor development class schedule, and the various topic-specific train-the-trainer classes.

In summary, the instructor certification process will be a dual-focused system by which MPTC verifies an instructor's proficiency in both the

subject matter and as an instructional trainer. To become certified, an Instructor Certification Application must be submitted and approved by MPTC. This application requests basic contact and employment information. It asks for the instructor candidate's specific training and experiences in the topic area and requires inclusion of all previous teaching experiences and training received with respect to adult learning, curriculum delivery and instructor development. Competency in both the subject matter and teaching proficiency must be proven before an instructor can receive

certification.

A Separate Application Must Be Submitted For Each Topic Area To Be Taught. Establishing a separate Instructor Certification Application process for each topic allows the applicant to focus on their qualifications and ensures competency in that specific topic area. If the instructor candidate does not meet instructor certification requirements, that individual and their sponsoring agency, will be notified of the denial and basis for it. Once certification requirements are met, both the instructor and sponsoring agency will be noti-

Instructor Certification (Continued from page 2)

fied of the MPTC approval.

Instructor certification must be renewed every three calendar years, with a separate, updated Instructor Certification Application submitted for each topic area to be taught, and this certification process is open to any law enforcement agency within the Com-

monwealth of Massachusetts desiring to certify instructors for its uses.

In the interest of providing a competency-based instructor cadre, the MPTC has developed a tiered structure within its Instructor Certification Process. The purpose of these levels is to provide a mechanism to assist in the evaluation

and mentoring of newly-certified instructors.

“the instructor certification process will be a dual-focused system by which MPTC verifies an instructor’s proficiency in both the subject matter and as an instructional trainer.”

Here is a general description of the four levels of instructor certification:

Level I Instructors are certified by the MPTC within a topic area. Teaching credentials are not evaluated at Level I. Instructors are sponsored by their agency to teach locally (within the agency) and regionally. Level I Instructors will **NOT** be teaching directly for the MPTC. The responsibility of the MPTC at this level is to verify the instructor’s qualifications for a particular topic.

Level II Instructors are entry-level instructors for the MPTC. Instructors must show they are proficient in the specific topic and demonstrate competency as an educator. For example, in addition to evaluating an instructor candidate’s topic-related training and experiences, the MPTC will also evaluate any previous teaching experiences and/or completion of general instructor development courses. A Level II Instructor can assist with and co-teach classes in the approved topic area but cannot serve as a MPTC Lead Instructor. Level II instructors can serve in a Level I capacity.

Level III Instructors are certified to be MPTC Lead Instructors which authorizes them to teach solo and to coordinate and plan classes. In order to advance from Level II to Level III, the instructor must meet progressive transition requirements. A Level III Instructor can serve in Level I and Level II capacities.

Level IV Instructors serve administrative roles and act as evaluating agents for MPTC. They coordinate and monitor MPTC programs and serve as mentors for Level I, II, and III Instructors. The number of Level IV instructors is limited. The criteria required for Level IV Instructor Certification varies by specialized topic area. Due to the unique requirements at this level, many instructional topic areas do not have Level IV Instructors.

Instructor Certification (Continued from page 3)

Several specialized topic areas such as firearms, sexual assault investigations, defensive tactics, patrol procedures, first responder, health and wellness, and others have additional requirements for each level of certification. However, the general instructor certification requirements are the foundation and prerequisite for those additional criteria. For questions regarding

Instructor Certification and the Instructor Certification process, contact Rose Sauvageau at (781) 437-0315 or by email at Rose.Sauvageau@MassMail.state.ma.us.

Separate from the instructor certification process is the process by which the MPTC pays some instructors to provide training. This requires the instructor to enter into a contract

with the Commonwealth to provide instructional services. Contracts are only provided to instructors who have applied and have been certified by the MPTC to instruct in a specific topic area and who have indicated they are interested in teaching for the MPTC. These instructors must then complete and then have the contract

signed by an MPTC academy director or an MPTC administrator prior to submission for approval. Only a contract with an original (“wet” inked) signature can be accepted, and only upon acceptance and approval of the contract by the MPTC headquarters can an instructor commence instructional services and receive compensation for the services rendered.

Professional Development (AKA In-Service) and Specialized Training

We are in the process of establishing the strategic training plan for next fiscal year, which begins July 1. Included in that plan will need to be the professional development and specialized training plans. No final decisions have been made as to topics, venues, or delivery and

as such, your input is vital if we are to develop a plan that addresses identified training needs and allows us to prioritize our training as funding permits. If you have suggestions for professional development or specialized classes (including those provided by the state-

wide coordinator programs), please share them with me, Marylou Powers, Howard Lebowitz, or your MPTC Committee representative. I have committed to providing more classroom training in the coming year, and will stand by that commitment, with a

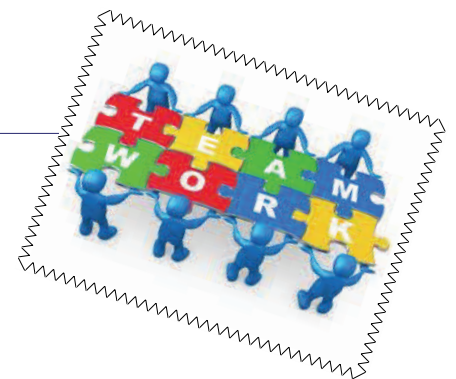
traditional, yearly caveat: As usual, the final plan will be driven by the MPTC’s final budget and mandated directives. (See below for the latest.)

Training Venues

In addition, we are trying to get more training delivered at sites in the field, rather than simply hosting all training at MPTC facilities. We recognize that convenience affects attendance and as such and where possible, we are trying

to deliver training locally. Not surprisingly, we are especially in need of firearms and EVOC training sites. Consequently, let us know if you are willing to host training at your facility and if so, the size of your training

room. Please feel free to share that information with Director of Training Marylou Powers at (781) 437-0302 or E-mail at Marylou.Powers@state.ma.us.



New Health and Wellness Statewide Coordinator

I am pleased to announce that a new Health and Wellness Statewide Coordinator has been selected. Jason Shea comes with a broad background in health and wellness that includes a college degree, authoring articles on the subject, and

owning a fitness center. He certainly impressed the interview panel with his ideas and goals as they related to improving the health and wellness of our officers, especially our veteran officers. Jason has already traveled around the state visiting with

academy trainers and discussing what seems to be working and soliciting suggestions for improvement. He has also assembled an advisory group to begin working on next steps.

Jason's contact information is:

Jason Shea

Municipal Police Training Committee
Health and Wellness Statewide Coordinator

Mailing Address:

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Recruit Officer Course Revisions

As you have heard, we are in the process of completely revising the Recruit Officer Course curriculum and the staff instructor program. This project will likely take another year to fully implement. The first set of revised instructional objectives have been shared with the MCOPA Training and Education Committee for review and comment. After incorporating their feedback, each topic/class will be presented to the MPTC Committee for final review and adoption. At that point, the class will be incorporated in the next recruit class. We will update the training as each class is finalized and will not be waiting until the entire curriculum is complete before


inserting the changes. Even after a topic is finalized, we are establishing a process to constantly review, update, and incorporate changes in the curriculum on an ongoing basis. As you can see, even though we will have a process to make sure all academies (MPTC and MPTC-authorized) will be teaching the same material, it also means no two recruit officer classes will be the same as individual topics and classes are updated annually.

At the same time, recognizing that the academy environment is as critical to preparing student officers for police work as is the curriculum, we are revising the staff instructor pro-

gram to make sure it is founded upon adult learning principles. The revised program will have a foundational manual, a requisite training program, and a mentoring component. Certainly, we will still continue to have the infamous Day One, but we will have a very structured and orchestrated Day One with a list of permitted and unpermitted activities, with the permitted activities linked to identified and articulated learning objectives. In addition, the progressive phases of the academy environment will be spelled out to guide the evolution of the class from directive to self-initiated.



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Training Record Database

To date, we have uploaded approximately 200 departments into the new training record database. Not only does this get those departments established in the new comprehensive training records database, it also gets them access to the new distance learning pro-

grams in the new distance learning platform. As often happens with projects with several unknowns, we have experienced several obstacles needing to be resolved and overcome, but the project is definitely moving forward positively. As I have mentioned, the ultimate

goal of this project is to create a recordkeeping system that will track ALL training attended by an officer, whether that training is offered by MPTC, within a department, or by another department or vendor. But that part of the project is a couple years from fruition.

In the meantime, my thanks to those of you have sent us your spreadsheets. For the rest of you, it is not too late.



Pursuit Policy Workshop Online

The Pursuit Policy Workshop that MPTC has hosted in the past is now available as an online training module through the International Association of Directors of Law Enforcement Standards and Training (IADLEST). This training is available to ALL police officers. You do not need to be a member of IADLEST

NLEARN to take advantage of this training opportunity. It is a one-hour session discussing the following objectives:

- ✦ Discussion of US Supreme Court decisions and State-specific statutes that have impacted and governed vehicular pursuit operations;
- ✦ Discussion of the components of the IACP

vehicular pursuit policy guide;

- ✦ Comparison of your agency's current pursuit policy with the IACP pursuit guidelines; and
- Development of an action plan for your agency that supports vehicular pursuit operations and addresses any weak or missing areas within the current pur-

suit policy.

To access the program, go to the IADLEST website at <https://www.iadlest.org/> and click on the "Pursuit Training" icon or link.

Myth-Busting Video Regarding Police Shootings

This came from the Force Science Institute. If you have a slow Internet connection, the online version of the video may take too long to download.

"In a unique production assisted by the Force Science Institute, law enforcement authorities in an Oregon county have

created an online video that explains to civilians the realities of officer-involved shootings and counters prevalent myths fostered by Hollywood fantasies.

In 17 minutes, the program ranges from addressing why officers don't try to shoot knives out of the hands of at-

tackers to how cell phone and dash-cam recordings can significantly distort impressions of deadly force encounters. In all, the production tackles 7 persistent misconceptions that often lead to unjust accusations of wrongdoing regarding police use of force and provides scientific in-

sights into the true dynamics of life-or-death confrontations.

Click this link to the video, called '[Hollywood vs. Reality: Officer-Involved Shootings](#),' to be viewed online. Officials who posted it for public viewing are willing to share it with other agencies as a valuable

Myth-Busting Video Regarding Police Shootings *(continued from pg 6)*

educational tool...If you'd like a copy in DVD format, contact Alex Gardner at: alex.gardner@co.lane.or.us and reference Force Science News."

"People tend to think that a video is an accurate reporter of any particular account of what they're seeing, but I would like you to look at the number of cameras that are necessary for referees to look at during any football game."

Excited Delirium Study as announced by Force Science News on 1-31-12

An international panel of experts, including 2 MDs involved in Force Science training, has recommended a 4-step protocol as offering the best hope for a successful outcome when dealing with suspected cases of excited delirium. Already in use by some progressive departments in the US and Canada, the endorsed procedures should serve as "models for other communities," the panel says in a pending report.

The core elements, along with supportive descriptive information, have been incorporated in a quick-reference card for first responders that is reproduced in the report:

Clearly identify ExDS [excited delirium syndrome] cases, based on common signs and

symptoms;

Rapidly control the afflicted individual with adequate law enforcement personnel;

Sedate the subject (by EMS personnel) immediately after police control is established;

Transport him or her to a medical facility for follow-up treatment and evaluation, with documentation of the case.

"[T]hese protocols have helped save lives," one panel member was quoted.

The 34-member panel was assembled by the Weapons and Protective Systems Technologies Center at Pennsylvania State University under a National Institute of Justice directive to evaluate existing research about excited de-

lirium and its role in in-custody deaths, with the goal of providing guidelines for law enforcement and corrections personnel.

Among other leading researchers and practical authorities on the subject, the panel includes Dr. Christine Hall of the University of Vancouver and the Vancouver Island Health Authority and Dr. Matthew Sztajnkrzyca of the Mayo Clinic, both faculty members of the certification course in Force Science Analysis.

That report, funded by NIJ, has now been released and is available online free of charge as a PDF download at: <http://bit.ly/zryg9C>. The report thoroughly documents the current scientific knowledge regard-

ing this dangerous affliction and the recommended protocol for law enforcement and EMS working in collaboration in an effort to prevent a fatal outcome when the syndrome is encountered in the field.

After a thorough review of existing evidence, the panelists agreed on a number of critical points:

- Although it may not be identified consistently in medical literature as excited delirium, "the syndrome is indeed real" and, in Hall's words, is not something "made up by cops" to explain force encounters gone bad. The National Assn. of Medical Examiners and the American College of Emergency Physicians recognize it as an identifiable condition.

(continued)

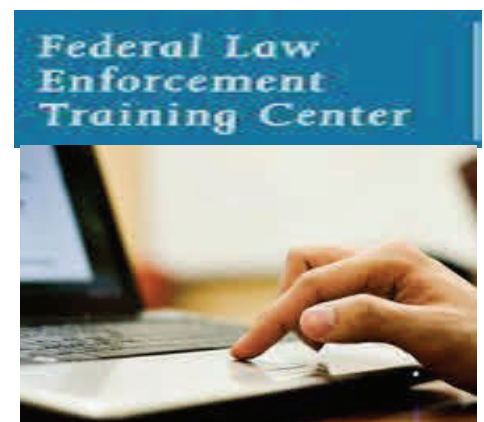
Excited Delirium Study as announced by Force Science News on 1-31-12

- The ExDS "clinically recognizable features" include "extreme mental and physiological excitement, extreme agitation, hyperthermia, hostility, exceptional strength, and endurance without apparent fatigue." The syndrome has been identified by researchers as "associated with sudden death," although a majority of persons experiencing it are believed to survive.
 - "Prior chronic drug use," particularly of cocaine and methamphetamine, may damage the heart to the extent that it becomes "predisposed" to failure under the stress of struggling and being restrained.
- Because ExDS is "a medical problem masquerading as a police call," as 1 panelist put it, the initial response needs to be "a multi-disciplinary effort," involving dispatchers, officers, and EMS personnel. Dispatchers need to be trained to ask pertinent questions and officers need to know signs and symptoms to distinguish an ExDS encounter from "rowdy bar behavior" and get medical aid on the scene promptly.
- While verbal techniques may be attempted, "rapid and overwhelming" physical tactics are likely to be necessary to gain control of ExDS subjects. As 1 police training video notes, the goal "is to restrain the subject with the minimum amount of fight" because "the more they fight, the greater the chance for a negative outcome." A conducted energy device (Taser) can be "a fast way to restrain."
- In conclusion, the report states that the 4-step protocol "will likely continue" to save lives. The panel expects that this will be confirmed as agencies collect data on these incidents, including "saves" and not just those that end in in-custody death. Whether these recommendations "will reduce lawsuits is uncertain," the report notes, "but they will likely help agencies defend against them, especially if they adhere to a policy of copious documentation-both at the scene and at autopsy."

FLETC FREE Distance Learning Courses

Here is another opportunity for FREE online training for sworn officers. The site is <http://www.acadis.net/fletc/>. According to the site, "Apply today for a free subscription to Law Enforcement Online, an eLearning Library funded by the Federal Law Enforcement Training Center. You will have access to 200 online courses which you can

complete directly on your computer. Many of these courses are certified for in-service credit by POST (Peace Officer Standards & Training) agencies. So don't wait."



National Decertification Index (NDI)

As an ongoing reminder, MPTC has access to the National Decertification Index, which has data from participating POST states all over the country. Over 30 states currently participate in the database. The NDI is a list of officers who have been decertified and are no longer allowed to exercise police powers in their respective states. Please feel free to contact Marylou Powers at Marylou.Powers@state.ma.us or (781) 437-0302 if you

would like us to see if an applicant or candidate you are considering is on that list.



Budget

The good news is that both the Senate's budget recommendation and the House budget recommendation include level funding for the MPTC. You may be wondering why that is "good" news since it leaves us far short of the money needed to address critical training needs. It is good because it affirms that the Governor and legislature agree that the MPTC provides a valuable service and as such, have not eliminated funding altogether. Better news is the continued discussion that have been generated with and within the legislature about increasing

funding to help MPTC meet its statutory obligations. You may have heard that SF1258, the automobile insurance surcharge bill, came out of the Joint Committee on Homeland Security and Public Safety with a favorable recommendation, which means it can go to the floor of the legislature for action. However, chances of passage are remote, at best, at this point. So again, stay tuned for further developments and feel free to contact your legislator if you have an opinion

to share regarding funding for police training.

As always, please feel free to contact me with questions, comments, or concerns. But most of all, please be careful out there!

Dan



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The mission of the Municipal Police Training Committee is to set and enforce training standards, to identify and meet the training needs of the Commonwealth's municipal police officers, to facilitate the delivery of up-to-date, state-of-the-art training, and to document training. At the same time, the MPTC must be responsive to the needs of municipal departments and the communities they serve.

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