



Knoxville Police Department Law Enforcement Training Academy

City Council Workshop

August 6, 2020

Agenda

- Welcome: Mayor Kincannon & Chief Thomas
- Follow Up from July 23 Workshop – Lt. Shaffer
- KPD Law Enforcement Training Academy Overview – Lt. Shaffer
 - Basic Training Academy
 - Field Training
 - In Service
- Deep Dive: Cultural Competency Training – Lt. Shaffer & LaKenya Middlebrook

Follow Up from July 23

Note: Still waiting on some data from 911. Older data is archived and must be retrieved. KPD utilized data on hand to get some information out.

Of calls to KPD, for how many does an officer actually respond to the scene?

- An officer responds to the scene for 63% - 66% of incoming calls
 - 173,000 – 181,000 calls
- The rest are handled over the phone in Teleserve Unit, are cancelled by a supervisor, handled by another agency, test only, etc.

What are trends in calls for service and disposition?

- We are still waiting for some data from 911, but have data showing general trends for last 3 years
- Source: KPD Annual Report
 - Open source data available on the KPD Open Records page of the City Website

Calls for Service



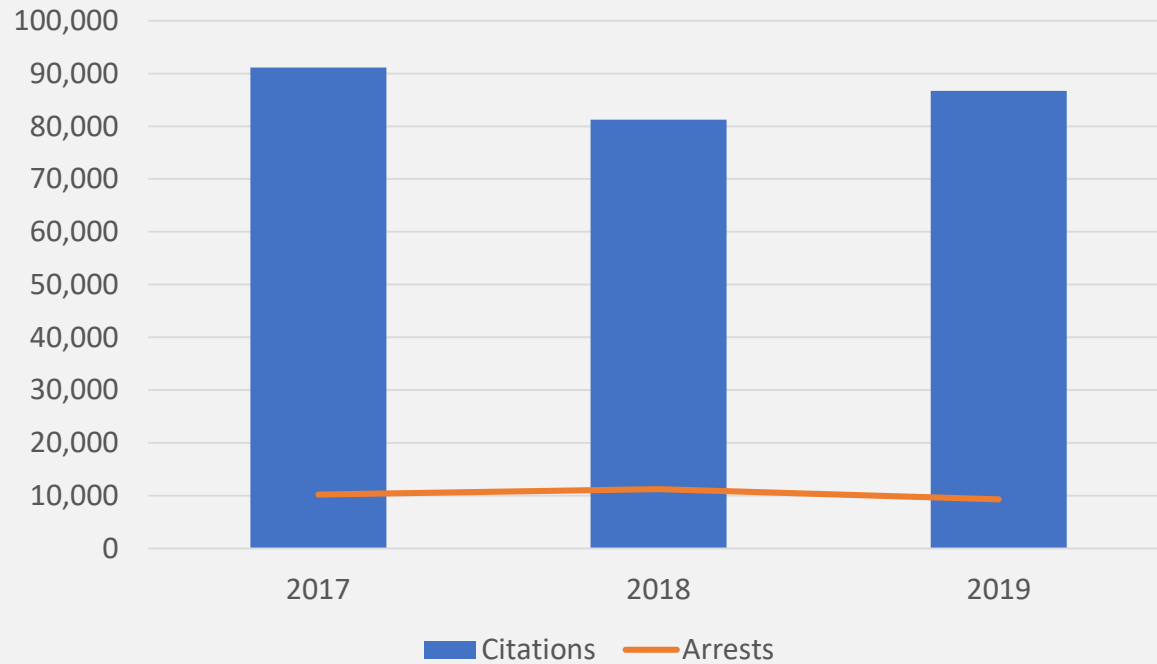
• 2017	247,425
• 2018	255,173
• 2019	275,121

Reports

• 2017	30,835
• 2018	29,959
• 2019	27,792



Citations & Arrests



Citations

- 2017 91,150
- 2018 81,249
- 2019 86,674

Arrests

- 2017 10,225
- 2018 11,261
- 2019 9,322

What is the break down of calls by districts (East/West) and the call's disposition?

- *Still waiting on data from Crime Analysis and the 911 center.*
- *We hope to break down data by Traffic Grid (not just East/West) and also include other variables such as population.*
- *KPD will continue this analysis and report back to Council.*

KPD Law Enforcement Training Academy Overview

KPD Training Curriculum Reflects National, State & Local Standards

- Tennessee Peace Officers Standards and Training (P.O.S.T.) Commission
 - Issues Certifications for Police Officers and Instructors
 - Requires 400 hours of Basic Training → KPD Requires 880 hours
- Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA)
 - KPD Training Academy Accredited in 2004 (Named Flagship Agency in 2010)
 - Accreditation requires rigorous self- and 3rd party-review across 9 categories
- Knoxville Police Training Committee
 - Membership includes: KPD officers, supervisors, and civilian staff; representatives from PARC, Civil Service

Knoxville Police Department Training Committee

- The Training Director or designee
- Civil Service Training Coordinator
- A supervisory representative from the Criminal Investigation Division
- A sworn representative from the Criminal Investigation Division
- A sworn representative from the Support Services Division, outside of the Training Section
- A Field Training Sergeant (FTS) from the Patrol Division
- A Field Training Officer from the Patrol Division
- Two civilian representatives from within the Department
- The Field Training Evaluation Program Coordinator
- A representative from the Police Advisory and Review Committee (PARC)
- A representative from the Accreditation Unit or Management Services Division

Knoxville Police Department Training Committee

Purpose:

- Develop advisory recommendations on the type and method of KPD training and training needs
- Serve as focal point for input from those reporting agency components.
- Develop, distribute, review results, and make recommendations from the training needs survey.
- Review and incorporate information from student surveys and student course evaluations to help determine course content, revision and delivery
- Review and incorporate information from all policies, procedures, legislation, rules, training programs, professional standards and trends to ensure that training offered is relevant and meets set goals

KPD Training Timeline

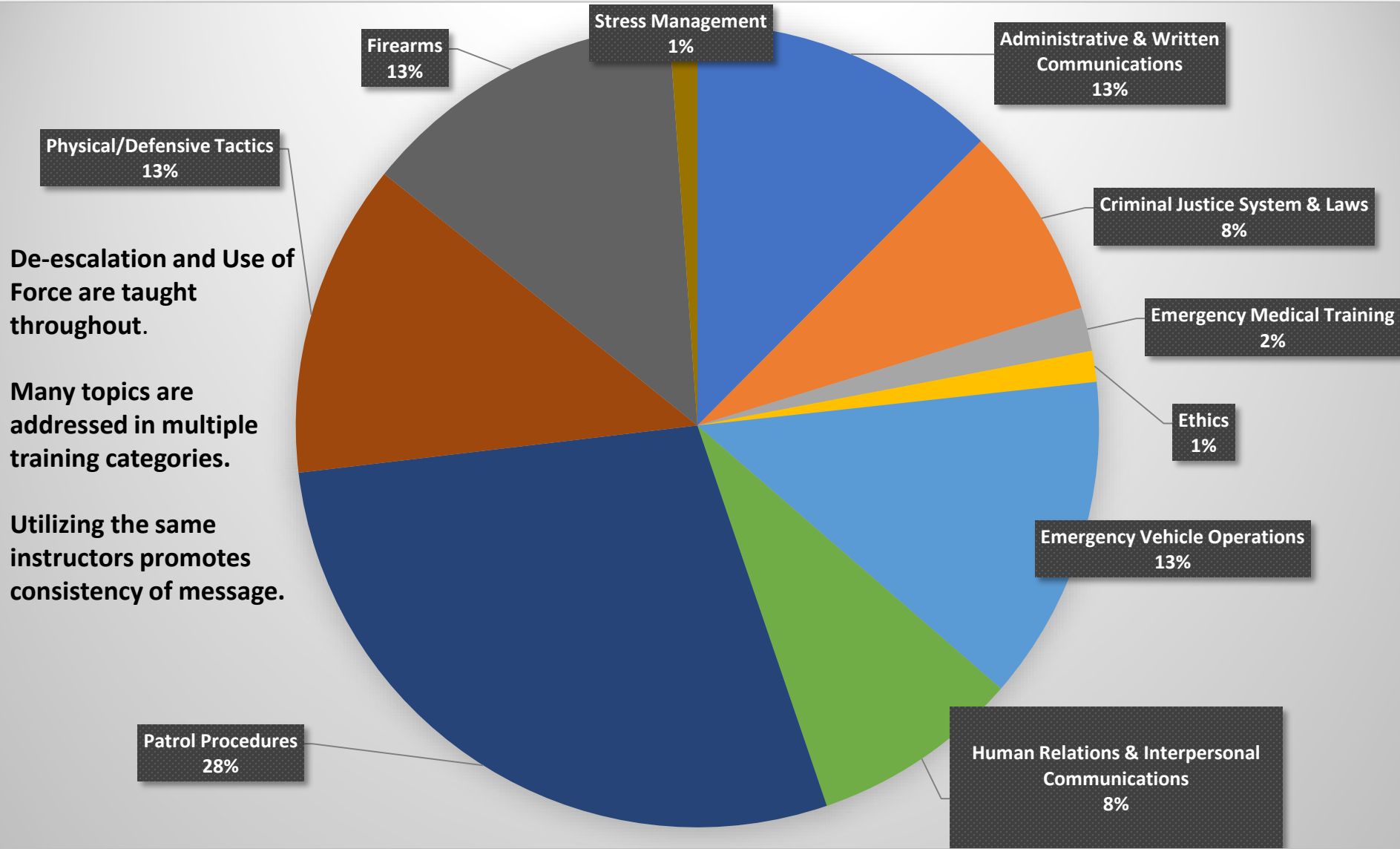
- Candidates hired & trained as Police Cadet (Optional)
 - Eligible for KPD Cadet program until age 23
- Candidate hired as Police Recruit & accepted into Academy
- Recruit completes KPD Basic Training Academy (22 weeks)
- Recruit graduates Basic Training Academy
 - At graduation, recruits are “sworn in” as badged, uniformed Police Officers
- Officer completes Field Academy Training (22 weeks)
 - Officers work independently *after* successful completion Field Academy Training
- All Officers must complete annual In-Service Training
 - Failure to complete results in Officers being decommissioned and unable to work

KPD Basic Police Officer Academy

22 Weeks



Basic Training Hours (22 Weeks = 885.5 hrs)



Patrol Procedures

POST = 75 hours / KPD Academy = 251 hours

- General Order 1.6 Use of Force
- Crime Analysis
- Amber Alert
- Ambush (with scenarios)
- Animal Control
- Asset Forfeiture
- Beat Management
- Bomb Squad & Bomb Threats
- Breathalyzer Training
- Child Sex Abuse
- CID Scenarios
- Commercial Vehicle Enforcement
- Computer Aided Dispatching / MPS
- Confiscations, Property and Evidence Management
- CPTED (Crime Prevention)
- Crime Scene Preservation & Rules of Criminal Evidence & Forensics

Patrol Procedures

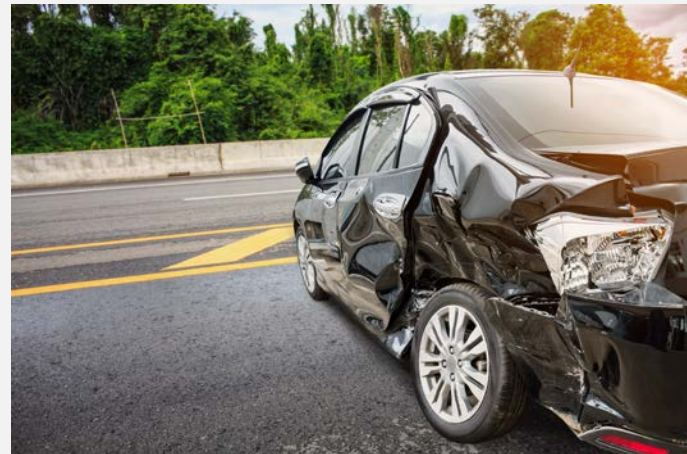
- Crowd Management & Chemical Agents
- Death Investigations
- Defensive Chemical Sprays (OC)
- Domestic Dispute / Violence Investigations/Intervention
- Drug ID
- DUI Field Sobriety Testing/ Mandatory Blood/Search Warrant
- Elder Abuse
- Excited Delirium
- Handcuffing / Searching
- Hazardous Materials Awareness
- Human Trafficking
- I.C.A.C. Investigations
- Intro to Criminal Investigation Division & Unit In
- Introduction to Patrol & Types of Patrol, Unit in Patrol
- Investigating Missing Persons
- Juvenile

Patrol Procedures

- K-9
- LEADS Online
- Major Critical Incidents
- Medical Examiner Investigations
- Mobile Field Force
- NCIC Query Certification
- NIMS (ICS 100 & 700)
- Observation Techniques
- Officer Involved Shootings
- Officer Survival
- Overdose Investigations
- Patrol Response to Property Crimes
- Patrol Response to Violent Crimes
- Preliminary Investigation
- Problem Oriented and Directed Patrols
- Radar Enforcement

Patrol Procedures

- Radios and Communications Procedures
- Response to Crimes in Progress
- Scenarios
- Search & Rescue
- Sexual Assault Crisis Center
- SHOCAP
- SOS
- Sudden Infant Death Syndrome
- Tactical Helicopter Operations
- TASER
- Traffic Accident Investigation
- Traffic Control



Firearms

POST = 40 hours / KPD Academy = 116 hours



- Firearms Safety and Draw Stroke
- Firearms Training (Sig Sauer Pistol System) (GO 1.6)
- Firearms Training (Handgun and Shotgun)
- Firearms Training (Patrol Rifle)
- Building Searches
- Active Shooter
- Officer Down



Physical / Defensive Tactics Training

POST = 40 hours / KPD Academy = 112 hours

Physical Training (57 hrs)

- Injury Prevention & Improved Quality of Life
- Stress Management - Use of Physical Training
- Intro to Tactical Athlete/Crossfit
- Physical Training

Defensive Tactics (55 hrs)

- Pre-Attack Indicators
- Control of Emotionally Disturbed Persons
- Defensive Tactics
- Baton

Emergency Vehicle Operations

POST = 40 hours / KPD Academy = 116 hours



- Driving Instruction (DDC Class)
- Driving Training (Day and Night)
- Law & Liability Regarding Emergency/Non-Emergency Driving
- Stop Sticks/Practicum
- Felony Stops/Driving Scenarios
- Foot Pursuit/Driving Scenarios
- Below 100
- Unknown Risk Traffic Stops & Citations

Criminal Justice System

POST = 11 hours / KPD Academy = 11 hours

- Intro to Court System,
Role of the Courts and DA office
- ATF/Federal Weapons Laws/
Safe Streets/Trigger Lock
- DUI Court Testimony
- Intro to Public Defenders Office
- Role of the Corrections System
- State and Federal Agencies



Criminal and Constitutional Law

POST = 50 hours / KPD Academy = 58 hours

- 5th & 6th Amendment (Confessions, Statements & Lineups)
- City Ordinances/Municipal Laws (Ch. 17 & 18)
- Civil Liability
- Constitutional Law/Bill of Rights/Restraint of Police Powers
- Elements of the Offense (Crimes against Persons & Drug Offenses)
- Intro to Law: Common, Civil, Criminal
- Introduction to State Law
- Post Arrest and Pre-Trial Process
- Search & Seizure

Interpersonal Communications

POST = 25 hours / KPD Academy = 30 hours

- Media Relations
- Basic Street Spanish*
- Community Policing
- Crisis Negotiations
- Field Interviewing*
- Interview & Interrogation of Witness and Suspects*
- Interview of Victims*
- Stops, Approaches, and Citizen Contact*



*Required training by TN POST Commission

Human Relations

POST = 30 hours / KPD Academy = 44.5 hours

- ADA Issues
- Street Gang and Gang Activity*
- Child & Family Services
- Crisis Intervention (CIT) Training / De-Escalation (24 hrs)
- Cultural Competency* (9 hrs)
- Hate Crimes and Domestic Terrorism*
- Homelessness
- Interacting with Deaf Persons
- Psychology of Human Behavior*
- Response to Autism
- Sex Offender Registry
- Sexual Harassment*
- Sovereign Citizens



Emergency Medical Training

POST = 10 hours / KPD Academy = 15.5 hours



- Basic Aid for Tactical Trauma (BATT)
- Basic First Aid
- BB Pathogens/General Liability/Workman's Comp
- City Medical Shots
- CPR / AED
- Narcan

Ethics

POST = 3 hours / KPD Academy = 11 hours



- Internal Affairs
- IACP Code of Ethics*
- KPD Code of Conduct
- Just and Fair Policing
- Police Ethics
- Political Influence on Law Enforcement*



Stress

POST = 9 hours / KPD Academy = 10 hours



- EAP/Stress Management
- Physical Fitness, Nutrition & Fitness /
Developing a PT Program
- Human Relations/Police & Family Relations
- Critical Incident Stress Debriefing



Written Communications

POST = 10 hours / KPD Academy = 26 hours

- Note Taking and Compiling a Notebook
- Basic Police Report Writing / Types of Reports
- TIBRS
- Report Writing and Watson Reports
- Use of Force Reporting
- Pursuit Reporting
- Use of Force and Pursuit Report Practical (Blue Team Software)
- E - Citations/Misdemeanor/Juvenile/Tow-ins

Administrative

POST = 3 hours / KPD Academy = 84.5 hours

- Benefits Enrollment
- Civil Service Orientation
- Close Order Drill
- Command Challenge
- Deferred Comp
- Drug & Alcohol Policy
- Election of Class Officers
- Employee Pension
- Exams
- Financial Management
- Flag Etiquette
- FOP / PBA
- FTO Program
- Historical Policing and Robert Peels
- History of K.P.D.
- Information Systems/Computer Assignment
- Internal Affairs Case Study
- Intro to General Orders & Accreditation
- K.P.D. Mission Statement and Philosophy
- K.P.D. Organizational Chart
- On Line Protection
- Police Advisory and Review Committee
- POST Commission
- Social Media Policy
- Uniform Fitting and G.O. 1.11

* There is an additional 5.5 hours for weekly tests



Field Training Program

22 Weeks

Field Training has Four Fully-Supervised Phases

- Officers work alongside Field Training Officers (FTO), with daily evaluation
- Officers must pass each phase before advancing
- Unsuccessful field training results in termination

- Phase 1: Ride Along – Observational
- Phase 2: Ride Along – Participatory in support of FTO
- Phase 3: Trainee and FTO work as team
- Phase 4: Trainee becomes “primary” Officer, under watch of FTO



Annual In-Service Training

40 Hours Annually

In-Service and Web-Based Delivery

P.O.S.T will decommission officers who fail to complete

Officers also receive regular Roll Call Trainings, Web-Based Policy Updates, and Training Briefs

2020 KPD In-Service Training Topics

- Use of Force Policy Review
- Recertification in Baton / OC Spray / Taser *
- Firearms Recertification*
- Defensive Tactics
- Utilization of Special Teams (Tactical, bomb threat, missing persons)
- Harassment
- DUI Enforcement
- Active Shooter Response
- Emergency Vehicle Operations *
- Legal Updates
- De-Escalation
- Cultural Bias

- Child Sex Abuse*
- Mental Health*
- Autism Awareness*
- Suspicious Activity Reporting
- Human Trafficking
- Blood Borne Pathogens
- Physical Fitness
- Elder Abuse

*Required training by TN POST Commission

Deep Dive: Cultural Competency



Partnership & Innovation

- Part of Training Academy for decades – at least 26 years
- Curriculum developed by collaborative team: KPD, PARC, local community leaders
- Community participants offer balance of expertise and local perspective
- Training continues to evolve and improve—dynamic leadership seeks relevance and impact
 - 2020 curriculum will embed cultural competency knowledge into Academy Scenario Training

Cultural Competency – *Planning and Presentation Team*

- Officer Shelly Clemons (B/F)
 - Rule 31 Civil Mediation training at the UT College of Law
 - KPD's LGBT+ Liaison
- Officer Jonathan Gomez (H/M)
 - KPD's Liaison to the Latino Community
- Lt. Josh Shaffer (W/M)
 - KPD Patrol Supervisor
 - Explaining the intent and importance of the training from an officer's perspective
- LaKenya Middlebrook (B/F)
 - Executive Director
 - Police Advisory & Review Committee (PARC)
- Clarence Vaughn (B/M)
 - Director of Diversity and Community Relations (Univ. of TN)
 - Previous Director of PARC
- Guests for Panel / Small Group Discussions

Cultural Competency

- Session 1: Importance of Cultural Diversity training for Law Enforcement Officers
- Session 2: Understanding Bias
- Session 3: Panel Presentations and Discussions
 - Small Group Discussions (Rotations)
(Latino, African-American, Muslim, LGBT+)
(Mobility Impaired, Vision Impaired, Elder)

Sample Training Content

Training Includes:

- Rationale for Cultural Competency Training
- Definition of Terms
- Cultural Competence Model
- Cultural Competence Continuum
- Pedersen's Developmental Model
- Privilege Exercise statements
- Culturally Responsive Practices
- Policies, Practices, and Procedures
- Checklist for Success

The Cultural Proficiency Continuum



- I. **Cultural Destructiveness:** See the difference, stomp it out.
- II. **Cultural Incapacity:** See the difference, make it wrong.
- III. **Cultural Blindness:** See the difference, act as if you don't.
- IV. **Cultural Pre-competence:** See the differences, respond inadequately.
- V. **Competence:** See the difference, understand the difference that difference makes.
- VI. **Cultural Proficiency:** See the difference and respond.

Pedersen's Developmental Model

- **Awareness** – consciousness of one's own attitudes and biases as well as the sociopolitical issues that confront culturally different youngsters
- **Knowledge** – accumulation of factual information about different cultural groups
- **Skills** – integration of awareness competencies to positively impact children from culturally distinct groups
- **Attitude** – belief that differences are valuable and change is necessary and positive.

Each domain builds successively on the previous one such that mastery of an earlier domain is necessary before proceeding to subsequent domains.



Five essential elements contribute to a system's ability to become more culturally competent:

1. Valuing diversity
2. The capacity for cultural self-assessment
3. Consciousness of the “dynamics” inherent when culture interact
4. Institutionalization of cultural knowledge
5. Developing adaptations to service delivery reflecting and understanding between and within cultures.

These five elements must be manifested in every level of the service delivery system as reflected in attitudes, policies, structures, and services.



Next Steps!

GET STARTED!

Shift your thinking!

Focus on diversity and inclusion!

Consider the needs of tomorrow!

Define goals. Movement is not progress and progress is not excellence!

Identify the components in your system that are functioning well now!

Start there!

Have conversations about the issue, using the cultural proficiency continuum!

Identify and Examine your barriers



Thank You!

Questions & Discussion

