Director’s Message

Director Krystal Fitzpatrick

I am willing to bet there isn’t one law enforcement agency in Illinois that hasn’t been touched by the downturn in our economy. Agencies are not filling positions of those who have resigned or retired and requests for increases in manpower are being denied. Still law enforcement is expected to provide communities with a sense of security and immediate responses for assistance. After all, that is what we do – protect our communities and citizens in both the good times and bad times.

The Police Training Institute is not immune from the economy. As agencies limit the number of new hires, the numbers in our academy classes also diminish. Fixed costs for housing and supplies must still be met and we are taking a number of creative steps to hold tuition to an affordable level. As Director of PTI, I have brought this issue before the Illinois Law Enforcement Training and Standards Board and asked for their assistance in meeting this challenge. As we proceed with our discussions with ILETSB, I will continue to share information.

The Police Training Institute constantly reviews our method of delivery, modifies training scenarios and integrates new experiences for recruits during their time in basic law enforcement training. Within the past year we have incorporated more conditioning exercises into our morning physical training time through the use of flexible bands. The addition of band training is designed to better prepare the recruits to engage in control tactics exercises. Often times a recruit is physically able to pass the POWER test but does not possess the flexibility and strength to engage in contact exercises. Our physical training instructors now utilize the bands as well as other conditioning exercises.

During the final weeks of basic law enforcement we have incorporated a block of instruction designed to familiarize officers on how to work (Continued on page 2)
with Explosive Ordinance Disposal Teams as well as with police K-9s. While this is not a mandated training topic, we believe the need for such information could occur as early as the first day on the job.

Also during the final week of the academy we have a block of instruction identified as Cop-to-Cop. I have asked that the speaker for this block of instruction be identified from a list of Warren Award Winners. As you may recall, the Ervin H. Warren award is given to one recruit in each basic course who demonstrated academic achievement, responsiveness to instruction and most important of all, unimpeachable moral character, professional conduct and integrity. The winner is chosen by input from fellow classmates, instructors and administration of PTI. A former Warren Award winner (within the past 12 months) and his/her FTO are invited to speak to the class. The purpose is to help the new recruits realize the immediate challenges and pitfalls when they return to their agency as well as how their training at PTI will integrate into their field training program.

From those individuals who have been invited to speak, I am proud to say each have provided valuable insight for the new recruits. I wish to thank those Chiefs and Sheriffs who have allowed their officers to participate in this instruction and congratulate them on hiring officers of such high quality and character.

As we all continue to face our daily challenges, please be assured that members of the Police Training Institute place the highest level of dedication into providing new police officers with the best training possible. We welcome your comments, suggestions and visits to our academy.

Best,

Kris Fitzpatrick

“...members of the Police Training Institute place the highest level of dedication into providing new police officers with the best training possible.”

~Director Kris Fitzpatrick

Annual Field Training Officer Update

Associate Director Cora Beem

On April 13th, 2009, the Police Training Institute held its annual Field Training Officer Update Training in the Bryan Room at the University of Illinois’ Institute of Aviation. 47 FTOs, some experienced and some new to the position, attended the training along with PTI’s cadre of trainers, managers, and support staff.

The FTO Update Training is a free “training” session during which PTI presents an outline of the Basic Law Enforcement curriculum, changes to the curriculum, and addresses other issues involving PTI. Each key category of training is addressed by the trainers who work in those areas. It is also an opportunity for FTOs to address any issues they find with recruits returning to their agency from PTI.

Points of interest at this year’s update included: a discussion lead by Director Fitzpatrick about issues impacting department vacancies, federal funding, and PTI class sizes; a discussion lead by Associate Director Somers on the research being conducted at PTI involving identifying key attributes in recruit officers that lead to a successful career; and a review to the updates in the state curriculum in Autism and EMDT lead by Associate Director Beem.

Our next FTO Update Training will be held in the Spring of 2010. Contact Associate Director Cora Beem at 217-333-5489 or cbeem@illinois.edu after January 1, 2010 to check on date, time, and location. All law enforcement agencies are welcome to attend. PTI also offers a standing invitation to agencies to tour our facilities and observe training at any time.
Adult Learning at the Police Training Institute

Historically, police academies across the United States have based their training on the concepts similar to military academies and thus military science. There has been a paradigm shift in recent years from quasi-military training to police training using adult learning models and scenario based training. The University of Illinois Police Training Institute is at the forefront of this shift.

There are three primary components that construct the Police Training Institute’s training foundation. These components are progressive training, interconnectedness of training, and scenario based training. The overlying ideology used within the training methods follow androgogical (adult learning) principles (described by University of Illinois Professors Scott D. Johnson and James A. Leach, 2006):

- **Law of Relevance** – Adults need to know why they should learn something and how it will benefit them.
- **Law of Motivation** – While adult learners may respond to external motivators, internal priorities are most important.
- **Law of Experience** – Adults come to class with a lifetime of experiences, which provide a base knowledge that can be used in the learning experience.
- **Law of Self-Directedness** – Adults resent and resist situations in which they feel others are imposing their will on them.
- **Law of Involvement** – Learners must be actively involved in the learning process and the opportunity for direct involvement will produce a greater experience than will mere observation.
- **Law of Intensity and Challenge** – The adult learner will gain more from an intense and challenging learning experience than one that is easy, routine, or boring.
- **Law of Repetition** – Learners can process only a small amount of information at one time so important information must be repeated often to be retained.
- **Law of Feedback** – Learning is strengthened when accompanied by positive constructive feedback and weakened when associated with negative feedback.

Recruits begin the academy by learning very basic information and skills that prepare them for the more simple scenarios and as the recruits learn more information and skills the scenarios become progressively more complex.

For example, during the first two weeks of training the recruits learn basic laws, interviewing skills, officer safety skills, and report writing skills, which prepare recruits for their first scenario – either taking a stolen property or criminal damage report. For example, in the classroom recruits will be given lecture on communications skills and interview skills. They will then be allowed to practice these basic skills with one another during this class time and reflect on what went well and what did not. During the initial control tactics class, recruits will be given basic officer safety techniques such as basic interview stance and proximity. Recruits are also trained on report writing in the classroom, where they learn the basic skills and get to practice a short written report and share it with a fellow student for feedback. During this first scenario, recruits must understand the elements of the offense, be able to gather information from the victim, stay safe and be aware of their surroundings, and finish by completing a police report on their findings.

The progression of the scenarios is such that each one becomes more difficult and dangerous. To assure their success, it is important that each of the individual training sessions are melded together in such a way that will give the recruits the necessary tools to complete their tasks. As they handle domestic violence calls, recruits need to further understand the laws of domestic violence and probable cause, increase their control tactics skills in order to stay safe and affect an arrest, and work with backup officer(s). The communication skills become more important because the recruit is not only gathering information, they are also defusing a potentially violent situation.

Each recruit has the opportunity to be the primary officer during each scenario. At the conclusion of each scenario, the recruit’s performance is debriefed by a facilitator. During the debrief the recruits are given the opportunity to acknowledge what they did well, but also their own mistakes. Facilitators then lead recruits into discovering options to handle the situation differently. Facilitators also keep the training points to a minimum so recruits are not overwhelmed with information. This has a two-fold benefit. It not only keeps the information at a level that basic recruits can comprehend, but also allows for more repetitions.

(Continued on page 5)
For several years, the Police Training Institute offered optional NIMS training to recruit officers based upon requests from client agencies. The basic NIMS courses offered were IS-100LE and IS-700. Based on updated federal requirements, and requests from client agencies, PTI now offers NIMS IS-200 as part of this optional training.

Agencies who are interested in having recruits obtain these certifications during their BLE training, can select this option on their reporting instructions or can contact the Basic Course Secretary, Melissa Zindars, at 217-333-0083.

Agencies with questions on these courses can contact Cora Beem at 217-333-5489.

New Instructional Blocks in BLE/BCO Curriculum

Associate Director Cora Beem

The Illinois Law Enforcement Training and Standards Board, in recent updates to both the Basic Law Enforcement curriculum and the Basic Correction Officer curriculum, added instructional blocks to enhance a recruit officer’s knowledge and to ensure proper response when the recruit returns back to the agency.

Instruction in the area of Autism provides the recruit officer with basic information on Autism, the differences between Autism and Mental Illness, and how to successfully interact with a citizen who may have Autism.

A 2-hour block on instruction called EMDT (or ECD – Electronic Control Device) introduces recruits to general operation information on the Taser device as well as ways to approach, control, and handcuff a suspect who may have been subjected to a Taser device. This block is not meant to certify the recruit in the use of a Taser, rather, introduce the recruit to the operation of the weapon.

If you have any questions about PTI’s implementation of these new instructional areas, please feel free to contact Cora Beem at 217-333-5489.

Recruit Feedback

From time-to-time, PTI receives an email from a former recruit relating a situation where they used the training provided at PTI. Recently, we received such an email from a graduated recruit relating a domestic disturbance/suicidal subject incident.

“My third day out of the academy I was with another city officer....when we had a domestic disturbance go bad on us. A male subject was inside a house when he apparently lunged at a 4 year old child that his father was holding. When that didn’t prove successful he stabbed himself in the throat and almost bled out. We managed to talk him down and then get him secured prior to paramedics arriving. We had to hold him down all the way to the ER because he was still combative. ......Everything turned out alright and he survived. I just wanted to tell all the instructors and thank them for all the training.”

This officer used the verbal communication skills, 1st Aid training, and tactical awareness taught to all recruit officers during their Basic Law Enforcement course. We congratulate this officer on the successful outcome of this situation and wish him well.
Optional Training PTI offers for BLE Recruits:

- Basic Patrol Rifle
- Police Spanish
- TASER
- Juvenile Specialist
- Animal Cruelty
- Less than full access LEADS
- IWIN
- NIMS IS-100LE/IS-700

To register officer(s), use the Optional Course Registration Form included in reporting instructions.

Control tactics

In the spring 2008 issue of the PTInformant, Police Training Specialist Mike Metzler discussed the Patrol Rifle Instructor (PRI) and Basic Patrol Rifle (BPR) Courses. These courses were designed based on needs of our client agencies. In Mr. Metzler's article, he discussed options PTI was exploring to deliver the BPR. The option with the least impact on agencies was to run the BPR course during a Basic Law Enforcement (BLE) course.

The first offering of the BPR course was March 13 & 14, 2009, during BLE #2553. Class was from 1pm to 10pm on a Friday and 8am to 5pm on Saturday. To build on what recruit officers have already learned in firearms training during BLE, this course is conducted during week 10 of the academy.

PTI has offered the BPR course twice and certified 36 recruit officers from 21 different agencies.

This is a specialized course within the BLE. To register officer(s), simply use the Optional Course Registration Form included in the reporting instructions or contact Basic Course Secretary Melissa Zindars (mazindar@illinois.edu 217-333-0083). The cost is $288 and is reimbursable from the Illinois Law Enforcement Training and Standards Board. Included in the course fee are 150 handgun rounds and 900 rifle rounds.

If you have any questions please contact Mike Metzler (mmetzler@illinois.edu 217-333-6093) or Mike Miller (wmmiller@illinois.edu 217-333-0083).

Field training

When new concepts are taught at PTI this andrological philosophy is continued. For instance, when basic traffic stops are introduced to recruits, instructors use the “tell, show, do” instructional method. Because some people learn best by hearing, some by seeing, and some doing, instructors incorporate all three methods during initial familiarization. For example during vehicle stops one, the recruits start in the classroom hearing the steps in making a traffic stop. The recruits then go outside and see instructors complete a traffic stop. The recruits then spend the rest of the block of instruction practicing basic traffic stops. This hopefully gives all types of learners the best possible opportunity to comprehend and retain information.

The State of Illinois mandates only twelve weeks of academy training for new police officers. The staff at the Police Training Institute tries hard to provide recruits with as much valuable information as possible during that short time. By incorporating the adult learning theories into the instructional methods used by instructors and facilitators, the training is tailored made to all types of learners. Thus recruits are hopefully able to retain more and progress smoothly through the academy and prepare them for their field training program.
Training Schedule

**Basic Law Enforcement**
8/03/09—10/22/09 Pre-Power Test—7/14/09
9/14/09—12/03/09 Pre-Power Test—8/25/09
10/26/09—1/14/10 Pre-Power Test—10/6/09
1/03/10—3/25/10

**Basic Correctional Officer**
7/13/09—8/14/09 Sangamon County
8/03/09—9/04/09 DuPage County
8/31/09—10/02/09 Sangamon County
9/21/09—10/23/09 Peoria County
10/12/09—11/13/09 DuPage County

**Master Firearms Instructor Apprenticeship**
7/6/09—7/10/09
8/17/09—8/21/09
9/28/09—10/02/09
11/09/09—11/13/09

**Master Firearms Instructor Recertification**
7/17/09
8/28/09
10/09/09
11/20/09

**Patrol Rifle Instructor**
10/12/09—10/16/09

**Police Firearm Instructor**
3/29/10—4/02/10

**Police Strategy and Tactics**
9/14/09—9/18/09

**Police Tactical Firearms**
8/03/09—8/07/09
10/26/09—10/30/09

To register for classes, call Chaley Hausle at 866-808-9140