



APD Training Academy Audit

148th Cadet Class

January 30, 2023 – September 8, 2023



Progress on Non-Adherence Items

Items:

- Instructor & Leadership Development
- Instructor Evaluations
- Academy Video Library

Non-adherence items were the focus of discussion on the October 10th Academy leadership meeting with Kroll



Culture of Adult Learning

Instructor & Leadership Development - Training Academy Staff

- These courses are carefully designed to provide a well-rounded education and ensure that instructors are equipped with the latest knowledge and best practices.
- Key areas covered include
 - Leadership
 - Curriculum design
 - Law enforcement tactics
 - Ethical decision-making
 - Cultural sensitivity.
- All Academy instructors and leaders are required to complete the core set of courses within **24 months** of assignment at the Academy, pending operational needs and course availability.
 - **Academy Instructors**-- Core Courses, Specialty Courses
 - **Academy Supervisors**--Core Courses



Core Courses

Academy Supervisors

- TCOLE-New Training Coordinator Course
- TEEX Basic Instructional Design
- Principles of Adult Learning
- ILEA Managing the Training Function
- FBI-LEEDA Supervisor Leadership Institute
- FBI-LEEDA Command Leadership Institute
- Principles of Project Management-
University of Texas

Academy Instructors

- TCOLE Basic Instructor Course
- TCOLE Advanced Instructor Course
- TEEX Basic Instructional Design
- Principles of Adult Learning
- TEEX Reality Based Training Instructor



Culture of Adult Learning

Instructor Evaluations - Training Academy

A streamlined process for evaluators to provide feedback to instructors for continuous improvement and accurate record-keeping. The instructor evaluation form focuses on adult learning techniques and provides constructive feedback to help instructors improve over time.

We have developed a Standard Operating Procedure (SOP) for the Instructor Evaluation Process including associated Rubric.

Includes: Evaluator Responsibilities, How to complete Instructor Evaluation Forms, Acadis (LMS) Documentation, Training and Communication.



Academy Video Library

Progress

- Standard Operating Procedure (SOP) developed for the Academy Video Review Process.
 - Review Worksheet
 - Instructor & Supervisor Review Process
 - Instructor Responsibilities & Process for extenuating circumstances.

Note: Any deviations related to the **Academy Video Review Process** protocol require approval from the Training Commander prior to execution.

Video Library

- Established a centralized repository for Academy training videos.
- Worksheet developed to assist with review, evaluation & documentation.
- At this time, all LSU videos have been added to the library.



Active Bystandership for Law Enforcement (ABLE)

Current Status

- APD has been formally accepted to the ABLE Project.
- We have 4 instructors enrolled in Train the Trainer Courses, and will have at least 4 more as dates become available early 2024.
- Our first ABLE Classes will be held starting January 2024, as a part of the Intermediate licensure course, and to the broader Department.
- We expect to have 7 ABLE certified instructors by Q3 FY24, with the eventual goal of 12-15 across the Department by FY25.

Limitations

- Our original ABLE facilitator has reduced the amount of support they are able to provide APD in our ABLE roll-out. This has extended our roll-out timeline from approx. 18mo to 2.5-3yrs.
- APD remains committed to properly and efficiently implementing the ABLE program to 100% of Sworn staff.



148th Cadet Class Attrition

34 Cadets started the Academy
- 19 individuals graduated

| Separation Reason | Number of Cadets |
|---------------------------------------|------------------|
| Personal* | 10 |
| Pre-existing Injury | 1 |
| Defensive Tactics Test Failure | 1 |
| Academic Test Failure | 2 |
| Integrity Issue (Failure to Disclose) | 1 |

*for example: deciding against pursuing a law enforcement career, losing a desire to complete the training, commuting, or family issues



APD Academy Class Statistics

149th Cadet Class

- Start Date 9/11/2022
- Week 22
- Current Number of Cadets
 - 26 (34 started)
- Graduation Date 12/29/2023

151st Cadet Class

- Start Date 5/22/2023
- Week 6
- Current Number of Cadets
 - 48 (49 started)
- Graduation Date 4/19/2024