VCJC Progress and Opportunities

Vermont Criminal Justice Council
Vermont Police Academy

Outline to Budget Appropriations

2/11/2022

Vermont Criminal Justice Council (VCJC)
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- New staff
- Law enforcement staffing Crisis
- Audit
- Entrance Testing
- Waivers
- Alternative learning strategies
- Professional Regulation
- Response to Town Managers
- Act 56
- CAP

Support and partnership
- Agency Heads
- Council
- Public Safety
- Vermont State Police
- Community partners

Operations
- Personnel transitions
- Residential (Completely reliant on outside trainers and specialists)
- Training Assistants
- Adjunct Faculty and trainers
- Scenarios, role players, debriefers and supervisors
- Instructor to participant ratio
- Security- Emergency preparedness- Buildings
- RFP
- Contract
- Investigations
- COVID- Illness- testing & risk ,schedule adjustments
- Food Service

VPA vulnerabilities
- Technology – Remote learning and expanded content
- Canine
- Business and finance
- Contracts RFPS and Bulletin 3.5
- Policy
- Defendable training protocols
- Security
- Personnel
- Record keeping and tracking
- Property and building oversight
- Systemic realities
- Reliance on outside volunteers to stand up instruction, scenarios, and coaching and remediation
- No-where to delegate
- Capacity- Professional Development
- Rotating staff
- Reward and Recognition- Graduation- Staff and officer wellness/resilience
- Fatigue
- Covid Mitigation
- Testing protocols
- Schedule changes
- Remedial Training
- Virtual and remote training

Opportunities

To meet legislative demands and the demands of the community there are opportunities for improvements and responsiveness. These opportunities are identified below:

- Full training needs assessment for Pre-service and In-service training programs.
- Full internal policy assessment, action plan, and development.
- Race and equity strategic assessment plan to include communities and community agencies, and the development of that plan into action.
- Professional and instructor development to increase leadership capabilities and a larger cadre of instructors available to meet training demands and adjustments.
- Mid-level to executive leadership training and support.
- A Public Information Officer to create a full marketing strategy to include: media, website development, and a community support plan
- Internal development and operational assessment for a full Academy mission shift.
- Race, Equity, and Inclusion training for all leadership and staff at VPA.
- Professional development assessment and planning for VPA staff
- Advanced skills support for Training Coordinator's, Fair and Impartial Policing, De-escalation, Responding to Trauma Crisis.
- Basic to advanced training and development in the history of policing, prisons and slavery. Culture and the culture of law enforcement and criminal justice.
- Understanding and training law enforcement in the value of data
- Advanced training and development in Tactical intervention and strength based resilience training
- Accreditation process development and implementation to include tracking and compliance.
- Policy development
- Lesson plans and training standards
- Safety liability standards

⇒ Strategic planning and mission statement for VCJC
⇒ Professional Development – strategic planning and mission for professional regulation.
⇒ Race- Equity and Inclusion mission statement for VPA

Positions

High Liability Development Director
- Development and oversight of Canine and FIP
- Capacity in the future
- Best practices in 21st century policing
- Midlevel to Exec. level LE development coordination

Senior Training specialist
- Antibias – trauma informed- de-escalations– UOF
- Instructor development
- Scenario oversite

Business Manager
- Budget—Grants—Contracts—Accounts

Vermont Criminal Justice Council (VCJC)
Basic Curriculum Summary—Level III

Core Values and Leadership	Mental Health Crisis Response	Children of Arrested Parents
Patrol Procedures	K9 Operations	Search and Rescue
Foundations: Legitimacy and Justice	Deaf and Hard of Hearing	Traffic Incident Management System
First Aid/CPR	Physical & Developmental Disabilities	Laser
Vermont Statutes	Nutrition	Mock Trial
Health, wellness, and physical fitness	Firearms	Ethics
Motor Vehicle Law	Driving	Fingerprints
Handgun Safety	Low-light night fire training	VIN Verification
Emergency Vehicle Operations	Liquor Laws	Bomb threats & Explosives Awareness
Criminal Law	Hands–on Scenarios	Drug Identification & Investigation
Use of Deadly Force	Animal Cruelty Investigation	Media Relations
Casualty Care	Interviewing	Terrorism
Use of Force and Tactics	Victim Assistance	Police Liability
Domestic Violence	Death Investigation	Gang Awareness
Community Policing	Courtroom Testimony/Demeanor	Vulnerable Adult Abuse
Crash Investigation	Radar	
Intro to Fish and Wildlife	Introduction to Federal Agencies	
Vermont Criminal Information Center	Hate Crimes	
Juvenile Law	Strangulation Investigation	
Report Writing	Response to Active Shooter	
Landlord/Tenant Law	DUI Enforcement	
Fair and Impartial Policing	Sexual Violence Investigation	
OC Certification	Child Abuse Investigation	
De-escalation: Communication, Assessment & Tactics	Naloxone Administration	

Step One	Step Two
Modern Policing	Bloodborne Pathogens
Police Liability	Crime Scene Investigation
Criminal Law Intro	Domestic Violence Response
Criminal Law Laws of Arrest	Fair and Impartial Policing
Criminal Law Search and Seizure	Fire Extinguisher Training
Handgun Safety	First Aid
Use of Deadly Force	Hazardous Materials Awareness
Firearms	Incident Command System
Firearms Qualification	Interacting with People Experiencing a Mental Health Crisis
Patrol Procedures	Search and Rescue
Basic Handcuffing Techniques	Animal Cruelty Investigation
Report Writing	Use of Force and Tactics
Motor Vehicle Law	National Crime Information Center
Juvenile Law	
Ethics	
Police Driving	

Domestic Violence Subcommittee
Canine Subcommittee
Use of Force Committee
Highway Safety Subcommittee
Fair and Impartial Policing Subcommittee
Professional Regulation Subcommittee
Waiver Subcommittee
Council Rules Subcommittee
Training Advisory Subcommittee
Tactical Medical Working Group
Field Training Working Group
Advanced Training Working Group
Entrance Testing Requirements Working Group
Training/Curriculum Review Working Group
Military Equipment Acquisition Working Group
Model Body Worn Camera Policy Working Group
Facial Recognition Technology Working Group
Governance Committee
Safety Subcommittee

Scope of Services

The National Police Foundation (NPF) collects and analyzes traffic stop data and identifies opportunities to further incorporate fair and impartial policing principles in traffic stops and identify ways to enhance and ease the quality of traffic stop data collection and analysis. In their work NPF will also address whether disproportionality in traffic stops is the result of bias or differential exposure to the risk of being stopped.

After collecting and analyzing the data, NPF will produce a cohesive state-level dataset and an accompanying data quality report. This report will describe the data readiness for supporting analyses that are designed to describe bias and disproportionality in traffic stop activity and outcomes. Through this process NPF will provide a framework for technical programming to ensure that the data merge process can be replicated on data produced in future years.

Through collecting and analyzing current information from Vermont Law Enforcement Agencies on their practices, standard operating procedures, and training curricula related to conducting traffic stops NPF will produce a viability assessment for an electronic ticketing system that will automatically incorporate the collection of data and enhance the ability of the VCJC to conduct real time analysis. NPF will also work with the VCJC to identify the best usable dissemination platform.

NPF will assist the VCJC in developing a Vermont specific guidebook on Stop Data Collection and Analysis to include a gap analysis, with supporting national research on best & promising practices and training curricula, related to police roles and responsibilities and relationships between police and community members.

In finality the National Police Foundation will develop a comprehensive report that is available to the public and they will work with the VCJC Fair and Impartial Policing Training contractor, to develop curricula that includes salient information to be incorporated into the training.

Rule 13—Mandatory Annual In-Service Training for Law Enforcement Officers

- The calendar year following certification as a law enforcement officer, and every calendar year thereafter, each certified law enforcement officer shall participate in a minimum of thirty (30) hours of certified or certifiable in-service training. Such training shall include firearms re-qualification under the supervision of a Council-certified firearms instructor, four (4) hours of use of force & tactics refresher training under the supervision of a Council-certified use of force & tactics instructor and first aid training unless currently certified in first aid.
- Each law enforcement agency head shall submit to the Executive Director a report summarizing the in-service training received by members of that agency during the previous calendar year. Said report shall be submitted prior to March 1st of every year and shall be in a· format approved by the Executive Director.   .
- The Council may require specific training to be obtained by all officers as part of their annual in-service training in a given year. The Council may also require individual officers to obtain specified training. Notice must be given to all law enforcement agency heads by December 1 of the prior calendar year.
- The agency's training records shall be available for review by a representative of the Council staff upon reasonable notice.

Rule 13 Compliance Training Requirements

- First Aid / CPR Training
- Firearms Qualification
- Conducted Electrical Weapons Training (At a minimum, manufacturer specific CEW annual training if certified to carry a CEW). **Must have initial manufacturer's certification training, Vermont Specific training through the Academy, and mandatory Mental Health training to be certified.
- Fair and Impartial Policing (This is required on odd-number years only)
- Domestic Violence Response (This is required on even-number years only)
- Use-of-Force & Tactics (4 hours)
- ARIDE Certification (Required for all officers within 3 years of certification if certified after May 22, 2015)

Additionally, each agency must have adopted and continue to maintain the following policies (model policies are available via our website - see attached links)

- Fair & Impartial Policing
- Conducted Electrical Weapons (if carried by officers)
- Body Worn Cameras
- Internal Affairs Policy

Records Management System

- Covid-19 put a new lens on the needs of flexible, remote, collaborative ways of maintaining governance, providing comprehensive trainings, and navigating compliance. With the added need of standing up a professional regulation process, the security and efficiencies of records management are paramount.
- With a new records management system VCJC staff can maintain a more efficient and compliant record process while allowing Agencies the ability to collaborate and comply with the standards that the Council sets. Rule 13 mandates can be assigned, tracked, and documented in a more efficient manner.
- Training transformations are integral to the development of new programs at the Academy. The need for digital transformation is reflective in legislative mandates and the Council's mission to transition into alternate paths of learning to meet the needs of the law enforcement profession. Digital training upgrades will lead to efficiencies in course availability, instructor development, professional pathways to advancement, scheduling of facilities, secure testing options, and transparency in learning. Training capabilities include creating observed tests specific to law enforcement that involve ratings, scoring properties, multi-part testing to ensure skills trainings are being attributed to competencies and integrating measurables around de-escalation and prevention, trauma informed responses, and community impacts.
- Case Management tracking and reporting is essential to the operations of the Professional Regulation Subcommittee. This database allows for secure access and retention of records with tracking and monitoring capabilities that links directly with the National Decertification Index through IADLEST. As a subset of the full records system, investigations are able to be wholly confidential as well as efficient in the ability to access important officer record information.

Year 1: $80,611.84
Annual Subscription Cost: 40,320.00

POWERDMS Compliance Software

Compliance monitoring allows for strong internal processes and a system to be integrated through the accreditation process that will allow for a trackable distribution of more high liability trainings to stakeholders. There is also the ability to digitally store, train, test, and implement policies that affect both internal and external stakeholders.
Document/Policy compliance and Training Compliance
Annual Subscription Cost: $35,130

CourseTune Curriculum Software

Software will provide a framework for outlining, developing, and enhancing law enforcement training, supporting mission critical objectives and legislative demands.
Annual Subscription Cost: $7,856.28

Hybrid Training Technology

Classroom technology to create fully remote learning environments. This would include computers, screens, soundbars, and webcams to integrate with hybrid training software
$35,000