



V-ACADEMY.®

COURSE CATALOG



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# Leadership/Administrative Courses



## Conducting a SWOT Analysis

**Chief Jo Vitek**

*Watertown, SD  
Retired*

**Hours:** 1

A SWOT analysis is a proactive approach to organizational leadership. Course participants will be introduced to the process that will aid in the assessment of the current status of an agency, division, unit, or squad. Officers will learn how to assess their internal and external environments using the framework of strengths, weaknesses, opportunities, and threats.



## Crime Mapping: Evidence-Based Policing

**Richard Janikowski**

*Principal  
Strategic City Solutions*

**Hours:** 3

This course explores how police can effectively use crime mapping and analysis to adopt data-driven policing strategies to help reduce crime and enhance safety in their community. Officers will examine new and evolving directions in policing, including use of a problem-solving process for addressing crime and safety issues.



## Critical Thinking and Time Management

**Kiffen McCoy**

*Managing Consultant  
Owner of ASTERA Business Solutions*

**Julie Birdsong**

*Principal, People Matter, LLC*

**Hours:** 1

This course will explain the value of critical thinking and time management skills and give the viewer real tools to increase their own effectiveness and efficiency on a daily basis. Topics discussed include characteristics of a critical thinker, barriers to critical thinking, the levels of critical thinking, focus areas of critical thinking, the importance of time management, time wasters and how to overcome them, the 3 P's (plan, prioritize, and proceed), tools for tracking efficiency, and tips for managing email effectively.

## Managing Personnel and Organizational Change

**Dave Corderman** .....

**Hours:** 3

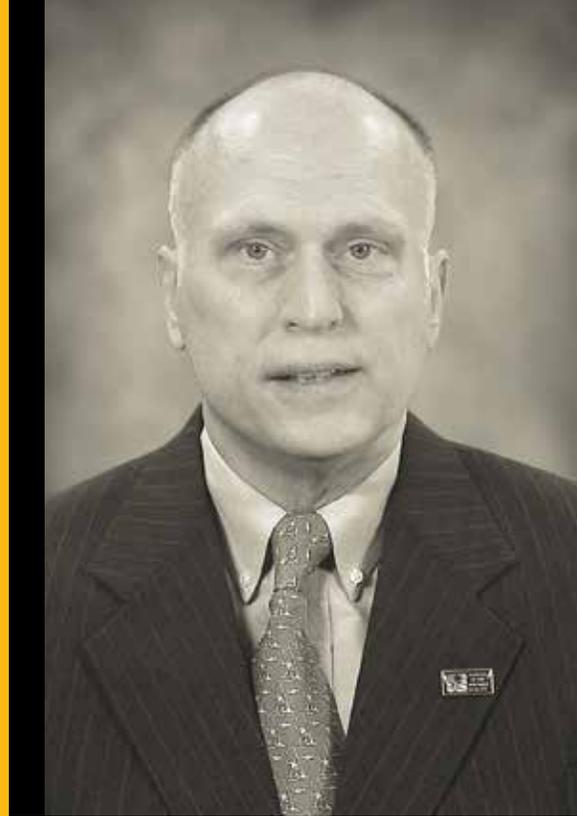
Understanding how to make effective change within an organization is a key to effective leadership. When change is introduced, there are certain psychological effects that are predictable. What is reassuring is that because these effects are predictable, they can be mitigated. This course will help officers identify the human behavior stages of change, the tools and strategies that can be used to help themselves and others through the transition from what “was” to what “is,” and ways to make officers better leaders.

### Course Objectives

- 1 State the various barriers to making effective change within an organization
- 2 Identify the psychological effects that make change difficult to implement
- 3 Identify the appropriate steps a leader should take to become an effective “change agent” to assist an organization in moving forward with planned change



Above: course screenshots as shown in the V-Academy training system



**David S. Corderman, Ph.D.**, is an internationally recognized leadership training professional with extensive experience working with the law enforcement community. His distinguished career includes four years as an infantry officer in the U.S.M.C and 24 years in the FBI as a special agent. During his law enforcement tenure, he served for eight and half years on the FBI’s Hostage Rescue Team, taught numerous law enforcement leaders, and retired as the Chief of the acclaimed Leadership Development Institute. In his last assignment, he was responsible for all the leadership training in the FBI, including the 30,000-member work force and all the outreach leadership programs for international, federal, state, and local law enforcement executives.

Dr. Corderman is the recipient of several awards for bravery and merit, either individually or with others, including the U.S. Attorney General’s Award, the Attorney General’s Special Appreciation Award, the FBI Agents Association Award for Excellence, the FBI’s Shield of Bravery, the FBI’s Medal of Merit, and Department of Justice Certificate of Special Recognition.



## Field Training Programs: An Introduction

**Lt. Steven Kellams**

*Bloomington, IN  
Police Department*

**Hours: 2**

This course will introduce officers to apprenticeship programs for law enforcement, corrections, communications, fire, and emergency medical services. This course focuses on the San Jose Model of field training; however, it will also briefly discuss other field training models. At the conclusion of this course, officers will understand the purpose of field training programs and the key elements necessary for success.



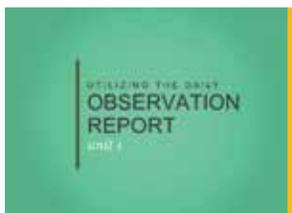
## Field Training Programs: Correcting Poor Performance

**Lt. Steven Kellams**

*Bloomington, IN  
Police Department*

**Hours: 2**

This course is designed to provide officers with an understanding of the proper steps to correct poor performance in new recruits. This course will discuss initial instruction, adult learning theory, and common methods used to correct a new recruit's performance in the training program. At the conclusion of this course, officers will be able to provide guidance and training to correct the mistakes being made by a new recruit.



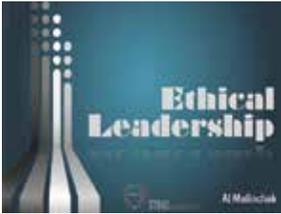
## Field Training Programs: Utilizing the Daily Observation Report

**Lt. Steven Kellams**

*Bloomington, IN  
Police Department*

**Hours: 2**

This course will provide officers with the information necessary to complete a daily observation report for the San Jose Model of field training. This course will discuss the purpose of the scale value system, the behavioral anchor approach, and the use of the standard evaluation guidelines. Common performance appraisal errors will also be addressed in the training. At the conclusion of this course, officers will be able to properly complete a daily observation report.



## Ethical Leadership

**Al Malinchak**

*CEO  
STRATactical LLC*

**Hours:** 3

This course provides participants with a pragmatic understanding, reflection, and continued discussion of ethical issues and dilemmas in life and the workplace. Participants will engage in exercises to further determine their own ethics and how to effectively apply them within their organization.



## Generational Differences in the Workplace

**Chief Jo Vitek**

*Watertown, SD  
Retired*

**Hours:** 1

The different generations in the workplace in today's law enforcement agencies are identified and examined in this course. For the first time ever, there are four generations in our law enforcement agencies, and there are six living generations in America, each group with distinct likes and dislikes and unique attributes and characteristics. Course topics include identifying the multi-generations in your agency; learning their differences in their values, perspectives, and behaviors; learning what motivates and de-motivates each generation; and learning what causes them to stay or leave your agency.



## Introduction to Internal Affairs Investigations

**Rick Courtemanche, J.D.**

*Assistant City Attorney/Police Legal Advisor  
Tallahassee Police Department*

**Hours:** 4

An internal affairs process based on the principles of fairness and responsiveness demonstrates a police agency's willingness to meet public expectations of unquestionable integrity and ethics. This course is designed for internal affairs investigators or supervisors tasked with conducting administrative investigations. Students will learn the basic legal and operational principles in conducting administrative investigations, focusing on the constitutional protections afforded officers under investigation and the relationship between employers and employees.



## Advanced Internal Affairs Investigations

**Rick Courtemanche, J.D.**

*Assistant City Attorney/Police Legal Advisor  
Tallahassee Police Department*

**Hours:** 4

This course is designed for chiefs, commanders, supervisors, and internal affairs/professional standards unit managers and investigators who are central to the administrative investigative process. This class discusses the legal and operational necessities of administrative investigations, including the importance of establishing an effective complaint acceptance process, the rules of engagement for administrative and criminal investigations, the due process rights of public employees, the value of an agency's early warning/identification process, and the different types of misconduct cases and their impact on the internal affairs process.



## Maneuvering Successfully in the Political Environment

**Chief Dwayne Orrick**

*Major, Training and Support Services Division  
Gwinnett County Sheriff's Office*

**Hours:** 2

This course will serve as a primer for identifying key players within the environment and how to build successful relationships with each. This course is not designed to be a comprehensive course in organizational politics. This course is a must for leaders who want to maneuver effectively within the organizational environment and be more successful at gaining the support and resources needed by their organization.



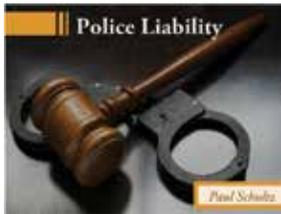
## Recruitment and Retention of Law Enforcement

**Chief Dwayne Orrick**

*Major, Training and Support Services Division  
Gwinnett County Sheriff's Office*

**Hours:** 3

The success of any organization is dependent upon the quality of personnel it attracts and retains. This course provides a comprehensive approach for identifying individuals who fit with the agency, where they are located, and how to attract them. Once individuals are attracted and developed to serve their communities, trained leaders must constantly work to protect that investment by identifying and limiting those factors that cause increased levels of attrition. This course will also identify the most common causes and solutions for employee turnover.



## Reducing Liability for the Smaller Agency

**Chief Paul Schultz**

*Chief of Police  
Cañon City, CO*

**Hours: 2**

Individuals (both pre-service and in-service) and agency managers will be provided with practical, real-life tools necessary to manage their personal careers and individual law enforcement agencies in a professional manner and to show how to not endanger their careers and/or damage their agency's reputation. Information regarding "Career Killers," "Individual and Agency Liability," and "How to introduce and manage a "Personnel Early Warning System" (EWS) is reviewed by a 40-year, nationally known law enforcement manager and trainer.



## Social Media for Public Agencies

**Steve Holt**

*Social Media Consultant  
Steve Holt Consulting*

**Hours: 1**

Social Media for Public Agencies is a course that provides information and direction to public agencies who are ready to engage with their communities using social media tools. This course will provide specific direction on the tools you need to use, how to make a social media plan, how to manage your plan, how to train your staff to be "smart," and social media best practices.



## Strategic Planning

**Chief David Kurz**

*Chief of Police  
Durham, NH*

**Hours: 2**

This course will discuss the importance of a creating a strategic plan, implementing it effectively, and utilizing it as a means to not only achieve your agency's mission but also to engage in the community and promote a positive image of law enforcement. Students will be instructed on a proven formula for developing a strategic plan that includes the design, delivery, and measurement techniques of a community survey; engaging staff in a SWOT analysis (identifying the Strengths, Weakness, Opportunities, and Threats of the organization) and the community in a one-day planning session; and constructing the strategic plan to be a viable, living document that guides the agency.



## Computer Applications

**Kiffen McCoy**

*Founder – ASTERA Business Solutions  
Murfreesboro, TN*

**Jordon Shaw**

*Director of Information Technology  
Nashville, TN*

**Hours: 3**

This course will serve as an introduction to Microsoft Office programs and also includes a discussion on effective electronic communication in a workplace environment. Students will learn the basics of Microsoft Word, Excel and PowerPoint as well as tips for appropriate usage of email, instant messaging, and social media.



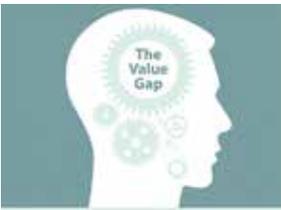
## Performance Management

**Diane Titus**

*Principal  
People Matter, LLC  
Nashville, TN*

**Hours: 1**

The basics are included in this module as an introduction to the critical role of Performance Management in organizations. Performance Management processes in different settings may vary in scope and level of detail, but the essentials remain fairly constant. The process discussed in the course provides the learner with an overview of the standard cycle of Performance Management.



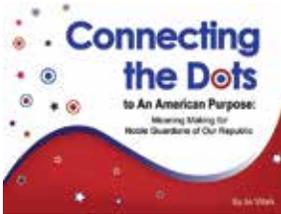
## The Value Gap

**Steve Barger**

*Chairman  
The Barger Group  
Birmingham, AL*

**Hours: 1**

The Value Gap module offers a direct path of self-discovery for participants who wish to increase their personal value in the eyes, minds and hearts of their intended audience. The Value Gap offers participants the opportunity to brand their specific authentic value in a way that is meaningful through a three pronged approach- Discovery, Design, and Delivery. Topics included in the module are: the value / price correlation, controlling your perceived value, and making invisible value visible. This workshop addresses the three critical components of Value: Character, Competency and Commitment. Participants will come away from this module with the distinct advantage of understanding their personal value in this increasingly commoditized world.



## Connecting the Dots

**Chief Jo Vitek**

*Watertown, SD  
Retired*

**Hours:** 1

The concept of Connecting the Dots is about a police officer's higher calling. Police are sworn to uphold the United States Constitution. Yet, the vast majority have never read the document they are required to uphold. This course will provide information and strategies to 'connect the dots' and provide the foundations for a meaningful framework to unite police officers to an American purpose.



## Leading by Example

**Alan A. Malinchak**

*CEO  
STRATactical, LLC  
Clifton, VA*

**Hours:** 3

The acronym "ICRELIEF" is used as a conceptual framework to present various leadership concepts germane to a professional position within an organization. These concepts can be applied to both an individual's personal and professional life. How an individual reacts to choices, change, commitment, creativity, control, confidence, responsibility, enthusiasm, leadership, investment, expectant attitude and humor, largely determines whether they have what it takes to "Lead by Example."



## Workplace Harassment

**Amber Aziza**

*Training Director, naviHealth, Inc.*

**Brad Minor**

*eLearning Development Specialist  
Jackson National Life*

**Jonathan Motley**

*Safford Motley, PLC*

**Hours:** 2

This course covers a handful of important subjects, including diversity and inclusion, harassment in the workplace, how to resolve conflict, and managing within the law. Students will recognize the importance of diversity awareness and its impact on their organization, and learn about the various types of unlawful harassment in the workplace

# COURSE | HIGHLIGHT

## The Bulletproof Mind for Law Enforcement

**Col. Dave Grossman** .....

**Hours:** 2

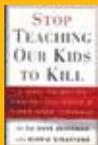
This course, created by a world-renowned legend in the military and law enforcement community, presents Col. Grossman's recipe for ensuring that the officer's mind is mentally prepared for combat encounters and the life after. He presents various topics, such as how violence in our society has become prevalent, the responsibility of on- and off-duty cops, how to prepare for and deal with the stress of violent encounters, and the role that law enforcement plays in serving as the protectors to those around them.



He is the author of *On Killing*, which was nominated for a Pulitzer Prize; has been translated into Japanese, Korean, and German; is on the US Marine Corps Commandant's Professional Reading List; and is required reading at the FBI academy and numerous other academies and colleges.



Col. Grossman's next book was *On Combat*, which was also placed on the US Marine Corps Commandant's Professional Reading List and is translated into Japanese and Korean.



Col. Grossman co-authored *Stop Teaching Our Kids to Kill: A Call to Action Against TV, Movie and Video Game Violence*, which has been translated into Norwegian and German and has received international acclaim.



His most recent book is *Warrior Mindset*, which applies sport psychology and performance psychology to military and law enforcement.



**Lt. Col. Dave Grossman** is an internationally recognized scholar, author, soldier, and speaker who is one of the world's foremost experts in the field of human aggression and the roots of violence and violent crime.

Col. Grossman was a West Point Psychology Professor, Professor of Military Science, and an Army Ranger. He combined his experiences to become the founder of a new field of scientific endeavor that has been termed "killology." In this new field, Col. Grossman has made revolutionary contributions to our understanding of killing in war, the psychological costs of war, the root causes of the current "virus" of violent crime that is raging around the world, and the process of healing the victims of violence in war and peace.

Col. Grossman has been called upon to write the entry on "Aggression and Violence" in the Oxford Companion to American Military History, three entries in the Academic Press Encyclopedia of Violence, and numerous entries in scholarly journals, including the Harvard Journal of Law and Public Policy.

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# General Patrol Courses



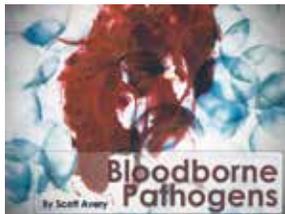
## AMBER and Silver Alert Initiatives: Protecting Our Most Vulnerable Populations

**Gus Paidousas**

*Chief of Security  
Knox County Schools  
Knoxville, TN*

**Hours: 2**

This module will examine the National and State efforts in developing and implementing protection strategies relating to our children and seniors. The AMBER Alert as well as the Silver Alert Initiatives will be examined with particular attention given to best practices for law enforcement to follow. Topics covered include the national strategy and mission of AMBER Alert, best practices for AMBER Alert plans, the evolution of AMBER plans, AMBER Alert activation data, and Silver Alert initiatives.



## Bloodborne Pathogens

**Scott Avery**

*Chief Administrative Officer  
O'Fallon Fire Protection District  
O'Fallon, MO*

**Hours: 1**

Firefighters, EMTs, and law enforcement officers often find themselves involved with situations involving bodily fluids, such as blood, which could possibly contain some type of pathogens. This course will increase the responder's awareness in identifying the bodily fluids and diseases, how exposure may occur, and what to do if the responder believes there was an exposure.



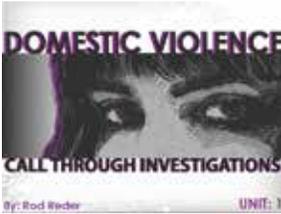
## Child Sex Abuse Prevention Training

**Terry Hall**

*Body Safety Program*

**Hours: 3**

Child abuse investigators face a tough task. Child sex abuse is one of the worst crimes committed against children but the least reported. This course will assist officers in getting the information in a non-leading way so that the prosecutor can take it directly to trial. Profiling the predators in these cases will help officers in their interrogation of the suspects. The physical abuse tips will assist officers in gaining the child's confidence and putting the child at ease while disclosing.



## Domestic Violence: Call Through Investigations

**Rod Reder**

*Founder and Owner*

*Reder Investigations and Security Consulting, L.L.C.*

**Hours: 2**

A proactive response by law enforcement to a domestic violence incident is key to a successful case. Knowing the state statutes, understanding the victim's plight, and being able to use your training to read a crime scene and conduct thorough and complete interviews will enhance the chances of successfully handling the case. In this course, participants will be instructed on the human dynamics involved in domestic violence cases, model policies for law enforcement, and understanding strangulation cases.

**Emergency  
Operations Planning  
for Schools**

## Emergency Operations Planning for Schools

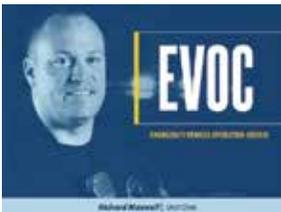
**Chris Dorn**

*Analyst*

*Safe Havens International*

**Hours: 3**

In this course, officers will learn why most school emergency operations plans fail when tested by a major crisis and, more importantly, learn how to develop viable plans under the U.S. Department of Education and Jane's models. This detailed and information-packed session will examine the key role of law enforcement when working with partners in education, other responding agencies, and emergency management personnel during major incidents.



## Emergency Vehicle Operator Course (EVOC)

**Richard Maxwell**

*Vehicle Dynamics Institute*

**Hours: 3**

This lecture will cover the various aspects of operating a police vehicle. Topics will include model policies for vehicle inspection, understanding vehicle dynamics and learning effective control techniques, proper defensive driving for emergency and non-emergency driving, understanding serious or fatal crashes from a victim's prospective, understanding the impact of liability involved in the operation of a police vehicle, and model policies for pursuit driving and associated case laws.

## Verbal Judo

**Gary Klugiewicz** .....

**Hours:** 4

Verbal Judo will provide officers with career building, career changing, and career saving conflict prevention and conflict resolution communication tactics. Officers will learn how to make themselves a tactical communicator and keep physically and legally safe while reducing stress in their personal lives and when dealing with citizens and fellow professionals. This kind of "conflict management" involves using posture and body language, tone of voice, and choice of words as a means for calming a potentially volatile situation before it can manifest into physical violence.

### *Course Objectives*

- 1** List and explain the Five Universal Truths
- 2** List and explain the GVC 3.0 Concept as it applies to the Purpose of Professional Interview
- 3** Articulate the three components of what Proper Response Requires and relate how it applies to the LEAPS keeps you SAFER 8 to 5 Tactic
- 4** Demonstrate the Proxemics Tactics taught in this class
- 5** Evaluate performance of other professionals using the training provided in this class and, if needed, discuss and perform alternative responses
- 6** Explain the seven (7) benefits of the Verbal Defense and Influence Program
- 7** Be able to list and explain the three (3) Tactical Communication Principles
- 8** Demonstrate using Verbal Deflectors to managing Verbal Abuse
- 9** Demonstrate how to use verbalization, positioning, and physical Ethical Intervention Tactics to prevent another staff member from acting inappropriately
- 10** Perform a risk assessment of another person by evaluating the context, words, tone, and Other Non Verbals
- 11** Be able to provide and explain the Three Street Truths
- 12** Apply the SAFER Concept to risk assessment situations
- 13** Demonstrate the Tactical 8 and Tactical 5 Step Tactic
- 14** Explain and demonstrate how to debrief both a professional contact and a fellow staff member after a verbal or physical confrontation
- 15** Explain and demonstrate the Closure Principle



**Gary Klugiewicz** is an internationally known defensive tactics instructor. He retired after 25 years of service as a captain at the Milwaukee County Sheriff's Office. Gary's name is synonymous with the development of safe but realistic, intense, dynamic simulation training. His programs are known for their no-nonsense, interactive methodology. Gary helps his students translate classroom theory into real-life, performance-based training.

Gary collaborated with the late Dr. George Thompson of the Verbal Judo Institute to develop specialized training programs. These programs provide the tactical application of the basic Verbal Defense and Influence Program ([www.VerbalDefenseandInfluence.com](http://www.VerbalDefenseandInfluence.com)). His Combat Verbalization tactics demonstrate how to apply the "LEAP keeps you SAFER 8 to 5 Concept" to initial contacts, disturbance resolution, physical intervention, and subject debriefing.

Gary provides consulting to offer solutions to workplace challenges and the development of special programs for police, corrections, military, security, mental health, and health care organizations.



## Less Lethal Force

**Steve Ijames**

*Asst. Chief  
Springfield, MO  
Retired*

**Hours:** 3

In this course, officers will be exposed to the primary issues involved in the safe and effective use of impact projectiles. The content will offer historical information on the evolution of these devices, outline the steps that increase the probability of positive outcomes at the crisis site, address contingency planning for situations in which the rounds fail to incapacitate the subject involved, and treatment of those who have been struck with an impact round during a police operation.

Additionally, this course will detail the historical process that resulted in the police use of TASER® technology and outline the manner in which TASER® technology has been misused and resulted in negative operational and organization outcomes.



## Mission, Vision, and Core Values

**Chief Jo Vitek**

*Watertown, SD  
Retired*

**Hours:** 1

The importance of identifying and embedding core values into an agency's organizational framework will influence the behaviors and decision making of all staff and ultimately develop future leaders within your organizations. Understanding the culture of your agency is critical to mission success and, left unattended will cause your agency to lose track of core technical functions to prevent crime, fear, and disorder. In this course, participants will learn how to develop and identify key components of a mission statement; use the agency's mission statement to shape the desired organizational culture; identify, realize, and bring to life core values in your agency; identify the significance of a vision statement; explain why leaders must create a vision to ensure agency success; and discuss aligning mission, vision, and core values to form ingredients for achieving organizational excellence.



## Officer Involved Domestic Violence

**Rod Reder**

*Founder and Owner*

*Reder Investigations and Security Consulting, L.L.C.*

**Hours:** 1

Law enforcement agencies have generally ignored officer involved domestic violence and allowed batterers to continue wearing a badge—enforcing the domestic violence laws that they violate themselves. This program encourages law enforcement officials to adopt a zero-tolerance policy to this. The program also describes the many stressors of a law enforcement career and how to deal with those stressors. Statistics, case examples, federal laws, and model policies will be reviewed to help provide participants with a factual basis for effective handling of domestic violence.



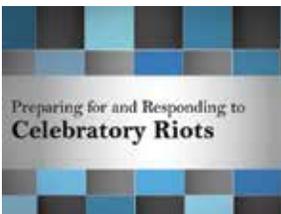
## Police Mental Wellness

**Andy O'Hara**

*Founder, Badge of Life*

**Hours:** 2

This course explores the many issues and problems police officers commonly face with stress in their careers. It outlines the traps many officers fall into, the difference between stress and trauma, and how critical incidents and cumulative stress can shorten a career. Officers will also learn several easy steps to avoid the impacts of chronic stress and how to be prepared for trauma before it happens. Officers will learn how to assist others in preventing burnout, traumatization, and suicide and how to enjoy a career that is long, healthy, and satisfying.



## Preparing For and Responding to Celebratory Riots

**Chief David L. Kurz**

*Chief of Police*

*Durham, NH*

**Hours:** 1

In this course, Chief David Kurz provides a detailed strategy to address the emerging national phenomenon known as celebratory riots. Many of these events are occurring in small college towns where police have limited resources to contain the disorder. Celebratory riots combine the ingredients for a disaster: alcohol, immaturity, overzealousness, and a mob mentality. The challenge for law enforcement is not lessened simply because the softening adjective “celebratory” is in front of the word “riot.” The local police department charged with quelling such illegal behavior has no soft adjectives for failure; the situation must be professionally handled with limited resources.

# COURSE | HIGHLIGHT

## Sovereign Citizens

**Brice Allen** .....

**Hours:** 2

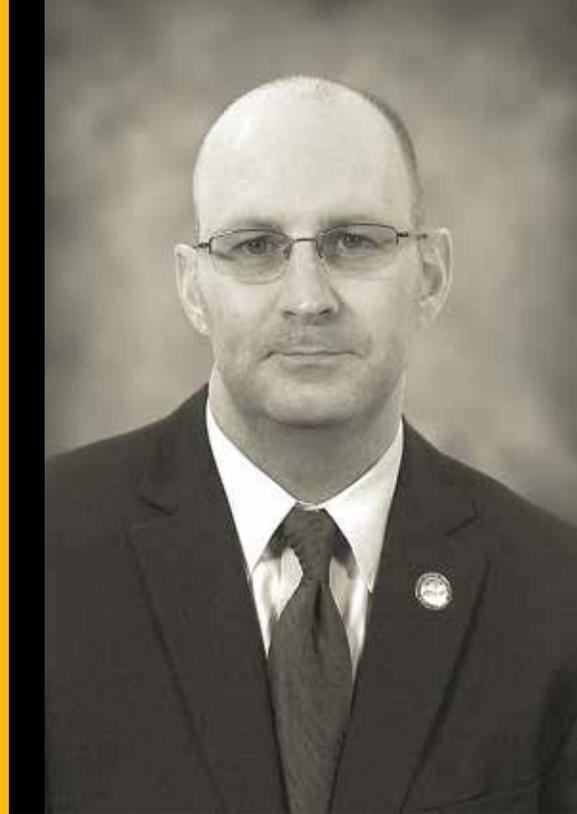
This course will provide vital information about this growing challenge by discussing the most common theories and practices of the sovereign citizen as well as the movement's ever-changing tactics and techniques, ways to better identify and recognize sovereign citizens, and what to do when encountering a sovereign citizen.

### Course Objectives

- 1 Have basic knowledge of the sovereign citizen movement
- 2 Have an understanding of the ideology of the sovereign citizen movement
- 3 Have familiarization of false documents commonly used by sovereign citizens
- 4 Have knowledge of common tactics utilized by sovereign citizens
- 5 Have knowledge of common criminal involvement
- 6 Be aware of "Red Flags" or indicators of sovereign citizen involvement
- 7 Be familiar with officer safety considerations
- 8 Have increased awareness through case studies



Above: course screenshots as shown in the V-Academy training system



**Brice Allen** began his career as a police officer in 1999 with the City of Boca Raton, Florida, Police Department. He has held assignments in uniform and plain-clothes patrol, Special Weapons and Tactics (S.W.A.T.), and Criminal Investigations. Specializing in criminal intelligence gathering, tactical operations, and violent crime investigations. Brice was a member of the International Homicide Investigators Association, the Palm Beach County Special Operations and Leadership Association, and his department's Critical Incident Debriefing Team.

In 2011, Brice joined the Tennessee Department of Safety and Homeland Security as an Intelligence Analyst assigned to the Tennessee Fusion Center. As Senior Intelligence Analyst, his responsibilities included coordinating daily operations, tactical intelligence analysis, and domestic terrorism/domestic extremism analysis. In 2012, Brice was promoted to Homeland Security Training Coordinator, responsible for the development of statewide homeland security training programs.



## Six Senses of School Safety

**Chris Dorn**

*Analyst*  
*Safe Havens International, Inc.*

**Hours: 4**

Despite recent events drawing the public's focus to school shootings, violence is surprisingly not the leading cause of death in schools. And, as Chris Dorn explains in this course, a wide array of dangers can exist in schools beyond just violence. Thus, preparing for weapons assaults and active shooter events should be just one piece of the school safety puzzle. This course will provide an awareness level overview of the school safety assessment process, giving Law Enforcement personnel tools for not only shaping and improving safety and security but also improving the school climate, culture, test scores, and the level of emergency preparedness in a school. Course instruction begins at the strategic level. It then moves into specific areas where students participate in a virtual site assessment through photographs and video clips taken by the presenter during school safety and security assessments around the country.



## School Safety: Yesterday, Today, and Tomorrow

**Michael Dorn**

*Executive Director*  
*Safe Havens International, Inc.*

**Hours: 3**

This dynamic, fast paced, informative and fascinating session will help dispel many of the school safety myths that dominate the American media and popular perception of school staff, students and parents. Course participants will hear a brief historical overview of major school safety incidents followed by tangible and practical real world action steps to make school a safer place where children can learn more effectively. This session will emphasize evidence based, research backed and assessment based concepts.



## The Root of Violence Part I: Lessons from Jonesboro on School and Gang Violence

**Lt. Col. Dave Grossman**

*U.S. Army (Ret.)  
Director, Warrior Science Group*

**Hours: 2**

This course examines school massacres, common denominators, and preventative actions that can be taken by school administrators and law enforcement. Internal and external threats are discussed, providing valuable training on how to deter, detect, and defeat attacks, along with effective police response to an active school shooting. Officers will learn how to work with educators to make their local schools safer at little or no expense.



## The Root of Violence Part II: The External Threat and Predicting Terrorist Attacks

**Lt. Col. Dave Grossman**

*U.S. Army (Ret.)  
Director, Warrior Science Group*

**Hours: 2**

Part II provides in-depth training in predicting terrorist attacks, along with effective police response to such attacks. Colonel Grossman believes “the greatest achievement is the crime that did not happen”. Preparations to deter and delay terrorist attacks are discussed, and Col. Grossman teaches responders to “think outside the box” when utilizing non-traditional resources in response to terrorist assaults.



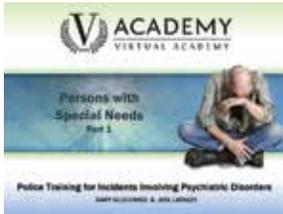
## The Root of Violence Part III: School Violence Prevention Tactics

**Lt. Col. Dave Grossman**

*U.S. Army (Ret.)  
Director, Warrior Science Group*

**Hours: 2**

The impact of the video game industry on school violence is explored, along with how parents can contribute to a healthier child in their home. Col. Grossman also expounds on his Bullet-Proof Mind course, addressing how police officers can prepare for and survive violent encounters, both physically and mentally. Students will learn how to avoid Post Traumatic Stress Syndrome, which is described by Col. Grossman as “the gift that keeps on giving”.



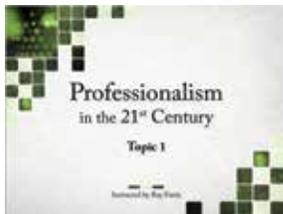
## Police Response to Incidents Involving Psychiatric Disorders (Mental Illness)

**Gary Klugiewicz**

*National Trainer/Director of Research & Development  
Verbal Defense Institute*

**Hours:** 2

Many law enforcement personnel do not receive adequate mental health training, which can result in ineffective and sometimes fatal outcomes. This course is designed to train first responders how to handle Point-of-Impact Crisis Intervention Situations for persons with special needs, including Long-Term EDP (Emotionally Disturbed Person with mental health issues), chemical abuser (under the influence of or suffering the aftermath of alcohol or drug abuse), or Short-Term EDP (a person in crisis now)—or sometimes all three. The course will focus on the development of a non-intrusive yet effective crisis intervention protocol that addresses the safety needs of both the first responder(s) and the person(s) in crisis. Team tactics will be stressed for both informal and formal team responses, including the coordination of the medical, mental health, and law enforcement/security personnel.



## Professionalism in the 21st Century

**Ray Farris, J.D.**

*Assistant Director, Tennessee Law Enforcement Training Academy  
Retired*

**Hours:** 2

Professionalism in the 21st Century will look at image problems within the criminal justice field and discuss ways to minimize their negative impact. This course will focus primarily on individuals and their motivation for achieving and maintaining a high level of professionalism. Topics covered include ethical principles and professional ethics, integrity and character, goal-setting, assuming responsibility, ways to maintain a good work ethic, being proactive when faced with problems, techniques for being self-disciplined, methods for cooperating with others, knowing when to sacrifice personal wants and desires to better serve the larger group, accepting competition and achieving success, being honest, striving for excellence, having a positive attitude, maintaining high morale, and implementing 16 principles of professionalism.

# Investigations Courses



## Basic Photography Techniques

**John Williams**

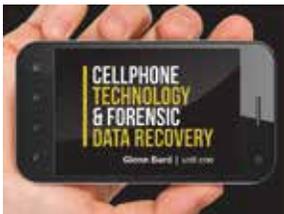
*John Williams Consulting, LLC*

**Kerri McClary**

*Investigator, University of South Carolina Division of Law Enforcement and Safety*

**Hours:** 3

Crime and accident scenes cannot physically be presented in court, nor can numerous objects and situations. Therefore, the court recognizes the next best evidence—the photograph. This 3-hour course is designed to teach basic and advanced photographic techniques that are required to document crime scenes and accident scenes for investigative purposes and court presentation.



## Cellphone Technology and Data Recovery

**Glenn Bard**

*PA State Police  
Forensic Services Unit  
Retired*

**Hours:** 4

This training course is designed to increase the knowledge and effectiveness of investigators in the recognition, use, and display of information that can be derived from background research and cellular data records. Students will receive instruction on mapping results from cell phone tower reports, cell phone technology definitions, understanding the informational records, and what information can be obtained from cell phone providers.



## Criminal Drug Interdiction

**Greg Goltz**

*Creator and Trainer  
CRIMINALaddiction Inc.*

**Hours:** 4

Officers will see firsthand how criminal patrol techniques can yield large and small drug and other type arrests from traffic stops and other legal contacts. Officers will also learn of the incredibly advanced concealment places in land vehicles that smugglers and other people involved with drugs hide the drugs, weapons, and currency.



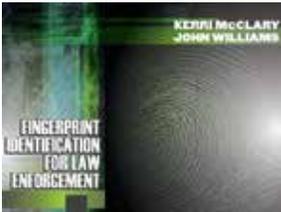
## Death and Homicide Investigations

**Tony Monheim**

*Trainer and Consultant to the Cold Case Squad  
Miami-Dade Homicide Bureau*

**Hours:** 4

This course is designed to enable the investigator to immediately interpret what he or she sees upon entering crime scene and to derive from that knowledge an analytical approach to the investigation. Participants will become familiar with the indicators of suspicious death and learn just how equivocal the death scene can be. Actual real-life examples will help the investigator become acquainted with forensic concepts, such as lividity, rigor mortis, algor mortis, decomposition, ante mortem, and postmortem trauma, etc.



## Fingerprint Identification and Preservation Techniques

**John Williams**

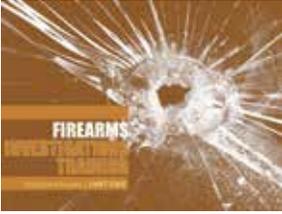
*John Williams Consulting, LLC*

**Kerri McClary**

*Investigator, University of South Carolina Division of Law Enforcement and Safety*

**Hours:** 3

As law enforcement entities, we do not make the facts; we discover and report them. It is not what we think, but what we can prove. The physical evidence we seek will help build a strong foundation for the criminal investigation, based upon facts we can prove. This course is designed to provide an overview of the fundamental stages in crime scene investigation and present information on recognizing, preserving, and developing friction ridge skin impressions. Information will also be offered on the best methods for evidence preservation, collection, and packaging.



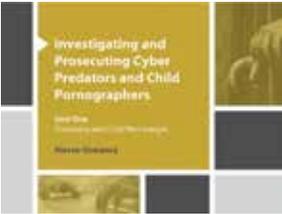
## Firearms Investigations Training

**Ben Hayes**

*Special Agent  
Bureau of Alcohol, Tobacco, and Firearms (ATF)*

**Hours:** 3

Increasingly, law enforcement officers and the public face the issue of armed offenders. Whether encountering firearms or investigating firearms related crimes, it is imperative to understand the nature of firearms in the United States. This course will cover many topics surrounding this issue, including firearms commerce, firearms recognition, and firearms investigations. Firearms commerce provides a comprehensive view of the laws that regulate firearms and methods of lawful acquisition. Firearms recognition will explore the expansive world of firearms and how to correctly identify them in reports and for investigations. Firearms investigations will teach you how to properly take firearms into custody and how the information from firearms can assist in your investigations.



## Investigating and Prosecuting Cyber Predators

**Steve Dempsey**

*PA State Police,  
Forensic Services Unit*

**Hours:** 4

Internet crimes against children are among the most under-reported and rapidly-growing crimes. This intense training course is designed to provide officers with practical knowledge and skills to investigate child pornography crimes and successfully prosecute cyber predators. This course is divided into four, one-hour topic areas, providing instruction on the following: (1) grooming and child porn image series, (2) chat and peer to peer, (3) MedaData, and (4) sexting and policy development.



## Officer Involved Shooting Investigations

**Chief Russell Fischer**

*Division Chief  
Miami-Dade Police Department  
Retired*

**Hours:** 4

The purpose of this course is to provide attendees with a basic investigative model that is applicable to all officer involved shooting incidents, regardless of the size of their department. Police officer involved shootings are vastly different from any other type of investigation. The stakes for the shooting officer and his department are so high that it is imperative that the investigation be conducted in a prescribed manner. This course will provide those in attendance with the knowledge, skills, and confidence necessary to handle any deadly force incident.



## Practical Kinesic Interviewing Techniques: Phase I

### Stan Walters "The Lie Guy"

*President  
Truth & Deception, Inc.*

**Hours:** 4

This course is designed to help develop a solid foundation for interviewing skills and maximize the amount of usable information gained from any interview. Officers will learn the basic principles of behavior analysis, the Narrative-Based Interview method for recovering the maximum amount of information during interviews, reliable verbal and nonverbal cues of deception, and much more.



## Practical Kinesic Interviewing Techniques: Phase II

### Stan Walters "The Lie Guy"

*President  
Truth & Deception, Inc.*

**Hours:** 4

This course is designed to provide the smart practices needed to manage each interview and gain compliance and cooperation from the interview subject. A confession is NOT the objective—it's information. Officers will learn things such as how to recognize and correctly respond to verbal and nonverbal cues and how to encourage the subject to talk using influence and persuasion tactics. Officers will also learn the Four Personality Behavior Types and the most effective persuasion techniques to get each type to talk and be cooperative and compliant.



## Statement Analysis® Interviewing Techniques

### Mark McClish

*U.S. Marshalls  
Retired*

**Hours:** 2

Statement Analysis® is the process of analyzing how a person phrases his statement in an effort to determine if the person is being truthful or deceptive. People will always word their statement based on all their knowledge. Therefore, their statement may contain information they did not intend to share. People will provide more information than what they realize. The problem is they sometimes give more information than what the interviewer realizes. This course will show you what to look for in a verbal and written statement in order to determine if a person is lying or telling the truth.

# COURSE | HIGHLIGHT

## Internet Tools for Criminal Investigators

**Glenn Bard and Steve Dempsey** .....

**Hours:** 4

The focus of this course is to familiarize officers with the Internet and online applications as tools for criminal investigations. Officers will also learn procedures for investigating crimes occurring online.

### *Course Objectives*

- 1 Recognize an IP address
- 2 Trace an IP address back to a network and location of the source
- 3 Identify the differences between IPv4 and IPv6
- 4 Identify the Internal Private IP addresses and explain why they are important
- 5 Locate the header information in common emails
- 6 Find the IP address in email headers
- 7 Identify the types of information that can be obtained from Facebook and Twitter and how that information can be used in investigation
- 8 Understand legal considerations when conducting online investigations



Above: course screenshots as shown in the V-Academy training system

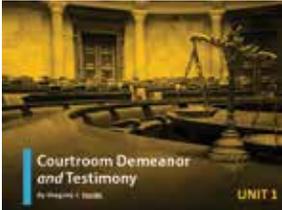


**Glenn Bard** is a retired Pennsylvania State Trooper First Class and U.S. Veteran of Operation Desert Storm. In 1999, Glenn began Computer Crime Investigations for the Pennsylvania State Police and has since investigated crimes across the United States, ranging from child pornography to criminal homicide. Glenn has also conducted forensic examinations for city, state, and federal law enforcement agencies, including the FBI, US Postal Inspectors, and I.C.E. as well as foreign governments.

**Steven Dempsey** is a 14-year veteran of the Pennsylvania State Police, where he has been a member of the Forensic Services Unit since 2003. He is a graduate of the University of Pittsburgh, with a degree in Psychology and Medical Sciences. Steve has investigated incidents ranging from child pornography to criminal homicide and has conducted computer forensic exams in a variety of criminal applications. He has testified as an expert witness relative to his knowledge in evidence collection and preservation. Steve is currently a faculty instructor at the Westmoreland County Community College in the area of digital forensics.

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# Constitutional Criminal Law and Procedure Courses



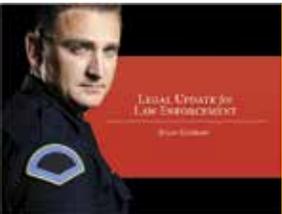
## Courtroom Demeanor and Testimony

**Gregory J. Harlin**

*President and CEO  
MURLIN Consultants*

**Hours:** 3

The purpose of this course is to train officers not only to better understand the total dynamics of the court process but, more importantly, to also improve testimony skills while on the stand. A variety of topics are covered, ranging from an overview of the court, trial, pretrial hearings, and jury selection to media concerns, attire, report writing, pretrial preparation guidelines, testimony strategy recommendations, the defense mindset, and tactics in the courtroom. This course is designed for anyone in the law enforcement community who desires to improve their skills for court; become more confident, accurate, comfortable, and creditable witness when giving testimony; and most important, increase their quality of life through success.



## Tennessee Legal Update for Officers

**Brian Grisham**

*Director, Tennessee Law Enforcement Training Academy  
Executive Secretary, Peace Officers Standards and Training (P.O.S.T.) Commission*

**Hours:** 2

The Legal Update for Officers course is an annual update of developments in Tennessee Law, including recently enacted legislation and criminal case decisions affecting law enforcement. The recently passed legislation impacts law enforcement conduct and responsibility in the following areas: automotive, pawn shops, tow firms, crash reports, first responders, forcible entry, red light cameras, reckless driving and DUI, mental health evaluations, bail bonds, DNA testing, sex offenders, indecent exposure, autopsies, sheriff and jailer qualifications, animal cruelty, criminal homicide and assaults, theft, controlled substances, drugs, firearms, domestic violence, child abuse, and child sexual abuse.

# COURSE | HIGHLIGHT

## Constitutional Criminal Law and Procedure Courses

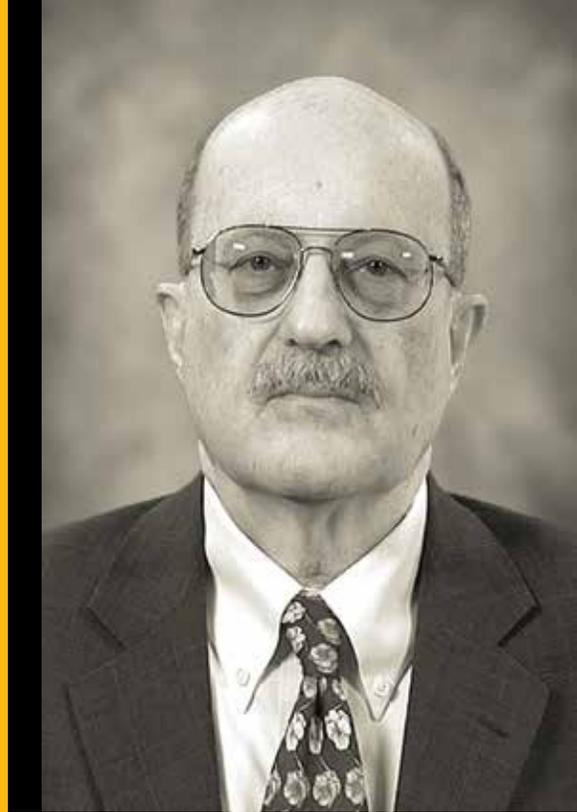
**Marvin Zalman** .....

**Hours:** 9

This course series serves as an overview to constitutional aspects of criminal procedures, including investigations, arrests, search and seizures, pre-trial processes, trial rights, sentencing, and appeals. Courses 1–4 focus primarily on the rights protected by the Fourth Amendment, and courses 5–9 focus on the rights protected by the Sixth Amendment.

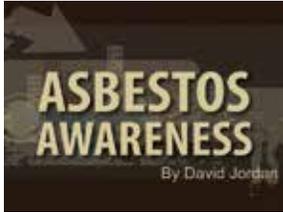
### *Courses*

- 1** Introduction to Constitutional Criminal Law and Procedure
- 2** 4th Amendment, Exclusionary Rule and Remedies
- 3** Search Warrants, Probable Cause, Plain View, and Consent
- 4** Arrests, Terry Stops, Stop and Frisk, and Warrantless Searches (Hot Pursuit, Automobile)
- 5** 6th Amendment (Right to Counsel, Impartial Jury)
- 6** Police Interrogations, Confessions, Miranda Warnings
- 7** Suspect Identification (Lineup, Show up, Photographic Array), Entrapment
- 8** Pretrial Process, Bail, Prosecutorial Misconduct, Grand Jury, Discovery
- 9** The Criminal Trial



**Professor Zalman** came to Wayne State University in 1980 as chair of the, then new, Criminal Justice Department. He previously taught at the Criminal Justice Department at Michigan State University and in the law faculty at Ahmadu Bello University in northern Nigeria. His work in constitutional criminal procedure focuses on the limits of state power and individual liberty. His textbook/casebook, *Criminal Procedure: Constitution and Society*, 4th edition (Prentice Hall, 2005) integrates legal, social scientific, and criminal justice policy approaches. He currently serves on the editorial boards of several scholarly journals: *Criminal Law Bulletin*, *Criminal Justice Review*, *Journal of Crime & Justice*, and *Justice System Journal*. He is listed in *Who's Who in American Law* (14th edition, 2005-2006) and *Who's Who in America* (60th edition, 2006).

# Corrections Courses



## Asbestos Awareness

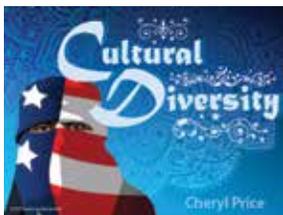
**David Jordan**

*Director  
Carroll County Jail System*

**Hours:** 1

This course is designed to enable the officer, administrator, and or custodial worker to describe the physical properties of asbestos, list the most common asbestos containing products, list exposure methods, identify common ways asbestos fibers are released, identify health problems associated with exposure to asbestos, and learn ways to protect themselves from asbestos exposure. Training in this course will focus on the Environmental Protection Agency's recommended practices for environments that could have the potential for exposure. The EPA also outlines precautions and procedures for testing environments for asbestos.

Topic areas in this course include the physical properties of asbestos, the most commonly used types of asbestos, the manner in which asbestos is tested, uses of asbestos, asbestos containing properties, the key factors of exposure, how asbestos fibers are released, exposure limits and health related problems, common diagnoses (diseases) as a result of overexposure, and ways to protect yourself from asbestos exposure.



## Cultural Diversity

**Cheryl Price**

*Warden  
Bibb County Correctional Facility*

**Hours:** 1

Cultural diversity continues to be a major focal point of the workplace and our communities. In this course, students will learn how having a healthy perspective on diversity makes an organization more effective by capitalizing on all the strengths of each employee. This course will allow officers to explore cultural differences in our personal and professional lives and learn how to embrace these differences without allowing them to become stumbling blocks. Officers will learn how to combat negative stereotypes and prejudices in the workplace by communicating effectively and promoting positive behaviors.



## Fire Safety

**David Jordan**

*Director  
Carroll County Jail System*

**Hours:** 1

This training course was designed to prepare all correctional officers for any action or event that could result in a fire. Officers will learn specific tools and procedures for preventing fires and handling them if they should occur. Topics covered include evacuation procedures, the scientific properties of fire, the chemical chain reaction process, the classes of fire and proper extinguishing methods for each, the phases of burning and proper extinguishing procedures at each phase, and an overview of different types of extinguishers and proper use for each.



## Right to Know

**David Jordan**

*Director  
Carroll County Jail System*

**Hours:** 1

The purpose of this course is to provide correctional officers with a general overview of the hazardous chemicals they may come in contact with in a correctional facility and to provide instruction on the proper use and handling of these substances. Participants will be instructed on fire and explosive hazard data, reactivity data, health hazard data, spill and disposal data, protective equipment, and labeling requirements for hazardous chemical containers. Participants will also be taught to fill out Material Safety Data Sheets or the applicable forms issued by their perspective departments. The course will also provide information on the legal rights of employees who may encounter or use chemicals.



## Personal, Cell, and Area Searches

**Cheryl Price**

*Warden  
Bibb County Correctional Facility*

**Hours:** 1

Maintaining control of an institution cannot be accomplished without effectively conducting searches by a distant surveillance method, cursory inspections, or through face-to-face action by professionally trained employees. Searches are conducted to prevent the introduction of contraband and/or to provide for the safe, secure operation of the institution. Through this course, officers will receive training in conducting cell and area searches, frisk and strip searches, and authorized searches of visitors, guests, and staff in an efficient manner.

## Professionalism and Ethics

### Fred Campbell .....

Hours: 1

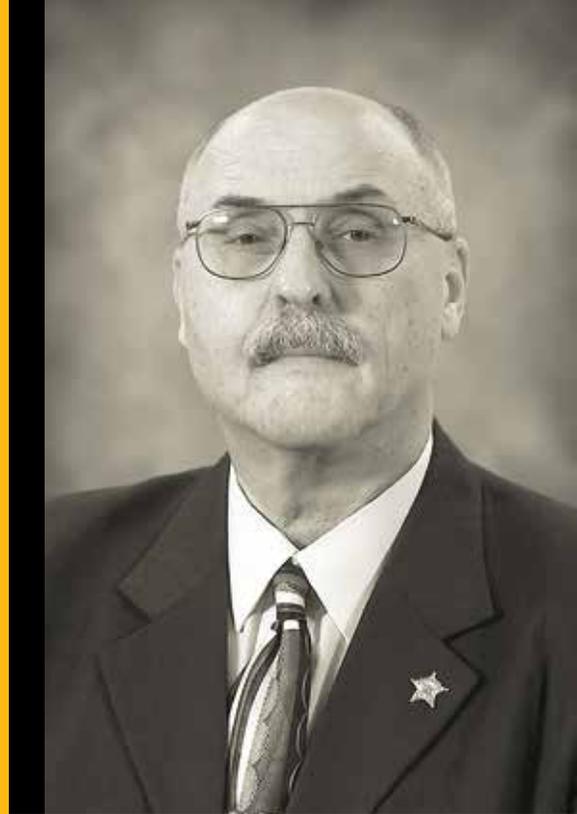
Understanding that professionalism and ethical behavior ultimately ensure safety and consistency in the workplace, officers will be educated on the expectations of the department/agency and the choices they make, which will have an everlasting impact on their career as a correctional professional. The learning objectives in this course are familiarization with departmental policies on standards of conduct, unlawful harassment, mission and vision statements, and leadership values; defining ethics; defining leadership values; understanding and defining Be, Know, and Do; learning unlawful harassment terms; and understanding the agency's mission statement and vision statement. This course will also focus on minimum standards of conduct, effective leadership, loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

### Course Objectives

- 1 Understand the rules of conduct that govern an individual or group within the corrections setting
- 2 Understand the reasons why good officers make poor ethical decisions and learn methods for preventing this
- 3 Understand The Prison Rape Elimination Act (PREA) and its provisions

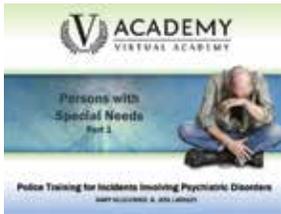
**“It's people like Fred Campbell who set the example for all state employees. I just wanted to take this opportunity to add my personal thanks for all your efforts and congratulations on your achievements.”**

—President Bill Clinton



**Fred Campbell, Ph.D.**, Deputy Warden, Arkansas Department of Correction was the training director of more than 4,000 employees at the Arkansas Department of Corrections and former chairperson of training for more than 50,000 state employees. Dr. Campbell has over 24 years of experience in law enforcement and has received more than 25 prestigious commendations and awards, including Who's Who in Law Enforcement, Honorary State Police Colonel, Honorary Doctorate Degree, Governor's Award of Merit, Five Governor's Quality Management Awards, Lifesaving Award, Excellent Service Award, J. Edgar Hoover Gold Medal for Public Service, Arkansas Department of Corrections Supervisor of the Year, State of Arkansas Supervisor of the Year, Gold Medal State Judo Champion, and The Silver Star for Bravery.

Dr. Campbell currently serves as Deputy Warden at the Arkansas Department of Correction and is responsible for religious services, accreditation, mental health, medical services, training/education, food services, mail, councilors program, recreation, sex offenders program, school district, and parole.



## Police Response to Incidents Involving Psychiatric Disorders (Mental Illness)

**Gary Klugiewicz**

*National Trainer/Director of Research & Development  
Verbal Defense Institute*

**Hours:** 2

Many law enforcement personnel do not receive adequate mental health training, which can result in ineffective and sometimes fatal outcomes. This course is designed to train first responders how to handle Point-of-Impact Crisis Intervention Situations for persons with special needs, including Long-Term EDP (Emotionally Disturbed Person with mental health issues), chemical abuser (under the influence of or suffering the aftermath of alcohol or drug abuse), or Short-Term EDP (a person in crisis now)—or sometimes all three. The course will focus on the development of a non-intrusive yet effective crisis intervention protocol that addresses the safety needs of both the first responder(s) and the person(s) in crisis. Team tactics will be stressed for both informal and formal team responses, including the coordination of the medical, mental health, and law enforcement/security personnel.



## Use of Force

**Cheryl Price**

*Warden  
Bibb County Correctional Facility*

**Hours:** 1

The purpose of this course is to instruct correctional officers on which policies cover the use of force, when and when not to use force, the different levels of force that can be used, the level of force that should be used in a given situation, and the consequences of force used illegally. This course will cover the different types of force that are commonly used in a prison environment, including reasonable force, unnecessary force, excessive force, non-deadly force, and deadly force. Correctional officers will learn that unnecessary and/or excessive force will result in unfortunate outcomes.

This course also addresses the rules of engagement in events such as situations where force is used to prevent an escape, an individual unlawfully gaining access to the premises, and when a response/action could cause even more danger to the community. Participants will be trained on the force continuum and that the objectives for transitioning through different levels of force are to persuade, comply, impede, and stop. The training will also focus on laws that center around the rights of inmates and the criminal liability associated with unlawful uses of force.



## Security Audits and Count Management

**Cheryl Price**

*Warden  
Bibb County Correctional Facility*

**Hours: 1**

This course will focus on maximizing the benefit and credibility of security audits. Physically counting inmates to ensure around-the-clock accountability of all inmates assigned to the institution is the very heart of institutional security. Correctional professionals are expected to confine inmates and not allow them to be released until they have completed their sentences. Therefore, this course will provide training to enable understanding to account for, confine, control, and manage inmates through formal and informal counts.



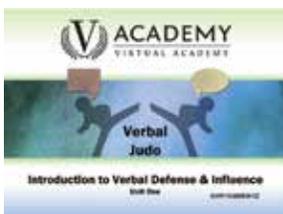
## Segregation

**Cheryl Price**

*Warden  
Bibb County Correctional Facility*

**Hours: 1**

Maintaining full control of inmates and protecting those who are not capable of or simply refuse to function properly in the general population requires having resources to separate those inmates from the rest of the population. Providing an area of separation for these inmates also provides staff the flexibility needed to safely and securely manage the institution. Strict compliance with appropriate standards of care is a must. This course will address those standards, policy implementation, and the overall professional operations of the unit.



## Verbal Judo

**Gary Klugiewicz**

*National Trainer/Director of Research & Development  
Verbal Defense Institute*

**Hours: 4**

Verbal Judo will provide officers with career building, career changing, and career saving conflict prevention and conflict resolution communication tactics. Officers will learn how to make themselves a tactical communicator and keep physically and legally safe while reducing stress in their personal lives and when dealing with citizens and fellow professionals. This kind of "conflict management" involves using posture and body language, tone of voice, and choice of words as a means for calming a potentially volatile situation before it can manifest into physical violence.

# Upcoming Courses

## ▶ Using the DISC Diagnostic Tool

**Al Malinchak**

*CEO  
STRATactical LLC*

**Hours:** 3

In this course, learners will be exposed to the DISC personality diagnostic instrument in an effort to understand their communication and behavior patterns. Further, each personality type will be examined to assist each participant in understanding how to interact and communicate with individuals of different personalities.

## ▶ Search Warrants

**Steve Rothlein**

*Deputy Director  
Miami-Dade Police Department  
Retired*

**Hours:** 1

This course will take an in depth look at the 4th Amendment (Search and Seizure). In addition, the requirements of probable cause and affidavits will be examined to ensure your warrants are valid every time. Steve Rothlein has developed best practices and a check list for developing search warrants to limit liability and makes sure officers “get it right”. This course will cover the topics of liability which include mistaken address, inclusion of poor information, and execution considerations such as known weapons, associates, etc..

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**We want to hear from you!**