

California Commission on PEACE OFFICER STANDARDS and TRAINING

Basic Course Certification Review

Orange County Sheriff's Department

Basic Academy

15991 Armstrong Avenue

Tustin, CA 92782

February 18-20, 2020

A Report Prepared by the Commission on Peace Officer Standards and Training

California Commission on PEACE OFFICER STANDARDS and TRAINING

Contents

| | |
|--|----|
| INTRODUCTION..... | 3 |
| REVIEW OF ACADEMY SELF-ASSESSMENT REPORT (SAR) | 5 |
| SUMMARY OF FINDINGS: | 6 |
| REGULATORY/COMPLIANCE ISSUES:..... | 6 |
| RECOMMENDATIONS: | 7 |
| EXEMPLARY ASPECTS:..... | 9 |
| CONCLUSION..... | 10 |

California Commission on PEACE OFFICER STANDARDS and TRAINING

INTRODUCTION

The Peace Officer Standards and Training Basic Course Certification Review (BCCR) is an in-depth review of academies that present the POST certified Regular Basic Course. The BCCR ensures quality, integrity, and safety of entry-level peace officer training in California. POST ensures all certified Regular Basic Courses comply with Penal and Government Codes related to POST, California Code of Regulations (Title 11, Division 2) and POST Training Procedures.

The BCCR consists of the following major areas of review:

Course Certification Review

The Course Certification Review is an administrative review of the following areas:

- Course Administrative Information
- Course Instructors and Qualifications
- Course Outline to ensure all mandated areas of instruction are being taught in accordance with the Training and Testing Specifications
- Hourly Distribution Schedule
- Safety Policies
- Budget
- Test Security Agreements

Certification Review Team

POST assembles a Certification Review Team (CRT) for conducting the on-site inspection. The CRT is comprised of the POST BCCR Manager, along with other POST staff and, if available, a visiting Director from another basic academy. The CRT inspections include, but not limited to:

- Interviews with various staff
- Course quality and delivery
- Verification of items related to program management
- Review of documentation to include student files, lesson plans and test security/compliance
- Adherence to the curriculum identified in the Training and Testing Specifications
- Establishment of safety policies
- Staffing levels
- Inspection of facilities and equipment to determine the Academy's ability and capacity to present the Basic Course.

California Commission on PEACE OFFICER STANDARDS and TRAINING

A Certification Review Team (CRT) comprising the following members conducted the on-site Academy BCCR:

Team Members

Steve Harding, Law Enforcement Consultant, POST
Stephen Crawford, Law Enforcement Consultant, POST
Bill Lewis, Associate Governmental Program Analyst, POST
Krysta Wanner, Staff Services Analyst, POST
Clint Blackburn, Sergeant, Bakersfield Police Department

California Commission on PEACE OFFICER STANDARDS and TRAINING

REVIEW OF ACADEMY SELF-ASSESSMENT REPORT (SAR)

The Academy generated a Self-Assessment Report (SAR). The CRT conducted a review of the SAR prior to and during the on-site review. The SAR provided an organizational background that was valuable to the CRT members while reviewing various aspects of the Academy. The academy's response to items identified in the report was used both before and during the on-site visit.

The CRT's findings on this matter are documented in this report's Summary of Findings.

California Commission on PEACE OFFICER STANDARDS and TRAINING

SUMMARY OF FINDINGS:

The Summary of Findings compiles findings in the Course Certification Review and the Certification Review Team into the following three areas.

- 1) **Regulatory/Compliance Issues:** These issues are in violation of either Penal Codes, Government Codes, California Code of Regulations or POST Training Procedures. These issues require immediate attention and the Director must provide POST with an action plan within 30 days on how these issues will be remedied. If these items are not addressed, the Academy is subject to suspension or decertification.
- 2) **Recommendations:** Unlike items identified in the Compliance Issues section, the recommendations generally do not jeopardize the certification of the Basic Course; rather, the recommended items as they relate to the Academy in this review are endeavors that would improve the program.
- 3) **Exemplary Aspects:** These items identify where the Academy has gone above and beyond and where they set a high standard for academy training.

REGULATORY/COMPLIANCE ISSUES:

The Certification Review Team found the following:

1. POST Scenario Manager Manual (POST Scenario Manager Responsibilities #9) states: *Complete the Evaluation Form in its entirety. The script # is the number used for testing, not the scene number.*

The CRT conducted a review of all scored scenario test forms and found the script numbers were not properly documented.

2. California Code of Regulation 1052(f) (Requirements for Course Certification) states: *In addition to the criteria specified in Regulation 1052(c) and (d), each request for certification of a basic course [i.e., Regular Basic Course (standard and modular formats), Specialized Investigators' Basic Course, Public Safety Dispatchers' Basic Course, PC 832 Arrest and Firearms Course, and the Requalification Course] shall be evaluated in accordance with the following criteria:*

(1)(J) Methods of assessing student learning (e.g. learning activity demonstrations, testing, teach backs)

California Commission on PEACE OFFICER STANDARDS and TRAINING

At present, the Academy administers two Arrest and Control techniques which are not documented in the Orange County Sheriff's Departments ECO (Expanded Course Outline). The additional carotid restraint technique and high-risk search will need to be added to the ECO or discontinued from testing.

3. California Code of Regulations 1070 (Minimum Training Standards for Instructors of POST-Certified Specialized Training) section (c) (Equivalency Process) states:
The training course specified in subsection 1070(b) may be satisfied through an equivalency evaluation performed by the employing presenter. An individual requesting an evaluation to meet the minimum training course standard shall submit to the presenter an expanded course outline for each course to be considered in the evaluation. The course outline(s) must specify the course title(s), training date(s), and training institution(s). Presenters will base their evaluations on a comparison of the submitted expanded course outline(s) against the minimum content requirements specified in Regulation 1082. The employing presenter shall retain the documentation for approved equivalencies. Although presenters are not required to submit the documentation to POST, their attestation of equivalency is required, via the EDI Course Instructor Resume submitted to POST, pursuant to Regulation 1053.

Anthony Rodriguez (B77-Z87) (Arrest and Control) does not meet the requirements for an equivalency as outlined in the above regulation. He is prohibited from teaching Arrest and Control until the proper equivalency documentation is on file with the Academy or he attends a POST certified Arrest and Control or Defensive Tactics Instructor Course.

RECOMMENDATIONS:

The Certification Review Team has made the following recommendations:

- The Academy would benefit by implementing a program for the practice of using mobile radios, so students have an opportunity to rehearse radio communication and learn radio traffic. While reviewing scenario evaluation forms the CRT (Certification Review Team) observed students being docked points for radio traffic procedures.
- A CA POST physical fitness requirement is that all students compete on a 99-yard obstacle course. Currently the academy is required to set up and tear down their obstacle course for each use. A permanent 99-yard obstacle course would be extremely beneficial with ensuring the consistency in the administration of the test. It would also allow for the opportunity for students to practice the course more often.
- At present the Academy's Physical Training Grounds is constructed of sand, concrete and metal obstacle courses where students are exposed to potential levels of unsafe sunlight

California Commission on PEACE OFFICER STANDARDS and TRAINING

and heat. The training grounds do not currently rise to a safety issue; however, caution should be taken when using the grounds during a hot weather climate. An awning or a permanent industrial sail shade would benefit staff and students with reducing the risk of overexposure to outside elements.

- During interviews with academy staff the CRT (Certification Review Team) discovered that Santa Ana College provides podiums to academy personnel that do not link with the Orange County Sheriff's Department share drive. The benefit of linking computer connections between Santa Ana College and OCSD computers will ensure instruction aids are readily available to instructors when courses are being taught.
- Acquire additional PUV's for vehicle pullover and patrol technique training. Currently, the academy's fleet of vehicles being used for training (Crown Victoria's) is not always consistent with vehicles being utilized in the field. The ability to have students train with vehicles they will use in the field is extremely valuable and reduces the risk of accidents.
- Students advised the CRT (Certification Review Team) that they were not entirely mindful of the purpose of the Student Scenario Preparation Manual. This is an extremely valuable tool for the success of students throughout scenario training and testing. The success of students passing scenario testing can increase by reviewing and providing students with the Student Scenario Preparation Manual at the beginning of academy instruction.
- The academy has a scenario village (Tactical Training Center) that is above reproach. However, the location of the scenario village is situated on the same grounds of the OCSD firing range, 1900 West Katella Ave., Orange CA. The OCSD firing range hosts law enforcement personnel who likely would not know when academy scenario evaluations are being conducted. Therefore, the academy would benefit by posting signage in the immediate area when scenario testing is conducted, i.e., sandwich board signs. The scenario signage would assist personnel not involved with the testing process that academy testing is in progress and that no "real world" police activity is taking place.
- At the conclusion of scenario assessments students can benefit by receiving an immediate debrief from the scenario evaluator. An immediate debrief with students can ensure students are able to correct their mistakes without delay and avoid repeating the same incorrect action as their scenario testing progresses.
- Implement an instruction-based lesson plan policy that will aid in teaching POST LD's. Having detailed lesson plans on file and readily available will aid with training continuity and benefits academy staff with ensuring all Training and Testing Specifications are being met.

California Commission on PEACE OFFICER STANDARDS and TRAINING

- Consider implementing a cognitive learning skills approach to academy instruction, also known as Problem Based Learning (PBL). An instruction style using this method does not exclude classroom teaching but minimizes it through practical exercises by use of scenario-based training. The CRT interviewed recruits who stated that several instructors remark, “POST says it must be this way...that’s not how we do it in the field.” Training to the Problem Based Learning style allows the recruit to use their critical thinking and problem-solving skills firsthand, alleviating the misrepresentation of POST expectations declared by instructors.

EXEMPLARY ASPECTS:

- The Academy has created a record keeping program called OC EVALS. This OCSD created computer program can document, assess, analyze and share information regarding group and individual performance. The CRT was incredibly impressed with this user-friendly program and its record keeping capability.
- The Orange County Sheriff’s Department does an excellent job with maintaining a high stress environment while creating a positive learning environment. The recruits are exposed to numerous high intensity situations that is purpose based. During interviews with the recruits, they all commended the intensity of the program and were thankful in staff preparing for the field training program.

California Commission on PEACE OFFICER STANDARDS and TRAINING

CONCLUSION

The CRT expresses appreciation to the staff at the Orange County Sheriff's Department Basic Academy who worked to accommodate this review process. POST appreciates the professional manner with which all staff conduct themselves, the efforts they make in providing training, and their willingness to implement the items listed above.

On February 24, 2020, a letter was sent to Lieutenant Walehwa outlining the compliance issues found during this review.

On March 5, 2020, Lieutenant Walehwa provided POST with a corrective action plan. The CRT is satisfied with how the Orange County Sheriff's Department Basic Academy has addressed the compliance issues.

We trust the items contained in this document will be accepted in the spirit of collaboration and improvement of the delivery of the program. This report is intended to assist the Academy enhance its efforts in meeting the requirements of course presentation.

The CRT recommends continued certification of the Orange County Sheriff's Department Basic Academy.