

AGENDA ITEM REPORT

POST 1-187 (05/03)

Title: **PROPOSED ACADEMY INSTRUCTOR TRAINING REQUIREMENT**

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REPORT PROFILE

MEETING DATE (00/00/00) 01/19/06		BUREAU SUBMITTING THIS REPORT Training Program Services	
RESEARCHED BY (PRINT NAME) Michael G. Gomez	INITIALED 	REVIEWED BY (PRINT NAME) Ray Bray	INITIALED
REPORT DATE (00/00/00) 12/06/05	APPROVED BY (SIGNATURE) 		DATE APPROVED 12-03-05
EXECUTIVE DIRECTOR:			
PURPOSE (SELECT ONLY ONE) <input checked="" type="checkbox"/> DECISION REQUESTED <input type="checkbox"/> INFORMATION ONLY <input type="checkbox"/> PROJECT STATUS REPORT		FINANCIAL IMPACT <input type="checkbox"/> YES (SEE PART B - ANALYSIS) <input type="checkbox"/> NONE	

ISSUE, BACKGROUND, ANALYSIS AND RECOMMENDATION**ISSUE:**

Should the Commission approve regulation changes making participation in the **voluntary** Academy Instructor Certificate Program (POST Regulation §1009) mandatory for all Regular Basic Course academies effective 7/1/07, define "POST-Certified Instructor," and require the Academy Instructor Certification Course as a prerequisite to most of the specialized instructor courses?

BACKGROUND:

As part of POST's 2002 Strategic Plan, two objectives were adopted by the Commission to improve the quality and impact of training affecting the law enforcement community. Specifically, POST adopted objectives to: 1) establish instructor training and certification requirements, and 2) expand instructor development opportunities.

As a result, the Commission incrementally adopted a series of regulations establishing a:

1) Voluntary Academy Instructor Certificate Program (AICP), 2) Mandatory minimum training for instructors of specific specialized courses, and 3) Mandatory minimum training standard for regular basic course academy instructors hired on or after July 1, 2006, including an equivalency process for those instructors who are able to demonstrate their teaching proficiency and qualifications.

The POST Instructor Standards Advisory Council (ISAC) reviewed the current regulatory framework and array of POST's instructor development programs and courses. The ISAC concluded that POST should: 1) Move ahead with requiring all academy instructors to complete training prior to instructing, and 2) Pursue mandatory participation in the current voluntary Academy Instructor Certificate Program (AICP) for all regular basic course academies and instructors. The ISAC also recommended regulations to define "POST-Certified Instructor." The ISAC also recommended the elimination of redundant specialized instructor course content and make the Academy Instructor Certification Course (AICC) a prerequisite to enrollment in most of the "specialized instructor" courses (i.e., firearm instructor course, defensive tactics instructor course, etc.).



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ANALYSIS:

POST's existing instructor standards and training requirements consist of five separate and intertwined regulations. Regulations §§1009, 1070, 1071, 1082, and 1083 reflect an incremental approach to the current framework of establishing minimum standards for specialized instructors, instructor course components and recertification.

The current voluntary Academy Instructor Certificate Program (AICP) was established through POST regulation §1009 in August 2003 and established a base line for instructional excellence. The AICP regulation components include the following provisions for academies voluntarily participating:

- Regular Basic Course instructors to possess the Academy Instructor Certificate within three years of the academies "participation" in the AICP
- Establishment of standard curriculum and successful completion of the Academy Instructor Certification Course (AICC- 24-40 hours)
- Validation or competency verification of the academy instructor's ability to teach (verification checklist)
- Issuance of a POST Academy Instructor Certificate
- Triennial recertification requiring instructors to have delivered a minimum of 24 hours of training and the completion of at least eight hours of professional development (CPT) since initial certification

The AICP regulatory framework also includes an "equivalency process," whereby an individual's past instructor training and competencies are measured through the successful demonstration and verification of teaching skills.

There are currently 39 Regular Basic Course academies in California, 16 of which our participating in the AICP. To date, the Napa Valley College Criminal Justice Training Center, the San Francisco Police Department Academy, the Oakland Police Department Academy and the California Department Parks and Recreation each have trained and certified over 90% to 100% of their instructors through their participation in the AICP. There are an estimated 3,000 academy instructors employed by the 39 academies. Making mandatory participation in the AICP would have nominal impact upon academies and would establish a historical foundation in raising the bar for our academy instructors. The Commission has previously approved a regulation requiring all academy instructors after July 1, 2006, to complete the Academy Instructor Development Course (AIDC).

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This "Proposed POST Instructor Training Requirement" (Attachment A) would require participation in the AICP for all Regular Basic Course academies. The current POST regulation §1009 would be amended to strike "voluntary" language and require participation in the AICP effective July 1, 2007. POST would essentially extend the existing regulations related to the Academy Instructor Certification Course to all academy instructors. In addition, POST would continue to extend the existing instructor "equivalency" option for previously trained instructors via competency verification. POST will continue to exempt guest instructors.

This proposal would require any Regular Basic Course academy instructor appointed on or after July 1, 2007, to complete the current Academy Instructor Certification Course (AICC) as a prerequisite to enrolling in most of the specialized instructor courses (e.g., firearms instructor course, defensive tactics instructor course, etc.). If this proposal is approved, staff will eliminate existing duplicative instructional content from most of the "specialized instructor" courses. The proposal also would establish the definition of "POST-Certified Instructor" as being any instructor who has successfully completed the Academy Instructor Certification Course or its equivalent and who has been issued the POST Academy Instructor Certificate.

Participation in the Academy Instructor Certificate Program would essentially become mandatory for all Regular Basic Course academies and their respective instructors. Beginning July 1, 2007, all regular basic course instructors must have completed the Academy Instructor Certification Course (AICC) or gain certification through the equivalency process (POST Reg. §1009(c)) and possess the Academy Instructor Certificate prior to instructing any component of the regular basic course. With the adoption of this requirement, staff would also eliminate a duplicative regulation requiring academy instructors hired on or after July 1, 2006, to successfully complete the Academy Instructor Development Course (AIDC-does not require competency verification).

Under this proposal, academy instructors must be recertified by the academy every three years and report instructor certification via the POST Electronic Data Interchange/AICP certification and tracking system. This EDI/AICP system permits academies, their staffs and instructors to track, to certify, and keep current records of instructor development, training, and certification. Recertification would require instructors to document delivery of at least 24 hours of course instruction and proof of completing a minimum of eight hours of "professional development" within each three-year period. Instructors would maintain their in-house recertification documentation via the EDI. Basic academies would also be required to issue the current POST/AICP Academy Instructor Certificate (supplied by POST) to their instructors with an official designation of "POST-Certified Instructor" including a three year expiration date.

The proposal, as described in Attachment A, has received field input and support from academy directors, modular presenters, force option instructors, and driving simulator instructors. The POST Long Range Planning Committee reviewed this proposal at its December 13, 2005, meeting, and the POST Instructor Standards Advisory Council fully endorses the extension of the current AICP to include the remaining 23 academies that have not yet participated in this worthwhile program. POST has received no opposition to this proposal.

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

(Attachment-A)

Existing and Proposed Instructor Standards

Fact Sheet

EXISTING STANDARDS AND PROGRAMS

- Specialized Instructor Training Requirements-Mandatory (POST Reg. §1070)
- Academy Instructor Certificate Program (AICP) – Voluntary (POST Reg. §1009)

Requires initial completion of the Academy Instructor Certification Course (§ 1082 (d) (2)) or equivalency and includes a triennial re-certification of instructors. Re-certification requires the completion of 8 hours of professional development training and 24 hours of conducting instruction during each three-year period)

(Available On-Line Tracking and Certification of Instructors available from POST through the EDI)

- Minimum Training Standards for Regular Academy Directors, Coordinators, Recruit Training Officers and Instructors-Mandatory (POST Reg. § 1071)(Requires the completion of the Academy Instructor Development Course (POST § 1083(a) (3)) or equivalency. Applies to instructors of regular academies, Reserve Modules I & II **appointed after July 1, 2006**)

Note: Both the Academy Instructor Certification Course and Academy Instructor Development Course are nearly identical. Difference is the additional requirement of the competency verification component in the Academy Instructor Certification Course.

PROPOSED STANDARDS AND PROGRAMS

Regular Basic Academies

Effective July 1, 2007, all regular basic academies would be required to participate in the POST Academy Instructor certification Program.

PROPOSED STANDARDS AND PROGRAMS (cont.)

Existing Academy Instructors

- Specialized Instructor Training Requirements (POST Reg. § 1070)
(The pre-requisite to enroll in any specialized instructor course after 7-1-07 will be the current Academy Instructor Certification Course (AICC-POST Reg. § 1082).
- Re-certification Required Every Three Years
(Applies to all academy instructors after 7-1-07)
- Must possess the Academy Instructor Certificate (3 years from 7/1/07)
Academy certificate may only be awarded through the completion of either the successful completion of the AICC and competency based verification or through the existing equivalency process (POST Reg. § 1009 (c))

Academy Instructors Appointed After 7-1-07

- Required to complete AICC (competency verification based) prior to assignment
- Required to continuously re-certify every three years
- Required to complete the AICC prior to enrolling in any specialized instructor course

“POST-Certified Instructor” designation

- Instructors who are currently possess a valid and unexpired Academy Instructor Certificate or have met the triennial re-certification requirements are eligible for the “POST-Certified Instructor” designation. Certification is valid for three years from the date of initial certification or re-certification.

The existing “equivalency process” contained in POST regulations relating to the AICP § 1009(c) (4), **Minimum Training Standards for Instructors of POST-Certified Specialized Subjects § 1070 (c)** and **Minimum Training Standards for regular Basic Course Instructors § 1071(b)** will remain as an option for those who are seeking initial certification.