

Training Coordinator's Report Hill College Police Academy

December 4, 2023

Purpose



This report¹ is for use in advisory board meetings, and comports with the board responsibilities listed in item “k” below. Topics of these reports include 1) details of past quarter/year training; 2) new topics or legislation impacting training; 3) training mandate information; 4) new courses proposed for coming year; and, summary of training policy issues. When the advisory board approves this report, they have acted upon the items in the report.

Board Responsibilities



(h) A board is generally responsible for advising on the development of curricula and any other related duty that may be required by the commission.

(i) The board must, as specific duties:

- (1) discharge its responsibilities and otherwise comply with commission rules;
- (2) set policies and procedures for the academy with the consent of the chief administrator;
- (3) advise on the need to study, evaluate, and identify specific training needs;
- (4) advise on the determination of the types, frequency, and location of courses to be offered;
- (5) advise on the establishment of the standards for admission, prerequisites, minimum and maximum class size, attendance, and retention; and
- (6) advise on the order of preference among employees or prospective appointees of the sponsoring organization and other persons, if any.

(j) No person may be admitted to a training course without meeting the admission standards. The admission standards for licensing courses must be available for review by the commission upon request.

(k) A board may, when discharging its responsibilities, request that a report be made or some other information be provided to them by a training or course coordinator.

¹ Complies with Texas Administrative Code, Title 37, Part 7, Chapter 215, Rule §215.7, Training Advisory Board, (k).



Advisory Board Verification and Eligibility

Advisory Board members are reminded that if their answers to any of the following questions change from those initially provided on the TCOLE eligibility form they should notify the training coordinator.

- a. Are you or your spouse licensed by an occupational regulatory agency in the field of law enforcement?
- b. Are you or your spouse employed by or participate in the management of a business entity or other organization regulated by the commission or that receives funds from TCOLE?
- c. Do you, or your spouse, own or control, directly or indirectly, more than 10 percent interest in a business entity or other organization regulated by TCOLE or receive funds from TCOLE?
- d. Do you, or your spouse, receive a substantial amount of tangible goods, services, or funds from TCOLE, other than compensation or reimbursement authorized by law for commission membership, attendance, or expenses?
- e. Are you or your spouse an officer, employee, or paid consultant of a law enforcement labor union?



General Updates

- We have graduated three classes since our last meeting. All passed the licensing exam. We have a day class that will wrap up next Monday. All have passed the state licensing exam pending one from the last class.
- We are currently following the 720 TCOLE curriculum. However, the 736 TCOLE curriculum becomes mandatory for academies January 2024.
- We have had no significant injuries since the academy resumed operation in 2018. A recent class had a minor elbow injury, but no academy time loss.
- We continue to operate Monday – Thursday, 10-hour days.
- We continue running evening classes in Cleburne. The current class has 14 students. Most are from Johnson County Sheriff's Office. Class operates Monday – Thursday from 5:30 pm – 11:30 pm (and every other Saturday).
- Our *YouTube* channel created by the coordinator continues to be very successful for cadets preparing for internal tests and the TCOLE licensing exam. We continue the use of skills videos called *CopCraft Training Shorts*. The channel is *Police Training HQ*. The channel has gained state-wide recognition with 760 subscribers and thousands of views of the content.
- The online quiz program *Quizlet* has been very successful and is still in use. It has been updated since its creation as new material is added to TCOLE requirements. The channel has gained state-wide recognition with 837 followers.

- We continue using a study program called *Kahoot* that was introduced by the current day class. It is a hit with the students (both day and evening). It provides a great way to review for tests.
- The annual TCOLE coordinator conference in Corpus Christi was held this year. The coordinator attended. There was much discussion about the ALERRT training requirement. For the academy, we have instructors on staff who are certified to teach the curriculum. However, the goal is to add more staff to accommodate for more and larger classes.
- The academy was inspected/audited prior to contract renewal in July 2023 by Michael Dickey (TCOLE). He stated that our records were “superb” and mentioned numerous times that he appreciated how orderly they are maintained. The only discrepancy was two late reports. No other operational problems were noted or identified. We have since received a new contract to continue operations for the next five (5) years.
- Our policy and SOP manual requires no current updates. However, if the board has recommendations the coordinator asks for feedback.
- We are getting requests from out of state officers who have been told to contact our academy for assistance with practice tests and study materials to help them challenge and pass the state licensing exam.



Non-Traditional Basic Academy Offerings (UPDATE)

We discussed a compressed summer academy class that would run about 12 weeks long at our last meeting. We had inadequate numbers to run this class.



Academy Operation

We have been contacted by Dr. Anna Goodloe of Johnson County Sheriff's Office about a possible cohort-style program at the sheriff's office or possibly the Johnson County campus. This was a brief discussion and would require additional meetings to discuss particulars.

The coordinator plans to seek approval from TCOLE to have classes (in-service and academy) at the Hill College facility in Burleson. A broader goal is to offer agencies in the south Tarrant and north Johnson County area a venue for training, potentially doing instruction for their own cadets in many of the areas that are often specific to their agencies. This includes firearms, driving, defensive tactics, high risk stops, and building search. A meeting will be scheduled in early 2024 to discuss this matter with some of the larger agencies in the area.

We have added numerous additional strategies to improve student retention of material. Traditional classroom work, with the “death by PowerPoint” strategy, has proven time and again to be an antiquated approach. We are now using additional approaches:

- a. Homework

- b. Student worksheets
- c. Practice tests
- d. Workbooks (Penal Code, Search and Seizure, Traffic Code)
- e. Group work
- f. Scenarios (both paper-based and actual role-play)
- g. Quizlet, Kahoot, YouTube, Classmarker



Training Needs²

We continue to offer general in-service topics to include intermediate classes, firearms classes, medical classes, and instructor courses. We are in the process of increasing our in-service offerings. A calendar is maintained that includes topics through December 2023. The calendar will soon be updated for 2024.

Summary for offerings for the last two years:

- a. BPOC – 6
- b. Basic Instructor - 1
- c. Advanced Instructor - 1
- d. Crisis Intervention – 2
- e. Vehicle Combatives – 1
- f. Pistol Red Dot Sight Fundamentals – 3
- g. Tactical Handgun – 3
- h. Tactical Rifle – 3
- i. Fundamentals of Marksmanship Enhancement – 2
- j. Intermediate Crime Scene – 3
- k. Firearms Instructor – 2
- l. Basic SWAT – 1
- m. Patrol Rifle Instructor – 1
- n. TASER Operator – 1
- o. Field Training Officer – 1
- p. New Supervisor – 1
- q. Canine Encounters – 1
- r. Traumatic Brain Injury – 1
- s. Tactical Medical – 1
- t. Tactical Medical – Night Operations – 1
- u. Peace Officer Reactivation – Physical Assessment – 1
- v. Identifying Deaf and Hard of Hearing – 1

We have slowed offerings for intermediate classes because most officers are taking classes either at their own agency, or many agencies have mandated officers take those classes from online providers. Moreover, TCOLE has granted training agreements to

² Complies with Texas Administrative Code, Title 37, Part 7, Chapter 215, Rule §215.7, Training Advisory Board, (i). 4.

several departments in the area. Many (for example, Waxahachie Police Department) offer classes for free. We cannot compete with free.

As noted in the first section of this report, part of the board's role is to advise on the need to study, evaluate, and identify specific training needs. Are there any suggestions related to training offerings? Would a survey of local agencies be recommended to verify we are meeting stakeholder needs?



Next Meeting

We will plan a meeting for the spring.



Approval Request³

Board approval of this report is requested. Modification can be noted below. If a modification is made, that item should be voted on separately. If no modifications are necessary, a single approval would apply to the following items:



1. General approval of the contents of this report.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Michael Hughes".

Michael Hughes
Training Coordinator

NOTES/MODIFICATIONS (IF ANY):

³ Complies with Texas Administrative Code, Title 37, Part 7, Chapter 215, Rule §215.7, Training Advisory Board, (i) 1-6.