

# Cleveland Division of Police

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## 2022 Annual Master Training Plan

MARCH 24, 2022

**Mark T. Maguth, Commander**  
**Bureau of Support Services**



## Cleveland Division of Police Mission Statement

**The mission of the Cleveland Division of Police is to serve as guardians of the Cleveland community. Guided by the Constitution, we shall enforce the law, maintain order, and protect the lives, property, and rights of all people. We shall carry out our duties with a reverence for human life and in partnership with members of the community through professionalism, respect, integrity, dedication and excellence in policing.**

## Cleveland Division of Police Training Section 2022 Annual Training Plan

### Introduction

The Cleveland Division of Police (CDP) utilizes a multilayered, systemic training approach to prepare its members for meeting the organizational goals, thereby ensuring officers meet and exceed the demands of the Cleveland Community . Training must address a wide array of knowledge, skills, and abilities to provide guidance to members in critical policing areas, such as use of force and use of force reporting; search and seizure; crisis intervention; bias-free policing; procedural justice; firearms and intermediate weapons training; and community oriented policing practices. In part, CDP designs training to reduce any gaps between member performance and organizational expectations. The goal of the CDP training program is to incorporate a holistic approach which develops professional and respectful police officers that are adaptive critical thinkers and problem-solvers capable of meeting the 21<sup>st</sup> Century demands for contemporary police officers.

The CDP training practices are employed through an assortment of adaptable formats, such as in-person training, e-learning assignments, reality-based scenario training, and evaluative matrixes designed to ensure officers are meeting the needs of the organization, community stakeholders, federal, state and local law.

This plan is meant to provide a high-level perspective regarding Division level training topics. While some unit-level, specialized training, such as SWAT and K9, are not detailed in this plan, the Training Section works collaboratively to provide resources to aid these units on a case-by-case basis. This Unit level training is presented to the Training Section for review through a standardized process. The primary focus of this plan examines training areas which require significant Training Section resources and seeks to deconflict and ensure appropriate training resources are available to facilitate intended Division-wide training. Finally, while courses are presented in this plan, the details regarding specific learning objectives and methodologies are presented within each respective course lesson plan.

While this plan serves to guide CDP's annual training and forecasts anticipated training areas, it is important to understand that circumstances may occur which necessitate the alteration or deviance from the plan. However, it serves to provide guidance and direction absent these unforeseen circumstances.

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## Training Section Overview

### Training Section Mission

The mission of the Cleveland Division of Police Training Section is to provide the members of the Cleveland Community with well-trained, competent, and professional police officers. We accomplish this mission by developing and implementing professional training that is based on active learning techniques and guided by constitutional and community policing, Settlement Agreement topics, and Division of Police policies. We train our officers to develop partnerships with members of our community, use problem-solving policing and to protect civil rights while having a reverence for human life. We ensure our officers understand the importance of being guardians of the Cleveland community and exude professionalism, respect, integrity, dedication, and excellence in policing.

### Training Section Structure

The CDP Training Section is comprised of the Academy Unit, Ordnance Unit, and Gymnasium Unit. Each respective area shares the responsibility for providing recruit and annual in-service to veteran officers for the Division. The Academy Unit is primarily tasked with developing curriculum and facilitating classroom and LMS learning. In addition, this unit is responsible for administering all OPOTA Peace Officer Basic Academies facilitated by the Division. The Field Training Coordinator is assigned to the Academy Unit and has responsibility for overseeing the entire Field Training Program, which includes both Probationary Patrol Officer Field Training and the certification training for Field Training and Supervisory Training Officers. The Ordnance Unit is primarily tasked with developing curriculum and facilitating learning relating to firearms training for recruit and in-service training. In addition, this unit serves the primary source for Field Force Munition training and maintains and issues all firearm related inventory for the Division. Finally, the Gymnasium Unit is responsible for developing curriculum and facilitating learning relating to subject control and intermediate weapons for both recruit and in-service training. Additionally, this unit issues, inventories and maintains the Division's TASER, ASP, and Body Armor. While each unit has their primary areas, the Training Section as a whole, works in conjunction with each unit to ensure consistency in learning for all Division members and to provide the necessary resources to conduct training in a safe and efficient manner.

### Documentation of Training

*SA para 288, 289*- All training and attendance conducted by the CDP Training Section will be documented using a sign-in sheet for in-person training and tracked in Learning Management System (LMS). On-line training is tracked directly through LMS. Members who arrive late or are not in the appropriate uniform with the required equipment shall be returned to their command and are subject to

disciplinary action. Members who are absent for any reason other than illness will be subject to disciplinary action. Both the Commander responsible for training and the member's Commander will be notified of member(s) absent from training. The member's Commander will determine the level of discipline that is established in Disciplinary Guidance GPO 1.07.06.

The LMS system by Vector Solutions allows officers an acknowledgement of attendance or digitally acknowledged completion of each training course whether it was provided by the CDP or other outside training. The system also maintains training records that are easily accessed by training type, training date, training source, and by individual officer. The Training Section is responsible for auditing this information and notifying the Command of members who have failed to complete the training by the allotted time. Members who fail to complete annual Divisional training are subject to remedial training, and/or progressive discipline.

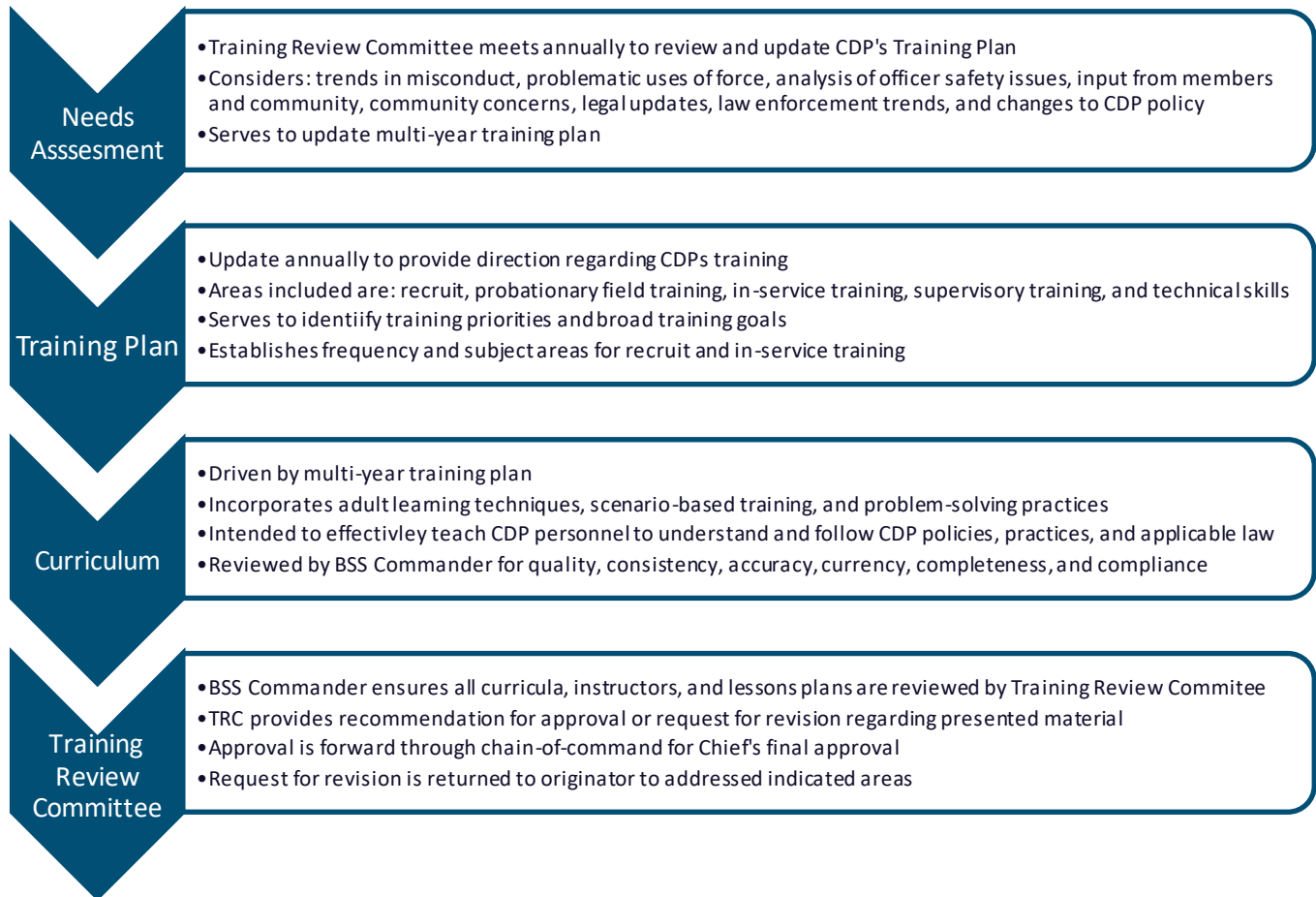
## **Ohio Police Officer Training Academy Overview**

To become a peace officer in Ohio, one must complete a Peace Officer Basic Training Academy (POBTA) that is approved by the Ohio Peace Officer Training Commission (OPOTC). The Ohio Peace Officers Training Academy (OPOTA) has two types of training academies: open enrollment and closed academies. CDP is considered a closed academy because the training recruit is a full-time employee of a law enforcement agency whose primary duty is to attend and successfully complete POBTA. In order to successfully complete a POBTA, a recruit must pass a final physical fitness assessment, a state certification examination (OAC 109:2-1-11), and attend all hours mandated by OPOTC. Upon completion of training, the agency appoints the recruit as a peace officer. OPOTC is given its authority from the Attorney General of Ohio (ORC 109.71) and establishes and develops training programs for the Peace Officer Basic Training Academies in the State of Ohio. OPOTC can update or make changes to POBTA curriculum on January 1st and/or July 1st of every year. OPOTC training curriculum lists the state-mandated minimum hours allotted for each topic. It is recommended that OPOTA Academy Commanders provide more instructional hours than the mandated minimum.

The Ohio Peace Officer Training Commission (OPOTC) is the governing agency for all peace officer training in the State of Ohio. The Division of Police, consistent with OPOTC and the Ohio Administrative Code, requires police recruits to meet or exceed the minimum training standards for the Basic Peace Officer Training Course.

Every year OPOTA publishes mandatory training topics Ohio police departments must abide by to be in compliance with state standards. The Training Section receives this information and combines it, includes it or teaches the state curriculum.

## Training Plan Methodology



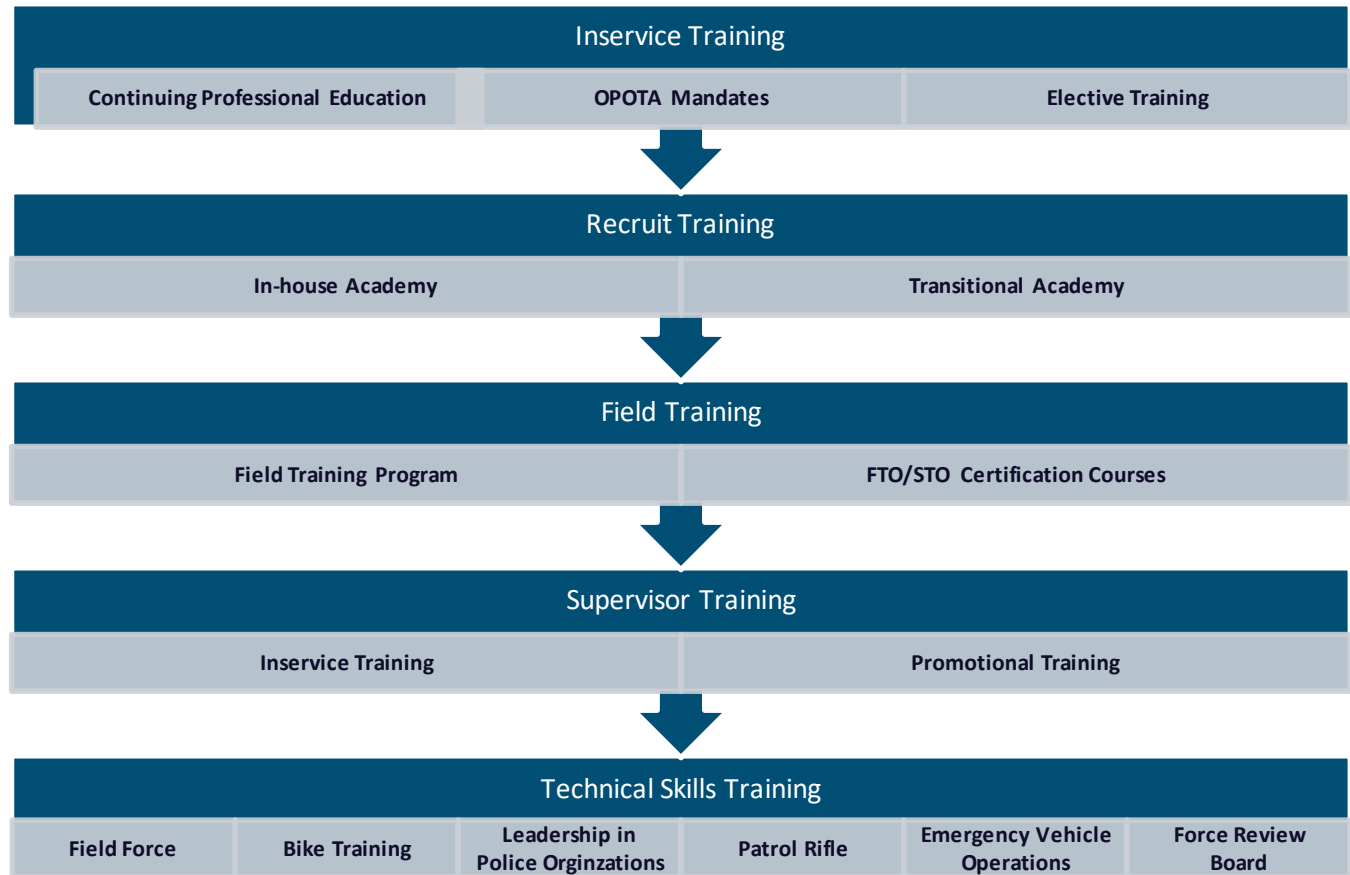
The Training Review Committee (TRC) is headed by the Bureau of Support Services (BSS) Commander, members of the Training Section, the District training coordinators, union representatives, and members of the Cleveland Community Police Commission. The TRC is responsible for annually reviewing and updating CDP's training plan. In order to inform this annual update, the TRC will conduct a needs assessment, which takes into consideration: trends in misconduct complaints; problematic uses of force; analysis of officer safety issues; input from members at all levels of CDP; input from members of the community, including community concerns; court decisions; research reflecting the latest in law enforcement trends; individual District needs; and any changes to Ohio or federal law, and to CDP policy. In addition, the needs assessment will identify officers' reaction to and satisfaction with the training they received and officer learning, including the extent to which officers are applying the knowledge and skills acquired in training to their jobs.

Additionally, the BSS Commander is responsible for presenting all curricula, lesson plans, instructor's qualifications, and testing materials to be reviewed by the Training Review Committee and, where appropriate, persons external to CDP with the expertise in the relevant lesson areas. The TRC provides a recommendation for approval or request for revision regarding presented material. Approved material is forwarded to the Chief of Police, while request for revision is returned to address indicated areas.



## Training Overview for Year 2022

In 2022, training events are divided into five distinct training areas:



The below chart provides a historical look back at Settlement Agreement related training provided to Division members:

	2016	2017	2018	2019	2020	2021	2022
Use of Force	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	SCHEDULED
Search and Seizure				COMPLETED		COMPLETED	SCHEDULED
CPOP			COMPLETED				SCHEDULED
Bias Free Policing	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	SCHEDULED
Supervisor					COMPLETED		SCHEDULED
Firearms	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	SCHEDULED

## 2022 OPOTC Continuing Professional Training

For the calendar year 2022, peace officers must receive 24 hours of Continuing Professional Training (CPT). The Ohio Peace Officer Training Commission (OPOTC) has approved the broad categories in which the required training must be completed. To meet these requirements, the CDP has elected to provide 20 of the 24 hours through OPOTA Online, OPOTA's online learning management system.

The first mandatory topic, Cultural Humility: Diversity, Inclusion, Equity, will be instructed in person during Session II by CDP's OPOTA certified instructors. It is intended for this course to accompany Crisis Intervention Training. As of the remaining five mandatory topics: Domestic Violence; Legal Updates; Officer Personal Wellness; Responding to Mental Health; and Use of Force; they will be delivered through OPOTA Online. These courses are developed by OPOTA and their completion is mandatory during 2022 for all CDP personnel to functioning as a peace officer.

This training will be monitored by the Training Section and member's will be responsible for submitting completion through CDP's learning management system by the established due date, anticipated July 31, 2022.

Members, without just cause, who fail to complete OPOTC's mandatory CPT by this date will be detailed to a District Training Coordinator or Academy Unit, where they will be required to complete this mandatory training and subject to progressive discipline.

Anticipated 2022 OPOTA eLearning Mandates			
Training Topic	Purpose	Date	Hours
Domestic Violence	<b>Fulfill the 2022 requirements for CPT hours within the specified category.</b>	Apr-Aug	4
Legal Updates		Apr-Aug	4
Responding to Sexual Assaults		Apr-Aug	4
Resp. to Mental Health		Apr-Aug	4
Use of Force		Apr-Aug	4



## 2022 In-service Training

Cleveland Police Officers obtain state and Settlement Agreement related training, policy review, updates in law enforcement trends and current procedure expectations through annual in-service training. This includes, but is not limited to, the following training topics: use of firearms and intermediate weapons, use of force, de-escalation, search and seizure and case law updates, bias free policing and procedural justice techniques.

In 2022, the Training Section will cover the following topics during in-service training: use of force policy, search and seizure policy, firearms, officer wellness, TASER 7 transition training, Crisis Intervention, subject control, and OPOTA mandated training. The Training Section will provide a scenario based training event, covering a multitude of the above topics with an assessment matrix designed to judge an officer's knowledge, skills and abilities in those areas. Furthermore, CDP



supervisors from the rank of Sergeant through the rank of Chief will attend and complete all aspects of the 2022 in-service training. This is in addition to bias-free policing reporting and investigation procedures. Training Section instructors will be debriefed focusing on knowledge, skills and abilities of all student officers through a performance matrix specifically designed to enhance an officer's competencies through the lens of the Divisional goals and stakeholder values.

It is evident that Divisional training has made tremendous improvements since the Settlement Agreement was implemented. Several critical areas, such as use of force, search and seizure, and procedural justice, are now defined through policy and have not only been introduced but reinforced through annual in-service training. Historically, use of force, search and seizure, and bias-free were facilitated separately in individual silos to ensure understanding and assessment of each topic area. However going forward, the Training Section intends to present these topics in a blended manner during training scenarios. The purpose is to assess each member during the scenario within each individual silo. While the past practice of separating each topic proves beneficial through an instructional lens, it is not practical or realistic to circumstances faced by the contemporary Cleveland officer. Therefore, the modern approach to training and assessment is to find a functional medium between evaluating multiple critical areas within their respective silo and providing a blended scenario and training format that incorporates multiple critical areas. Therefore, the intention is to create a reality-based scenario format that provides a realistic training approach to place officers in scenarios they may encounter while in the field.

### 2022 In-service Training Session I

The 2022 in-service training for CDP stemmed from incorporating OPOTC required training topics, along with identified training areas indicted in CDP's 2022 Needs Assessment. As identified in CDP's 2022 Needs Assessment (NA), all CDP members are required to satisfactorily pass an OPOTA proficiency course and complete 16 hours of annual firearms training (page 4). These specific training areas were incorporated into this plan and presented to the Training Review Committee for review, input, and feedback. The intention is to provide a detailed plan, outlining Division-wide training topics

during annual in-service. This section presents the identified training areas and topics, along with the corresponding time and session in which they are conducted.

The first session will focus on state required firearms requalification (**SA PARA 55**). The Ohio Peace Office Training Academy (OPOTA) establishes the annual firearms course and proficiency standards to maintain state qualifications. The Ordnance Unit ensures members are proficient and meet or exceed the standards set by OPOTA. This session takes into account the fact that the range will be unavailable for requalification training, due to firearms training for the 150<sup>th</sup> Recruit Class. This session satisfies eight out of the sixteen hours required annually for firearms training.

Forty-eight officers will be assigned to this training event per day. When officers arrive, they will be split into two groups of 24. One group of 24 will complete their pistol requalification followed by their shotgun requalification. The other group of 24 officers will complete their shotgun requalification followed by their pistol requalification. This split schedule accommodates the range limitations of 24 individual bays, and allows instructors to maintain a 1 to 4 ratio, above the minimum established by OPOTC and CDP of 1 to 5 instructor to student ratio.

Anticipated 2022 Session I In-service Topics			
Training Topic	Purpose	Date	Hours
Pistol	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting from the hip, one handed shooting, emergency reloading of the pistol and distance shooting.	Jan-Mar	4
Shotgun	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting the shotgun at various distances and loading and unloading of the shotgun.	Jan-Mar	4

### Session I Schedule

**January 31, 2022-March 28, 2022**

**Skips April for Recruit Class 150 Firearms at the Ordnance Unit**

Monday		Tuesday		Wednesday	Thursday		Friday	
48 Members		48 Members			48 Members		48 Members	
Ordnance		Ordnance			Ordnance		Ordnance	
Pistol Requal	Shotgun Requal	Pistol Requal	Shotgun Requal		Pistol Requal	Pistol Requal	Pistol Requal	Pistol Requal
Lunch					Lunch			
Shotgun Requal	Pistol Requal	Shotgun Requal	Shotgun Requal		Shotgun Requal	Shotgun Requal	Shotgun Requal	Shotgun Requal

## 2022 In-service Training Session II

The second session of 2022 in-service will incorporate reality-based training scenarios, TASER 7 transition/Use of Force scenarios, Crisis Intervention Training, and Cultural Humility: Diversity, Equity, and Inclusion. As identified in CDP's 2022 Needs Assessment (NA), all CDP members are required to complete use of force, search and seizure, and bias-free policing training which is of quality, quantity, type and scope. The intent is to provide an eLearning assignment to pre-load members for Session II in-service. This preload will incorporate policies and procedures regarding use of force, search and seizure, and bias-free policing practices. The intention is to provide information which can be applied during practice scenarios during Session II. In addition, all CDP members are required to complete the four-hour class Cultural Humility: Diversity, Equity, and Inclusion to maintain OPOTA Peace Officer Basic certification.

This session intends to address several of CDP's annual training requirements and needs. First, it provides a holistic approach to incorporating reality-based scenarios in highly critical law enforcement topics, while ensuring officers are provided valuable instruction relating to officer wellness and intervention strategies. Additionally, Cultural Humility fulfills an OPOTC mandatory topic and four hours of the 24 required to be completed in 2022. Finally, this session serves to ensure that officers are not only provided critical updates in these areas, but are also assessed on their ability to perform within CDP's expectations and policy.

Integrated Reality-Based Training will incorporate CDP's use of force, search and seizure, bias-free policing and Divisional policies into a single training event. The Training Section intends to utilize an evaluative matrix to assess officers' abilities in each respective area of use of force, search and seizure, and bias-free policing. This strategy of training and assessing will empower officer decision making and critical thinking, as well as mimic real circumstances experienced in the field. The intention is to evaluate officers' performance during a simulated event to the expected outcome relating to Divisional Policy and the law. The evaluative matrix will allow the instructor to facilitate a detailed debrief to provide insight into any observed gaps and allow for immediate correction. In addition to practical demonstrative scenarios and evaluations, written pre and post tests will be administered to evaluate the students' cognitive learning.

Crisis Intervention Training is developed and facilitated through the Office of the Crisis Intervention Team (CIT) and the Mental Health Response Advisory Committee. This collaborative partnership between CDP and mental health professionals has continually provided insightful and valuable training to CDP regarding individuals with mental illness. This collaborative committee is responsible for establishing the curriculum focus and facilitating the training to CDP members. The CIT Coordinator provides updates to the Training Commander regarding the curriculum content and purpose, as well as any training related needs.

Cultural Humility: Diversity, Equity, and Inclusion is a OPOTC mandatory topic for 2022 for all State of Ohio Peace Officers. The course overview explains, "[R]ecent national events and their resulting media attention, deep-rooted histories and personal experience contribute to high levels of mistrust of law enforcement and a reticence to engage in public safety in many minority communities. Indeed, a

review of Critical Response and Collaborative Reform Reports conducted through projects funded by the COPS Office reveals that most, if not all sites, in question have low levels of trust and engagement among their minority communities. There is a clear and apparent need to repair these relationships, as police cannot take on the major problems facing communities alone. A diversity and inclusion training which builds officers' capacity to engage minority communities in meaningful problem-solving efforts would do much to advance community policing and bridge this increasing divide between law enforcement and the communities they serve."

AXON International establishes annual training requirements to maintain TASER qualification and certification. However, to enhance the company's required training, CDP plans to employ use-of-force intermediate weapons scenarios to ensure officers are appropriately utilizing the device, as well as, adhering to Divisional policy. This training will incorporate important topics such as special considerations, reportable levels of force, ABLE concepts and the duty to provide medical aid and officers' duty to intervene.

Session two will consist of two independent groups of up to 48 members training per week. The first group will run from Monday through Wednesday. The second group will run from Wednesday through Friday. Each group will be further split into 24 member groups each day during TASER and scenario training. However, all 48 will attend together for CIT and Cultural Humility. There are two reasons regarding this break down. First, breaking into small groups during scenario training improves the instructor to student ratio and allows existing facilitates to accommodate this training. Additionally, CIT and Cultural Humility will allow for a more substantive group discussion to occur and allow multiple perspectives and experiences during class discussions.

<b>Anticipated 2022 Session II In-Service Topics</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
eLearning "Session II Preload" (UOF/S&S/BF)	To provide use of force, search and seizure, and bias-free policing strategies, policy refresher, and procedures to be applied during Integrated Reality Based Training.	April-Sept	-
Integrated Reality Based Training	In scenario-based training, learners aren't just passively absorbing information, they are encouraged to use critical thinking skills and decision making. These areas include search and seizure, use of force and procedural justice.	May-Sept	8
Cultural Humility	Mandated Topic by OPOTC for 2022 for all Law Enforcement. Serves to build officers' capacity to engage minority communities in meaningful problem-solving efforts.	May-Sept	4
CIT	To discuss and enhance officers' knowledge, skills and abilities when interacting with the homeless population.	May-Sept	4
Taser (CEW) Training	CDP will be transitioning to the Taser 7 CEW. This training will satisfy requirements of Taser Axon and familiarize officers with the new platform.	May-Sept	8

Session II Schedule									
May 2, 2022-September 2, 2022									
Monday		Tuesday		Wednesday	Wednesday		Thursday		Friday
Group #1					Group #2				
48 Members		48 Members		48 Members	48 Members		48 Members		48 Members
Squad 1	Squad 2	Squad 1	Squad 2	Squad 1+2	Squad 1	Squad 2	Squad 1	Squad 2	Squad 1+2
Taser	Scenario Based Training	Scenario Based Training	Taser	CIT	Taser	Scenario Based Training	Scenario Based Training	Taser	CIT
Lunch									
Taser	Scenario Based Training	Scenario Based Training	Taser	Cultural Humility	Taser	Scenario Based Training	Scenario Based Training	Taser	Cultural Humility

## 2022 In-service Training Session III

The Third Session of 2022 in-service will incorporate High Stress Critical Thinking Firearms, Question, Persuade, Respond (QPR) and Active Bystandership for Law Enforcement (ABLE) training, Subject Control Updates, and OC/ASP recertification. As identified in CDP's 2022 Needs Assessment (NA), CDP must complete 16 hours of firearms related training. This session intends to fulfill the final 8 hours of this requirement, as well as to assess officers' decision making under stress in a highly critical area. Additionally, CDP must complete an annual refresher training to continue to instill ABLE into the organizational culture of the Division. Further, QPR is intended to bring light to a glaring issue challenging law enforcement in the contemporary age. Suicide awareness is an essential topic and this class is intended to present light to this issue and establish a culture change where officers can seek help with the potential stigmas historically present among law enforcement. Finally, officers are recertified with the ASP baton and OC spray, while being updated regarding modern subject control techniques being instructed and utilized in Peace Officer Basic training.

High Stress Critical Thinking Firearms will focus on providing officers with high stress conditions in shoot / do not shoot scenarios. The intention is to provide external stress to students, while requiring them to assess and respond to a varying degree of situations and circumstances that may result in a use of deadly force. Further, additional factors, such as special considerations, use of force reporting



requirements, and the duty to provide aid will be reinforced. CDP annually will provide at least 16 hours of firearms training which will include pistol, shotgun, and policy training.

Active Bystandership for Law Enforcement (ABLE) refresher training consists of two hours of instruction. The material and lesson plans are developed by the ABLE Project at Georgetown Law, and the Division is obligated to the provided materials to facilitate the training. However, CDP has adopted the training and incorporates policy from the Division into the training. Further the Division is finalizing an ABLE policy that will ensure ABLE principles are conceptualized passed the training. Initial ABLE training was of high quality and well-received. Additionally, ABLE training serves to build upon officer wellness, to ensure CDP's members are provided scholarly training to assist with peer intervention strategies and tactics.

Officer wellness, especially mental health, is an important topic, and has been well received by CDP and its members. The Employee's Assistance Unit intends to serve as the lead instructors for Question Persuade Refer (QPR) training, focusing on suicide prevention. The QPR Institute provided train-the-trainer to CDP's EAU and Chaplains to provide this two-hour block of instruction. The curriculum, materials, and training format are developed by the QPR Institute. This format of training development and delivery is structured similar to ABLE training.

Subject control is a highly perishable skill which is a critical tool for ensuring the least amount of force is needed for managing a high stress situation. Competency in subject control increases officer capacity for processing an evolving situation, which is imperative for effective decision making and constitutional policing. The need for subject control training has been particularly evident in the needs assessment. Subject Control was last taught in 2017 relating to handcuffing during annual in-service. However, significant changes and updates exist that CDP members may not be aware of. Therefore, this course serves to demonstrate technical and practical updates in a classroom format. Further, this course will serve to provide understanding of terminology and contemporary practices being utilized in basic recruit training. It is the intention of the Training Section to build upon the knowledge gained in this course in upcoming years and provide practical exercises that allow students to perform many of the discussed techniques.

It is necessary to provide ASP baton and OC spray requalification for CDP officers to maintain qualification to use these intermediate weapons. Much like TASER, the application of these intermediate weapons in conjunction with Division policy serves as the foundation of this training. Members will be expected to appropriately deploy, report, and follow up with their deployment in line with policy. Students will be assessed on appropriate use, specific considerations, accurate use of force reporting, and the duty to provide aid.

Anticipated 2022 Session III In-Service Topics			
Training Topic	Purpose	Date	Hours
High Stress Critical Thinking Firearms	Decision making under stress is an essential skill law enforcement officers must develop and practice. This provides scenario learning to assess and develop appropriate responses during deadly force incidents	Sept-Dec	8
Subject Control	The Division has not had Division wide subject control since training year 2020, this provides updates regarding contemporary instruction practices	Sept-Dec	2
ASP	Required training for members issued an ASP baton	Sept-Dec	1
OC	Required training for members issued OC Spray	Sept-Dec	1
QPR/ABLE	QPR is centered around officer wellness and awareness to a highly prevalent issue facing law enforcement. ABLE continues cultural transformation through refresher training prompting officer wellness and intervention	Sept-Dec	4

### Session III Schedule

**September 5 – December 23, 2022**

Monday		Tuesday		Wed	Thursday		Friday	
Group #1					Group #2			
48 Members		48 Members			48 Members		48 Members	
Squad 1	Squad 2	Squad 1	Squad 2		Squad 1	Squad 2	Squad 1	Squad 2
Firearms Scenarios	QPR/ABLE	ASP/OC/ SC	Firearms Scenarios		Firearms Scenarios	QPR/ABLE	ASP/OC/ SC	Firearms Scenarios
Lunch								
Firearms Scenarios	ASP/OC Subject Control	QPR/ABLE	Firearms Scenarios		Firearms Scenarios	ASP/OC Subject Control	QPR/ABLE	Firearms Scenarios





## 2022 Recruit Training

The CDP plans to conduct three entry level police academies in training year 2022. The class start dates will be determined by Division needs and budget allowances. Generally, CDP incorporates two types of basic police academy training, in-house police academies and transitional academies.

In-house academies are held exclusively at the Cleveland Division of Police Headquarters or authorized OPOTC training sites. The CDP in-house basic academy training will be provided by CDP Training Section Staff and TRC approved guest instructors. Transitional academies consist of a combination of the CDP Police Academy and the Cuyahoga Community College (CCC) Police Academy personnel. Cuyahoga Community College hosts and facilitates Ohio Peace Officer Basic training for CDP police recruits and is responsible for the vetting of instructors. The curriculum includes only OPOTA related material. Any Cleveland specific training is conducted by Training Section staff. These topics typically include the review of CDP's recruit manual of rules, CDP's rank and structure, and the completion of Divisional Form-1s. Once recruits successfully complete CCC's academy, they transition to CDP's Training Academy, where they are provided additional training to meet the requirements of the Division and needs of the community.

While the initial topics are developed and guided by the Ohio Police Officer Training (Appendix A), CDP incorporates over 300 additional hours of instruction (Appendix B). In total, upon completing the academy, recruits will have received 1093 hours of training. This does not take into account the hours recruits are required to complete workbooks and notes outside of class.

Below are the current and anticipated CDP Recruit classes for 2022.

Anticipated 2022 Recruit Training				
Class #	Class Type	Start	End	Size
150th Recruit Class	In-House	Dec. 21	*Aug. 22	35
151th Recruit Class	In-House	*May 22	*Dec. 22	25
152nd Recruit Class	In-House	*Oct 22	*May 23	50
153rd Recruit Class	In-House	*Jan 23	*Aug. 23	50

*\*indicates tentative date*

## 2022 Lateral Transfer Officer Training

There are two avenues of entry in the police academy as a lateral transfer. The first avenue is as a certified police officer from another jurisdiction with experience as a patrol officer. The second avenue is as a recent graduate of a police academy that successfully completed all aspects of the basic police academy that has not been recruited by another agency. Once hired by the Division, lateral recruits will complete CDP specific training as shown in **Appendix B. There is no intention of conducting a lateral transfer class in 2022.** This section is included, should future plans incorporate lateral transfer academies.

Anticipated 2022 Lateral Officer Training			
Class #	Class Type	Date	Size
-	Lateral	N/A	-

## Field Training Program

As identified in CDP's 2022 Needs Assessment (NA), CDP has a significant need to hire and train new officers in 2022. Therefore, in order to ensure CDP has available Field Training Officers (FTO) and Supervisor Training Officers (STO), the Training Section plans to conduct two certification classes in 2022.

The certification course includes a test that covers the course material, General Police Orders and other policies and procedures. The candidate must pass all testing with a minimum score of 70% and meet the criteria below to be an approved FTO.

### Field Training Officer selection process:

- To be considered for the program, FTO candidates shall be at least a Patrol Officer I and shall complete/submit an application along with two references from direct supervisors through the chain of command.
- Background information is compiled by the FTC for review by the Field Training Committee. Information can include, but is not limited to discipline history, sick time use, and performance evaluations.
- The Field Training Committee is a committee chaired by the FTC responsible for the selection and oversight of Field Training Officers. In addition to the FTC, the Committee shall include at least one member from each of the following: Field Operations, the Training Section, the Fraternal Order of Police and the Cleveland Police Patrolmen's Association
- Candidates are interviewed by the Field Training Committee. The Field Training Committee approves/disapproves assignment to be trained as an FTO and forwards its recommendations to the Chief of Police. The Chief of Police makes the final decision for assignment to be trained as an FTO.

### Field Training Officer course selection:

- The current field training curriculum was selected by the Committee that created the current FTO program and is based on Division training goals.
- The Training Review Committee reviews the Field Training Program annually and provides recommendations to CDP for improvements. This review includes the curriculum for both certification and field training. Electronic surveys are sent to all FTOs/STOs to solicit feedback and allow for their input into the program. This survey data is provided to the Training Review Committee to assist with their annual review of the FTO program. This information along with any updates in Division policies, training, and practices serves to drive the recommendations.

<b>Anticipated 2022 Initial Field Training Officer Course Topics</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Introduction to Field Training	Brief overview and introduction into the program	Q2-Q4	1
Field Training Overview/GPO review	1.1.24 FTO GPO Review	Q2-Q4	3
Mentorship	As with any new position, this may be a line officer's first opportunity to mentor a probationary officer	Q2-Q4	1
FTO Paperwork	An overview of the FTO paperwork and expectations	Q2-Q4	2
Standardized Evaluation	An overview of the grading matrices for the FTOs use	Q2-Q4	4
Adult Learning Theory	Provides FTO/STOs with tools to successfully teach adults	Q2-Q4	2
Ethics	A refresher on ethical expectations for FTO/STOs	Q2-Q4	1
Report Writing	A refresher for FTOs/STOs to successfully teach and review field and divisional reports	Q2-Q4	1
Uniforms	Provides expectations on uniforms and grooming standards for FTOs/STOs/PPOs	Q2-Q4	1
Accountability	Enhances FTOs awareness in connection with expectations and importance of accountability	Q2-Q4	2
Leadership	Provides leadership strategies for new FTOs	Q2-Q4	3
Constitutional Arrests	Legal and search and seizure updates	Q2-Q4	2
Police Academy and Range Updates	Provides FTO/STOs updates on what new techniques the academy and range may be instructing PPOs	Q2-Q4	2
Course Testing	Course test and debrief	Q2-Q4	2

## 2022 Supervisor Training

### In-service Training

As identified in CDP's 2022 Needs Assessment, CDP supervisors are required to attend training relating to the investigating of bias-based complaints, force review board training, and use of force investigatory training. This training will be comprised of the rank of sergeant and above. The first day of instruction will consist of an eight-hour block of instruction on biased-free policing practices, investigation and response. This will be followed by an

eight-hour day where four hours will provide force review board training and the other four hours will incorporate investigating uses of force, particularly incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force.



This first day of instruction will provide insight on how supervisors can identify biased police practices when reviewing investigatory stops, arrest and use of force data. Supervisors will analyze how to respond and conduct preliminary investigations on biased based policing practices. Additionally, it will provide how to document and the follow up procedures required in G.P.O.

Force Review Board training is intended to provide all Division supervisors with knowledge regarding the review process undertaken following the chain of commands review of incidents, and increases the availability of supervisors to serve on the Force Review Board.

Finally, supervisors will be provided training on strategies for effectively directing officers to minimize uses of force, to include an emphasis on reinforcing positive de-escalation utilizing among officers. Further, techniques on how to effectively prevent or intervene when force is unreasonable or when a member is retaliated against as a result of attempting to prevent unreasonable force.

Anticipated 2022 Supervisor In-service Trainings			
Training Topic	Purpose	Date	Hours
Bias Free Policing for Supervisors	Block of instruction on how supervisors can identify, respond to and document biased police practices when reviewing investigatory stops, arrest and use of force data	Q3-Q4	8
Force Review Board	Provides a detailed account of how Force Review Board evaluates Divisional uses of force. Intention is to increase FRB pool and provide insight into the detailed evaluation process following the chains review	Q3-Q4	4
Investigating Use of Force	Providing training incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force	Q3-Q4	4



<b>Supervisory Annual Training</b>				
<b>July 12 - October 13, 2022</b>				
<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursay</b>	<b>Friday</b>
	Bias-Free Policing For Supervisors	Force Review Board		
Lunch				
	Bias-Free Policing For Supervisors	Use of Force Investigations		

### Promotional Training

When CDP members are promoted, they are required to attend a six-day, 48-hour block of promotional training. This will ensure CDP promotees have the most current technology updates, policies and procedures related to their new job classification. It is anticipated that CDP will hold a promotional examination in the second quarter of 2022.

<b>Anticipated 2022 Newly Promoted Supervisor Training</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Supervisor Expectations	Provides newly promoted officers with the expectations of superior officers. Instructed by a command staff member	Q3	2
Supervisor Transition	Provides newly promoted supervisors tactics and strategies for adjustment in their new role	Q3	1 1/2
Roll Call	Instructs newly promoted supervisors how to conduct, manage and prepare for roll call briefings. Students will perform roll calls throughout the training	Q3	1

Stress Management	Instructs newly promoted supervisors on how to manage stress, detect stress in officers, and make appropriate referrals. Instructed by Employee and Assistance and stress consultant	Q3	2
FBR/LERMS	Instructs newly promoted supervisors on FBR and LERMS. This ensures competency and skills in the platform	Q3	1 1/2
Mobile Computer Aided Dispatch	Instructs newly promoted supervisors on MCAD. This ensures competency and skills in the platform	Q3	1 1/2
Sex Crimes	Instructs newly promoted supervisors on managing incidents related to sex crimes	Q3	1
Pursuits	Instructs newly promoted supervisors on vehicle pursuit policy	Q3	1 1/2
Awards/Evaluations	Instructs newly promoted supervisors on how to properly award officers and conduct performance evaluations	Q3	1 1/2
Sexual Harassment/Violence in the workplace	Instructs newly promoted supervisors on the Division's sexual harassment and violence in the workplace general order	Q3	1
Discipline and Charges	Instructs newly promoted supervisors on expectations when referring Divisional charges	Q3	1 1/2
Internal Investigations	Instructs newly promoted supervisors on internal affairs investigation	Q3	1 1/2
Leadership	Provides newly promoted supervisors with the latest leadership strategies and tactics for front line and supervisor officers	Q3	6
Injury Investigations	Instructs newly promoted supervisors on how to investigate and document injury investigations	Q3	1
OIC Duties/Sector Supervisor Duties	Instructs newly promoted supervisors on the duties and responsibilities of Unit OIC's and Sector Supervisors	Q3	3
Critical Incidents	Instructs newly promoted supervisors on how to manage critical incidents and SWAT call ups	Q3	1
Beanbag Shotgun	Instructs and certifies newly promoted supervisors on the Division beanbag shotgun	Q3	2
Foundations of Leadership	All CDP supervisors receive as initial supervisor training	Q3	4
Community Problem Oriented Policing	All CDP supervisors receive as initial CPOP supervisor training	Q3	4
Supervisory Use of Force Investigation	All CDP supervisors receive as initial supervisor training	Q3	8



## Technical Skills Training

- A. **Select specialized units' compartmentalized training will not be addressed within the CDP 2020 Training Plan.**

### Emergency Vehicle Operations (Modules 1-3)



The need for a Division wide emergency vehicle operations course was noted in the 2022 Needs Assessment regarding officer safety issues. Safely operating an emergency vehicle is a vital skill for CDP officers. This not only ensures the safety of officers and members of the Cleveland community but ensures officers respond to emergency assignments promptly and effectively. This series of modules began with an e-learning refresher on emergency vehicle operations that

was delivered to all CDP members in Q4 of 2021. The second e-learning module in the series will cover pursuit driving and communications and the Ohio Revised Code. The third module is still being explored and will be a hands-on student scenario utilizing a driving simulator or zone car with driving track.

### Field Force Training

The Division of Police faithfully protects the rights of all members of the Cleveland community particularly those wishing to assemble peacefully and express their constitutional rights. To accomplish this mission the CDP in partnership with the Department of Homeland Security, Federal Emergency Management Agency will be hosting four Field Force Operations Courses. The courses will have a maximum of 60 students to ensure officers are trained with the latest field force standards. Field force training will also serve as a mechanism for certifying and recertifying Division grenadiers. All CDP recruits receive initial Field Force Training during Academy. However, as the need for Field Force personnel arises, the Division will conduct Field Force training to meet this need. Further, ongoing training is necessary to ensure personnel are prepared and trained for such events. Currently, members from CDP Districts attend, as they serve on the designated District Emergency Response Teams.

### Bike Unit Training

The Bike Unit is a part-time, voluntary assignment within CDP that provides community engagement, fast response and crowd control techniques to safeguard the Cleveland community of the City of Cleveland. In quarter two of 2022 the Bike Unit members will be providing a refresher for members of the Bike Unit. In quarter three the Division plans on hosting Law Enforcement Bicycle Association (LEBA) training to increase the number of bicycle-certified officers.



## Force Review Board

*SA Para 125* specifies the force review board will receive training on legal updates, updates to CDP's policies, and CDP training curriculum related to the use of force.

## Leadership in Police Organizations

Leadership in Police Organizations (LPO) is the International Association of Chiefs of Police (IACP) flagship leadership development training program. LPO is modeled after the training concept of dispersed leadership ("every officer a leader") and delivers modern behavioral science concepts and theories uniquely tailored to the law enforcement environment.

The CDP has hosted LPO for several years and has elected to host an in-house program. To accomplish this mission the IACP, will be hosting a train-the-trainer series known as Faculty Development Workshop (FDW). The FDW is an intensive two-week, train-the-trainer course led by IACP instructors. During the FDW, up to six LPO graduates learn to teach the program by gaining a deep understanding of the behavioral science underpinning each lesson. Through practice and feedback, students learn to apply adult learning theory as classroom instructors. At the conclusion of the FDW, participants are given all teaching materials required to run the programs locally and are mentored to set up the program with IACP's assistance.

<b>Anticipated 2022 Specialized Trainings</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Emergency Vehicle Operations	To ensure officers can safely and effectively operate an emergency vehicle, initiate or terminate a pursuit and refresh knowledge on the Ohio Revised Code.	Q2-Q4	8
Field Force Operations	To ensure officers are trained with the latest field force standards.	Q1	24
Force Review Board	To ensure members of the FRB are trained to review cases presented to the board	Q4	4
Leadership in Police Organizations (LPO)	Leadership development for current, new and aspiring Division supervisors	Q2+Q4	120
Faculty Development Workshop (FDW)	Train-the-trainer course for LPO to successfully run an LPO program	Q3	80
Bike Training Refresher	To ensure officers are updated with the latest tactics and techniques for bike officers	Q2	8
Initial Bike Training	Certify officers on law enforcement bike association (LEBA) standards to increase the number of bike officers	Q3	40

## Appendix

### Anticipated 2022 CDP Training

Anticipated 2022 In-service Training			
Training Topic	Purpose	Date	Hours
Pistol	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting from the hip, one handed shooting, emergency reloading of the pistol and distance shooting.	Jan-May	4
Shotgun	This requalification event is necessary for every sworn officer in the State of Ohio. This requalification covers shooting the shotgun at various distances and loading and unloading of the shotgun.	Jan-May	4
Integrated Reality Based Training	In scenario-based training, learners aren't passively absorbing information, they are encouraged to use critical thinking skills and decision making. This will encompass multiple training topics.	May-Sept	8
Cultural Humility	Mandated Topic by OPOTC for 2022 for all Law Enforcement. Serves to build officers' capacity to engage minority communities in meaningful problem solving efforts	May-Sept	2
CIT	To discuss and enhance officers' knowledge, skills and abilities when interacting with the homeless population	May-Sept	4
Taser (CEW) Training	CDP will be transitioning to the Taser 7 CEW. This training will satisfy requirements of Taser Axon and familiarize officers with the new platform.	May-Sept	8
High Stress Critical Thinking Firearms	Decision making under stress is an essential skill law enforcement officers must develop and practice. This provides scenario learning to assess and develop appropriate responses during deadly force incidents	Sept-Dec	8
Subject Control	The Division has not had Division wide subject control since training year 2020, this provides updates regarding contemporary instruction practices	Sept-Dec	2
ASP	Required training for members issued an ASP baton	Sept-Dec	1
OC	Required training for members issued OC Spray	Sept-Dec	1
QPR/ABLE	QPR is centered around officer wellness and awareness to a highly prevalent issue facing law enforcement. ABLE continues cultural transformation through refresher training prompting officer wellness and intervention	Sept-Dec	4

Anticipated 2022 Recruit Training				
Class #	Class Type	Start	End	Size
150th Recruit Class	In-House	Dec. 21	*Aug. 22	35
151th Recruit Class	In-House	*May 22	*Dec. 22	25
152nd Recruit Class	In-House	*Oct 22	*May 23	50
153rd Recruit Class	In-House	*Jan 23	*Aug. 23	50

<b>Anticipated 2022 Lateral Officer Training</b>				
<b>Class #</b>	<b>Class Type</b>	<b>Start</b>	<b>End</b>	
N/A	Lateral	N/A	N/A	N/A

<b>Anticipated 2022 Initial Field Training Officer Course Topics</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Introduction to Field Training	Brief overview and introduction into the program	Q2-Q4	1
Field Training Overview/GPO review	1.1.24 FTO GPO Review	Q2-Q4	3
Mentorship	As with any new position, this may be a line officer's first opportunity to mentor a probationary officer	Q2-Q4	1
FTO Paperwork	An overview of the FTO paperwork and expectations	Q2-Q4	2
Standardized Evaluation	An overview of the grading matrices for the FTOs use	Q2-Q4	4
Adult Learning Theory	Provides FTO/STOs with tools to successfully teach adults	Q2-Q4	2
Ethics	A refresher on ethical expectations for FTO/STOs	Q2-Q4	1
Report Writing	A refresher for FTOs/STOs to successfully teach and review field and Divisional reports	Q2-Q4	1
Uniforms	Provides expectations on uniforms and grooming standards for FTOs/STOs/PPOs	Q2-Q4	1
Accountability	Enhances FTOs awareness in connection with expectations and importance of accountability	Q2-Q4	2
Leadership	Provides leadership strategies for new FTOs	Q2-Q4	3
Constitutional Arrests	Legal and search and seizure updates	Q2-Q4	2
Police Academy and Range Updates	Provides FTO/STOs updates on what new techniques the academy and range may be instructing PPOs	Q2-Q4	2
Course Testing	Course test and debrief	Q2-Q4	2

**Anticipated 2022 Supervisor In-service Trainings**

Training Topic	Purpose	Date	Hours
Bias Free Policing for Supervisors	Block of instruction on how supervisors can identify, respond to and document biased police practices when reviewing investigatory stops, arrest and use of force data	Q3-Q4	8
Force Review Board	Provides a detailed account of how Force Review Board evaluates Divisional uses of force. Intention it to increase FRB pool and provide insight into the detailed evaluation process following the chains review	Q3-Q4	4
Investigating Use of Force	Providing training incorporating strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force, or who are retaliated against for attempting to prevent unreasonable force	Q3-Q4	4

**Anticipated 2022 Newly Promoted Supervisor Training**

Training Topic	Purpose	Date	Hours
Supervisor Expectations	Provides newly promoted officers with the expectations of superior officers. Instructed by a command staff member	Q3	2
Supervisor Transition	Provides newly promoted supervisors tactics and strategies for adjustment in their new role	Q3	1 1/2
Roll Call	Instructs newly promoted supervisors how to conduct, manage and prepare for roll call briefings. Students will perform roll calls throughout the training	Q3	1
Stress Management	Instructs newly promoted supervisors on how to manage stress, detect stress in officers, and make appropriate referrals. Instructed by Employee and Assistance and stress consultant	Q3	2
FBR/LERMS	Instructs newly promoted supervisors on FBR and LERMS. This ensures competency and skills in the platform	Q3	1 1/2
Mobile Computer Aided Dispatch	Instructs newly promoted supervisors on MCAD. This ensures competency and skills in the platform	Q3	1 1/2
Sex Crimes	Instructs newly promoted supervisors on managing incidents related to sex crimes	Q3	1
Pursuits	Instructs newly promoted supervisors on vehicle pursuit policy	Q3	1 1/2
Awards/Evaluations	Instructs newly promoted supervisors on how to properly award officers and conduct performance evaluations	Q3	1 1/2
Sexual Harassment/Violence in the workplace	Instructs newly promoted supervisors on the Division's sexual harassment and violence in the workplace general order	Q3	1

Discipline and Charges	Instructs newly promoted supervisors on expectations when referring Divisional charges	Q3	1 1/2
Internal Investigations	Instructs newly promoted supervisors on internal affairs investigation	Q3	1 1/2
Leadership	Provides newly promoted supervisors with the latest leadership strategies and tactics for front line and supervisor officers	Q3	6
Injury Investigations	Instructs newly promoted supervisors on how to investigate and document injury investigations	Q3	1
OIC Duties/Sector Supervisor Duties	Instructs newly promoted supervisors on the duties and responsibilities of Unit OIC's and Sector Supervisors	Q3	3
Critical Incidents	Instructs newly promoted supervisors on how to manage critical incidents and SWAT call ups	Q3	1
Beanbag Shotgun	Instructs and certifies newly promoted supervisors on the Division beanbag shotgun	Q3	2
Foundations of Leadership	All CDP supervisors receive as initial supervisor training	Q3	4
Community Problem Oriented Policing	All CDP supervisors receive as initial CPOP supervisor training	Q3	4
Supervisory Use of Force Investigation	All CDP supervisors receive as initial supervisor training	Q3	8



<b>Anticipated 2022 Specialized Trainings</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
Emergency Vehicle Operations	To ensure officers can safely and effectively operate an emergency vehicle, initiate or terminate a pursuit and refresh knowledge on the Ohio Revised Code.	Q2-Q4	8
Field Force Operations	To ensure officers are trained with the latest field force standards.	Q1	24
Force Review Board	To ensure members of the FRB are trained to review cases presented to the board	Q4	4
Leadership in Police Organizations (LPO)	Leadership development for current, new and aspiring Division supervisors	Q2+Q4	120
Faculty Development Workshop (FDW)	Train-the-trainer course for LPO to successfully run an LPO program	Q3	80
Bike Training Refresher	To ensure officers are updated with the latest tactics and techniques for bike officers	Q2	8
Initial Bike Training	Certify officers on law enforcement bike association (LEBA) standards to increase the number of bike officers	Q3	40

## OPOTC Basic Peace Officer Training Courses



**DAVE YOST**  
OHIO ATTORNEY GENERAL



Ohio Peace Officer Training Commission  
Office 800-346-7682  
Fax 740-845-2675  
P.O. Box 309  
London, Ohio 43140  
www.OhioAttorneyGeneral.gov

**Ohio Peace Officer Training Commission**  
**Peace Officer Basic Training Audit Sheet**  
Curriculum Code: BAS-041  
All Topics & Hours are Mandatory

**1. Administration**

- |   |           |
|---|-----------|
| 1. Introduction to Basic Training (1/1/16)              | 1         |
| 2. Introduction to Policing (7/1/14)                    | 6         |
| 3. Fundamentals of the Criminal Justice System (7/1/14) | 3         |
| 4. Community Diversity & Procedural Justice (7/1/16)    | 16        |
| 5. Ethics & Professionalism (7/1/19)                    | 5         |
| 6. Below 100 (1/1/18)                                   | 4         |
| 7. Report Writing (7/1/19)                              | 8         |
|   | <u>43</u> |

**2. Legal**

- |   |            |
|---|------------|
| 1. Legal Basics (7/1/19)                                  | 6          |
| 2. Ohio Revised Code                                      |            |
| A. Crimes Against Persons (1/1/21)                        | 20         |
| E. Crimes Against Property (3/15/19)                      | 10         |
| K. Crimes Against the Admin. of Safety & Justice (1/1/21) | 12         |
| O. Other Offenses (3/15/19)                               | 16         |
| 3. Arrest, Search, & Seizure (1/1/21)                     | 36         |
| 6. Civil Liability & Use of Force (1/1/18)                | 6          |
| 7. Testifying in Court (7/1/19)                           | 5          |
|   | <u>111</u> |

**3. Human Relations**

- |  |           |
|--|-----------|
| 1. Interacting with the Media (1/1/21)                       | 4         |
| 2. Blue Courage: The Heart and Mind of the Guardian (7/1/18) | 16        |
| 3. Domestic Violence (7/1/18)                                | 12        |
| 4. Crisis Intervention (7/1/19)                              | 24        |
| 5. Child Abuse & Neglect (7/1/16)                            | 8         |
| 6. The Missing & Human Trafficking (1/1/21)                  | 14        |
| 7. Juvenile Justice System (1/1/21)                          | 3         |
| 8. Responding to Victims' Needs & Rights (7/1/19)            | 6         |
|  | <u>87</u> |

**4. Firearms**

- |                       |           |
|-----------------------|-----------|
| 1. Handgun (1/1/16) * | N/A       |
| 2. Shotgun (1/1/16) * | N/A       |
|                       | <u>60</u> |

**5. Driving**

- |                       |    |
|-----------------------|----|
| 1. Driving (1/1/15) * | 24 |
|-----------------------|----|

**6. Subject Control Techniques**

- |  |           |
|--|-----------|
| 1. Subject Control Techniques (7/1/15) * | 70        |
| 2. Impact Weapons (7/1/19) *             | 8         |
|  | <u>78</u> |

**7. First Aid/CPR/AED**

- |   |           |
|---|-----------|
| 1. First Aid/CPR/AED (7/1/18) *         | 8         |
| 2. Critical Injury First Aid (7/1/18) * | 8         |
|   | <u>16</u> |

**8. Patrol**

- |   |           |
|---|-----------|
| 1. Patrol Aspects & Overview (7/1/16) *           | 12        |
| 2. Companion Animal Encounters (1/1/17)           | 2         |
| 4. Building Searches (7/1/16) *                   | 12        |
| 5. Stops & Approaches (7/1/19) *                  | 30        |
| 6. Vehicle Theft & Identification (7/1/18)        | 2         |
| 7. Gang Awareness (7/1/19)                        | 4         |
| 8. LEADS (1/1/18)                                 | 2         |
| 9. Booking & Handling (7/1/16)                    | 4         |
| 10. Ohio Law Enforcement Gateway (OHLEG) (1/1/18) | 1         |
|   | <u>65</u> |

**9. Civil Disorders**

- |                             |   |
|-----------------------------|---|
| 1. Civil Disorders (7/1/19) | 8 |
|-----------------------------|---|

**10. Traffic**

- |  |            |
|--|------------|
| 1. Introduction to Traffic (7/1/19)        | 1          |
| 2. Motor Vehicle Offenses (7/1/19)         | 8          |
| 4. Traffic Crash Investigation (1/1/21)    | 32         |
| 5. Uniform Traffic Ticket (1/1/21)         | 2          |
| 6. NHTSA Speed Measuring Device (1/1/21) * | 40         |
| 7. Traffic Direction & Control (7/1/19)    | 2          |
| 8. NHTSA SFST (7/1/19) *                   | 40         |
|  | <u>125</u> |

**11. Investigation**

- |  |           |
|--|-----------|
| 1. Crime Scene (7/1/18)                | 26        |
| 2. Digital Evidence (7/1/19)           | 3         |
| 4. Police Photography (7/1/18)         | 3         |
| 5. Tracing Stolen Property (7/1/18)    | 1         |
| 7. Drug Awareness (7/1/19)             | 8         |
| 11. Lineups (1/1/18)                   | 2         |
| 12. Gambling (1/1/18)                  | 1         |
| 14. Surveillance (7/1/18)              | 3         |
| 15. Interview & Interrogation (1/1/18) | 6         |
|  | <u>53</u> |

**12. Physical Conditioning**

- |  |           |
|--|-----------|
| 1. Physical Fitness & Conditioning (1/1/18) *  | 40        |
| 2. Critical Incident Stress Awareness (7/1/18) | 4         |
|  | <u>44</u> |

**13. Homeland Security**

- |  |           |
|--|-----------|
| 1. HazMat & WMD Awareness for the First Responder (7/1/19) * | 8         |
| 2. Bombs & Explosives (7/1/14)                               | 2         |
| 3. Terrorism Awareness (7/1/15)                              | 4         |
| 4. Incident Command System (ICS) (1/1/21) *                  | 4         |
| 5. National Incident Management System (NIMS) (1/1/21) *     | 4         |
|  | <u>22</u> |

**TOTAL HOURS** 740

SF515bas

\* Mandatory Skill

Effective: 01/01/2021

NOTICE: Topic numbers within some Units have been deleted and are currently not being used

## Cleveland Division of Police Specific Recruit Courses

	Topic	Hours		Topic	Hours
1	Badge Ceremony	2	39	LEADS testing	4
2	Bias Free (initial)	16	40	LERMS /OHLEG / Leads security	8
3	Black Shield	1	41	MDT	1
4	Blue Coats	1	42	Mindfulness	8
5	Blue Team	4	43	Missing Persons	4
6	Bomb Squad	4	44	Missing Persons Juvenile	2
7	Box app	2	45	Muni- Codes	1
8	Building Searches	8	46	Novak Supply	1
9	Chaplain Program	1	47	OC Spray	8
10	Community Engagement Day	8	48	Officer Survival	4
11	Community Engagement Debrief	2	49	OH-1's	8
12	Constitutional law/use of force	4	50	OHLEG	1
13	County Arrest procedures	4	51	OVI paperwork	8
14	Court Room Processing / Visit	4	52	Patrol Simulation Day	8
15	CPD forms	4	53	PIO, SOCIAL MEDIA	1
16	CPD HISTORY	4	54	Property tagging	2
17	CPPA	2	55	Pursuit Policy	2
18	Credit Union	1	56	Radio Procedures	2
19	Crime Scene	2	57	RAID / Active Shooter	12
20	Crisis Intervention Training (CIT)	8	58	Report Writing	16
21	De-escalation (Dr. Singer & Mike Walker)	4	59	Roll Call	5
22	Domestic Violence (DV Unit)	2	60	Rules And Regulations	2
23	Drill & Ceremony Graduation Practice	4	61	Safe Scenario Training	4
24	Drug & Alcohol Policy / Testing	1	62	Search & Seizure 2019	8
25	Duty Report / Run sheet	2	63	Search & Seizure 2019 Preload	2
26	EAU	2	64	Sexual harassment	1
27	Ethics	2	65	Stops and Approaches	8
28	Field Based Reporting	8	66	Strategies For Youth	16
29	Field Force	8	67	Stress Management / Emotional Survival	4
30	Field Force issue and sizing	2	68	Taser	16
31	Fire arms	20	69	Use Of Force (initial)	16
32	FOP	1	70	Use Of Force (Initial Preload)	2
33	Form-1	1	71	Use Of force (2019)	8
34	FTO Program	4	72	Vest Dispersal	2
35	GPO's/ DN / Manual of Rules	2	73	WCS review	4
36	Internal affairs, OPS	1	74	Wearable Camera System (WCS)	4
37	Introduction to the DOJ	2	75	Wellness Works	1
38	Juvenile arrests	1	76		
	Hours Sub Total	149		Hours Sub Total	204
		Total	353		