



# 2023-2025 Master Training Plan

**PREPARED BY**

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Cleveland Division of Police

## 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**

#### **2023-2025 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 that 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. The primary focus of this plan is to examine training areas that require significant Training Section resources. This plan also seeks to prioritize, organize 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.

## Table of Contents

<b>Training Section Overview .....</b>	<b>5</b>
<b>Ohio Police Officer Training Academy Overview .....</b>	<b>6</b>
<b>Training Plan Methodology .....</b>	<b>7</b>
<b>Training Year 2023 .....</b>	<b>8</b>
<b>Training Overview for the Year 2023 .....</b>	<b>9</b>
<b>2023 OPOTC Continuing Professional Training.....</b>	<b>10</b>
<b>2023 In-service Training .....</b>	<b>11</b>
<b>2023 In-service Training Session I.....</b>	<b>13</b>
<b>2023 In-service Training Session II .....</b>	<b>14</b>
<b>2023 Field Training Program .....</b>	<b>21</b>
<b>Supervisor In-service Training .....</b>	<b>23</b>
<b>Technical Skills Training .....</b>	<b>26</b>
<b>Emergency Vehicle Operations (Module 2 of 3) .....</b>	<b>27</b>
<b>Force Review Board .....</b>	<b>27</b>
<b>Leadership in Police Organizations.....</b>	<b>27</b>
<b>Training Year 2024 .....</b>	<b>29</b>
<b>Training Overview for the Year 2024 .....</b>	<b>30</b>
<b>2024 In-service Training Session I.....</b>	<b>31</b>
<b>2024 Recruit Training .....</b>	<b>33</b>
<b>2024 Field Training Program.....</b>	<b>34</b>
<b>Supervisor In-service Training.....</b>	<b>35</b>
<b>Technical Skills Training.....</b>	<b>36</b>
<b>Emergency Vehicle Operations (Modules 3 of 3).....</b>	<b>36</b>
<b>Field Force Training .....</b>	<b>36</b>
<b>Force Review Board .....</b>	<b>36</b>
<b>Leadership in Police Organizations.....</b>	<b>36</b>
<b>Training Year 2025 .....</b>	<b>38</b>
<b>Training Overview for the Year 2025 .....</b>	<b>39</b>
<b>2025 OPOTC Continuing Professional Training .....</b>	<b>39</b>
<b>2025 In-service Training .....</b>	<b>40</b>

<b>2025 In-service Training Session I.....</b>	<b>40</b>
<b>ABLE .....</b>	<b>41</b>
<b>2025 In-service Training Session II .....</b>	<b>41</b>
<b>2025 Recruit Training .....</b>	<b>42</b>
<b>2025 Field Training Program.....</b>	<b>43</b>
<b>Supervisor In-service Training .....</b>	<b>44</b>
<b>Technical Skills Training.....</b>	<b>45</b>
<b>Force Review Board .....</b>	<b>45</b>
<b>Appendix A .....</b>	<b>46</b>
<b>OPOTC Basic Peace Officer Training Courses .....</b>	<b>46</b>
<b>Appendix B .....</b>	<b>47</b>
<b>CDP Specific Basic Peace Officer Training Courses .....</b>	<b>47</b>

## **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 principles and Division of Police policies. We train our officers to develop partnerships with members of our community, use problem-solving policing, and 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 curriculums and facilitating learning relating to firearms training for recruit and in-service training. In addition, this unit serves as 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 its primary areas, the Training Section management works in conjunction with each unit to ensure learning consistency for all Division members and provide the necessary resources to conduct training in a safe and efficient manner.

### **Documentation of Training**

All training and attendance conducted by the CDP Training Section will be documented using a sign-in sheet for in-person training and documented in Learning Management System (LMS). Online 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 provides officers with an acknowledgment of attendance or digitally acknowledged completion of each training course, whether it was conducted by the CDP or other approved outside training. The system also maintains training records that are easily accessed by training type, training date, training source, and by the 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.

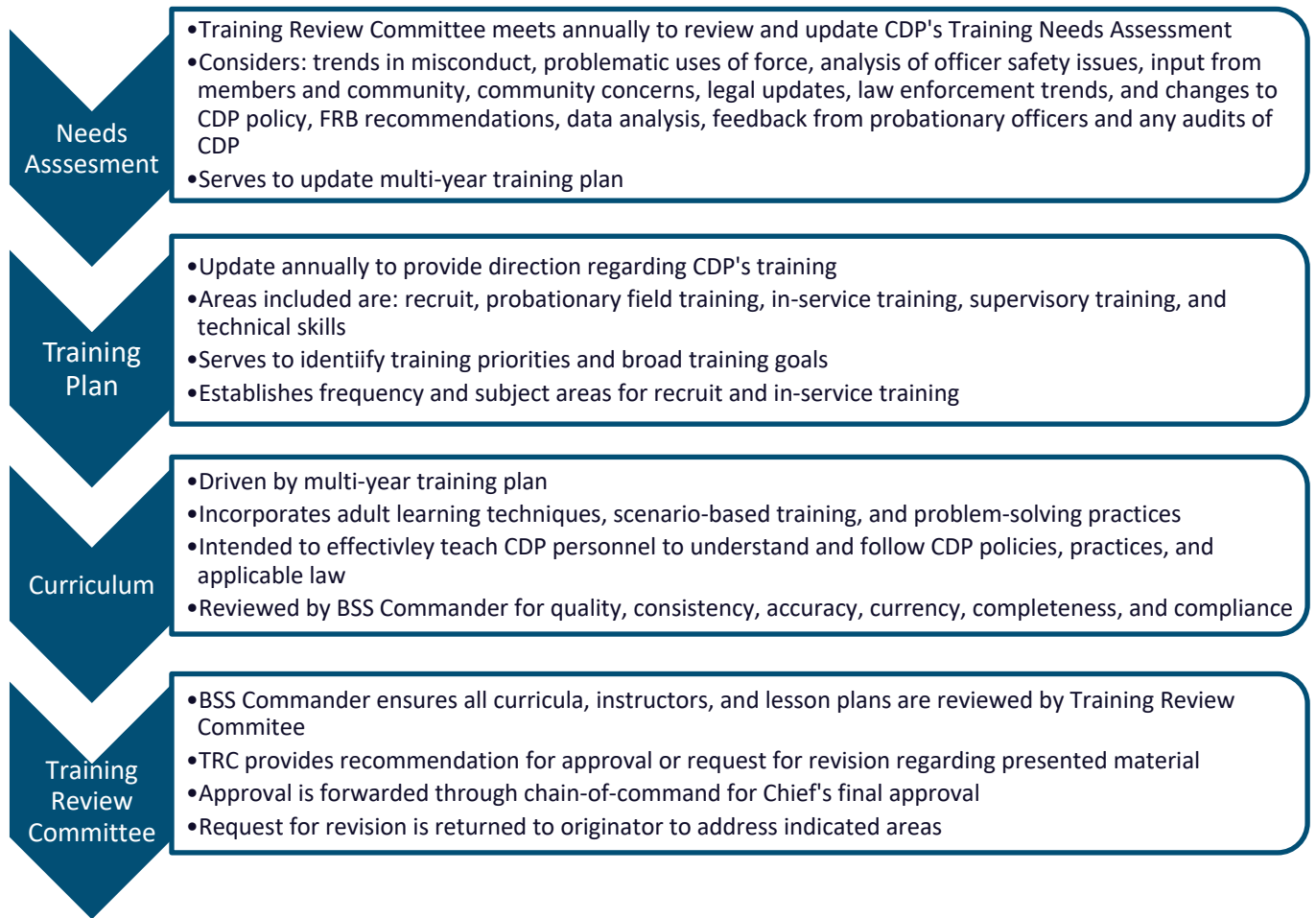
## **Ohio Police Officer Training Academy Overview**

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 by 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 the POBTA curriculum on January 1 and/or July 1 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 is responsible for determining and establishing mandatory training topics, which Ohio law enforcement officers must complete. However, there have been some training years (2018 through 2021) that OPOTA has not mandated any hours to be completed. Should training hours be required, CDP's Training Section members work to incorporate these topics and requirements into its annual training. In training year 2022, OPOTA mandated 24 hours of training and the division utilized a hybrid approach, using classroom and online learning, to ensure compliance. Additionally, some trainings developed by CDP or OPOTA were used to fulfill both requirements. The CDP's Reality-Based training was certified for four hours of Ohio CPT. Additionally, OPOTA's mandatory course, Cultural Humility, provided valuable information relating to bias-free policing practices.

## Training Plan Methodology



The Training Review Committee (TRC) is headed by the Bureau of Support Services (BSS) Commander, and includes 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 expertise in the relevant lesson areas. The TRC provides a recommendation for approval or request for revision regarding the presented material. Approved material is forwarded to the Chief of Police, while a request for revision is returned to address indicated areas.

## Training Year 2023



[illegible]

Anticipated 2023 OPOTA eLearning Mandates			
Training Topic	Purpose	Date	Hours
TBA	<b>Fulfill the 2023 requirements for CPT hours within the specified category.</b>	TBA	TBA

## 2023 OPOTC Continuing Professional Training

In 2023, it is anticipated that all Ohio peace officers will be required to complete 40 hours of Continuing Professional Training (CPT). While nothing formal has been provided from OPOTC, this was the most recent information suggested to CDP. While CDP appreciates the State prioritizing training for law enforcement, these requirements may create strain on resources and time for the Division. In 2022, OPOTC mandated 24 CPT hours for all Ohio peace officers. The delivery of this mandatory training by CDP proved problematic, as much of the content was not available from OPOTC until midyear. For an agency looking to plan multiple years ahead, this presented significant challenges to CDP, requiring several changes to ensure the OPOTC mandates were adhered to, as well as CDP's Training Plan. As a result, CDP must anticipate similar challenges for 2023 and incorporate a multiyear perspective to allow flexibility into this training.

Fortunately, all mandated 2022 CPT hours were provided in an online format through OPOTAOnline, a learning management system implemented by the OPOTA. However, online training as the sole means of instruction is not necessarily the best option for law enforcement topics. The CDP strives to incorporate practical scenarios, group discussions, hands-on learning, and other adult-learning techniques to enhance learning. Regardless, it is hopeful that CDP will be able to fulfill both OPOTC requirements, along with CDP's vision and expectations through its training, similar to its 2022 Integrated Reality-Based Training. Integrated Reality-Based Training was approved by OPOTA to fulfill four hours of OPOTC use of force CPT hours. However, it is prudent to anticipate changes to this training plan in the event that OPOTC requires 40 CPT hours of training and delays curriculum delivery, similar to what was experienced in 2022, in the next calendar year.

All CDP training is tracked through VectorSolutions (CDP's Learning Management System), and members are responsible for uploading completion certifications by certain established due dates. At this time, these state-mandated due dates are unknown. However, per OPOTC, members are required to complete CPT mandates by the end of the calendar year, December 31, 2023. The due dates are set well before this date to allow for the Training Section to identify members who failed to complete OPOTC's mandatory CPT and detail them to a District Training Coordinator or Academy Unit, where they will be required to complete this mandatory training and subject to the progressive disciplinary process if they missed without just cause.

## **2023 In-service Training**

All sworn members of the Cleveland Division of Police are required to attend and complete state-mandated and Division-identified training. CDP training centers around identified needs, policy review, updates in law enforcement trends, and current procedure expectations. Some critical areas include, but are not limited to, the following training topics:

- Firearms Proficiency and Use
- Intermediate Weapons Proficiency and Use
- Use Of Force Policy and Application
- Community Problem-Oriented Policing Policy and Application
- Knowledge and Application of De-Escalation Techniques
- Search And Seizure Knowledge and Application
- Legal Updates and Case Law
- Bias-Free Policing and Procedural Justice Knowledge and Application

Initial feedback to 2022 Integrated Reality-based Training was overwhelmingly positive. Surveyed attendees commented regarding the realistic feel of the scenario and appreciation for a more complex assessment-driven scenario. Due to this, it is planned to continue to take this integrated approach towards providing a more realistic and challenging scenario, directed towards identified gaps and areas which could use training reinforcement.

As identified in the 2023 Needs Assessment, the Training Section plans to instruct the following topics during 2023 in-service training: use of force policy and application, search and seizure knowledge and application, bias-free policing strategies, firearms handling and qualification, American Heart Association (AHA) CPR recertification, critical decisions/high-stress firearms scenarios, low-level light searches, Active Bystanderism for Law Enforcement (ABLE) training, TASER 7 requalification training, crisis intervention focusing on suicide awareness and prevention, subject control techniques, community engagement and problem-oriented policing, and OPOTC-required training.

The Training Section, specifically the Ordnance Unit, 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 critical thinking and high-stress firearms and use of force areas. Training Section instructors will debrief officers focusing on the 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. Further, all CDP members, including the ranks of Sergeant through Chief, will attend and complete all aspects of the 2023 in-service training. Additionally, all supervisory ranks will be provided specific supervisor training in 2023, specifically as it relates to use of force investigations, particularly strategies for effectively directing officers to minimize uses of force and to intervene effectively to prevent or stop unreasonable force; and supporting officers who report unreasonable or unreported force, or who are retaliated against for attempting to prevent unreasonable force. Additionally, topics include managing vehicle pursuits, ensuring command and control of critical incidents, and conducting performance evaluations. Finally, sworn supervisors will receive adequate in-service management training, which may include updates and lessons learned related to topics covered in prior supervisor training. These may include the following:

- techniques for effectively guiding and directing officers to promote effective and constitutional police practices;
- de-escalating conflict;
- evaluating written reports, including identification of canned or conclusory language that is not accompanied by specific facts;
- investigating officer uses of force;

- building community partnerships and guiding officers on this requirement;
- understanding supervisory tools such as the Officer Intervention Program and body worn cameras;
- responding to and investigating allegations of officer misconduct;
- evaluating officer performance;
- consistent disciplinary sanction and non-punitive corrective action;
- monitoring use of force to ensure consistency with policies; and
- legal updates.

## 2023 In-service Training Session I

Anticipated 2023 Session I In-service Topics			
Training Topic	Purpose	NA Page #	Hours
Crowd Management	To discuss and enhance officers' knowledge, skills, and abilities relating to CDP's updated crowd management policies and practices, as well as, audit and inventory equipment necessary for crowd management incidents and field force operations.	33	8

The 2023 in-service training Session I for CDP incorporates crowd management training. As CDP updated its crowd management and other related policies, it is necessary to provide training to all CDP members relating to these new policies. Additionally, the intent is to conduct an inventory and audit of existing equipment. However, the emphasis will be on incorporating adult learning theory to provide essential policy training. The involved policies incorporate crowd management, incident command, mass arrests, and field force operations. The intent is to improve the understanding and knowledge to appropriately apply the involved policies during related incidents.

Session I Schedule				
February through May 2023				
Monday	Tuesday	Wednesday	Thursday	Friday
48 Members	48 Members	48 Members	48 Members	48 Members
Civil Disorders	Civil Disorders	Civil Disorders	Civil Disorders	Civil Disorders
Lunch				
Civil Disorders	Civil Disorders	Civil Disorders	Civil Disorders	Civil Disorders

## 2023 In-service Training Session II

Anticipated 2023 Session II In-Service Topics			
Training Topic	Purpose	NA Page #	Hours
Crisis Intervention Training	To discuss and enhance officers' knowledge, skills and abilities when interacting with individuals dealing with suicide	24	4
Critical Injury First Aid	The CDP requires all members to receive recertification on basic first aid, including tourniquet application, American Heart Association First Aid/CPR/AED, and Narcan administration, every two years	25	2
CPR Recertification (Online)	Online CPR refresher course and District Training Coordinators to provide skills assessment	24	4
High-Stress Critical Thinking Firearm Scenario	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	38	8
CPOP	Serves to build officers' capacity to engage all communities in meaningful problem-solving efforts and accurately complete CPOP related forms to improve statistical tracking of activities.	38	4
Taser	CDP has transitioned to the Taser 7 CEW. This training will satisfy the requirements of Taser Axon and further familiarize officers with the new platform.	24	4
Low-Level Light Firearms	Scenario training focused on ensuring the student utilizes appropriate light search techniques, as well as, uses effective communication when encountering a potential suspect and objective, proportional, and necessary force.	23	2
Firearms Requalification and Handling	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.	22	8
ABLE	ABLE continues cultural transformation through refresher training prompting officer wellness and intervention	21	2

Session II of 2023 in-service will include Crisis Intervention Training, Community Problem-Oriented Policing strategies, High-Stress Critical Thinking Firearm scenario, low-level light scenario, firearms requalification training, Critical Injury First Aid, Active Bystandership for Law Enforcement refresher, and TASER recertification training.

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 experiencing a mental or behavioral health crisis. This collaborative committee is responsible for establishing the curriculum focus and facilitating the training for CDP members. The CIT Coordinator provides updates to the Training Commander regarding the curriculum

content and purpose, as well as any training-related needs. The topic of discussion for 2023's in-service will center on encountering and interacting individuals dealing with suicide.

AXON International provides 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 de-escalation, special considerations, reportable levels of force, ABLE concepts and the duty to provide medical aid, and officers' duty to intervene.

As identified in the 2023 Needs Assessment, all CDP members are required to satisfactorily pass an OPOTC proficiency course (pg. 21). 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 the 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 firearms related area will focus on state-required firearms requalification. The intention is to complete OPOTC firearms qualification early in the year to ensure state compliance. This allows for sufficient time to ensure all members have completed the annual requirement. The OPOTC 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 OPOTC and abide by the expectations and guidance of CDP policy and procedures.

The second firearms area will focus on providing High-Stress Critical Thinking Firearms use and will be used to provide 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 the 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.

The final firearms area will focus on conducting low-level light firearm search techniques with a subject encounter. This scenario will work to ensure the student utilizes light search techniques appropriately, as well as, uses effective communication when encountering a potential suspect. This scenario is intended to be a force-on-force scenario to elevate the stress level of the student, while providing a realistic feeling to the student during this training.

All members will attend and complete four hours of classroom instruction related to community problem-oriented policing. This course will not only serve as a refresher on the policy, but incorporate activities and case-studies to improve officers' ability to engage in CPOP with community members. Finally, a focus will be on the correct and accurate completion of CPOP related forms to improve statistical tracking of activities.

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 past 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.

Finally, the American Heart Association requires CDP officers to complete CPR recertification every two years (NA p. 40). In addition to this certification, CDP provides instruction relating to wound management and tourniquet application and Narcan administration. This block of instruction will provide hands-on activities to provide opportunities for members to practice these critical techniques. The intention is to provide CPR training remotely, similar to 2021, and utilize District Training Coordinators to perform the skills based assessment. This is not only convenient to Division operations, but also provides the Training Section the opportunity to incorporate additional elective training.

Session II Schedule									
March 27 through July 7, 2023									
Monday	Tuesday		Wednesday		Wednesday	Thursday		Friday	
Group #1					Group #2				
48 Members	48 Members		48 Members		48 Members	48 Members		48 Members	
Squad 1+2	Squad 1	Squad 2	Squad 1	Squad 2	Squad 1+2	Squad 1	Squad 2	Squad 1	Squad 2
CIT	Firearm Scenarios Requal	Critical Injury	Critical Injury	Firearm Scenarios Requal	CIT	Firearm Scenarios Requal	Critical Injury	Critical Injury	Firearm Scenarios Requal
		ABLE	ABLE				ABLE	ABLE	
Lunch									
CPOP	Firearm Scenarios Requal	Taser	Taser	Firearm Scenarios Requal	CPOP	Firearm Scenarios Requal	Taser	Taser	Firearm Scenarios Requal

**2023 In-service Training Session III**

<b>Anticipated 2023 Session III In-Service Topics</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>NA p #</b>	<b>Hours</b>
Integrated Reality-Based Training Scenarios	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 bias-free policing.	22	8
eLearning "Session III Preload" (UOF/S&S/BF)	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.	22	2
Interactions with Individuals with Limited English Proficiency	CDP is committed to providing equal service to all members of the community, in particular those who are deaf or hard of hearing, or have limited English proficiency.	25	4
OVI/SFST	Provide refresher training related to these topics, as well as, provide standardized guidance relating to division forms and procedures relating to impaired driving stops and arrests.	19	4
Subject Control	Allows students to practice discussed techniques during 2022 in-service.	10	4
Health and Wellness	Health and wellness class intended to provide members with essential knowledge regarding nutrition, physical fitness, stress management, and other proactive health benefit topics to improve officers' physical and mental health.	10	4

Session III of 2023 in-service training will provide a holistic approach to incorporating reality-based scenarios on highly critical law enforcement topics while ensuring proper de-escalation techniques are utilized. Additional topics include interactions with individuals with limited English proficiency, OVI/SFST refresher, Subject Control practical applications, and officer health and wellness.

As identified in CDP's 2023 Needs Assessment (NA), all CDP members are required to complete use of force, search and seizure, and bias-free policing training, which is adequate in quality, quantity, type, and scope. The intent is to provide an e-learning assignment to preload members for Session III 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 that can be applied during practice scenarios during this session.

Integrated Reality-Based Training will incorporate CDP's use of force, search and seizure, bias-free policing, community policing, and Divisional policies into an integrated single training event. The Training Section intends to utilize an evaluative matrix to assess officers' abilities in each respective area. 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 tests will be administered to evaluate the students' cognitive learning.

The Division is committed to providing equal service to all members of the community, in particular those who are deaf or hard of hearing, or have limited English proficiency (LEP). It was noted by CDP Command personnel that prior incidents occurred, leading to challenges for personnel interacting with individuals with limited English proficiency. As a result, GPO 5.12.04 was finalized in October 2020, and training was added to the 2023 training plan to ensure personnel are familiar with the GPO and are trained in providing quality service to all members of the public, including those with limited English proficiency and those who are deaf or hard of hearing.

As mentioned in the 2023 NA, OVI probable cause is an area of concern expressed by the City of Cleveland Chief Prosecutor. Additionally, Division surveys of officers revealed a strong desire for training related to impaired driving enforcement and sobriety testing. This module is designed to provide refresher training related to these topics, as well as, provide standardized guidance relating to division forms and procedures relating to impaired driving stops and arrests.

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. During 2022 in-service, members were introduced to updated concepts relating to subject control techniques. This module intends to allow students to practice and apply the learned techniques. It is the intention of the Training Section to build upon the knowledge gained in this course in upcoming years and continues to provide practical exercises that allow students to perform many of the discussed techniques.

Finally, officer wellness, especially physical and mental health, is an important topic, and has been well received by CDP and its members. A health and wellness class is intended to provide members with essential knowledge regarding nutrition, physical fitness, stress management, and other proactive health benefit topics to improve officers' physical and mental health. The curriculum, materials, and training is intended to be a cooperative approach with the Gymnasium Unit, Department's stress consultant and Employee Assistance Unit.

### Session III Schedule

**July 31 through November 8, 2023**

Monday	Tuesday		Wednesday		Wednesday	Thursday		Friday	
Group #1					Group #2				
48 Members	48 Members		48 Members		48 Members	48 Members		48 Members	
Squad 1+2	Squad 1	Squad 2	Squad 1	Squad 2	Squad 1+2	Squad 1	Squad 2	Squad 1	Squad 2
LEP	Integrated Reality Training	Subject Control	Subject Control	Integrated Reality Training	LEP	Integrated Reality Training	Subject Control	Subject Control	Integrated Reality Training
Lunch									
OVI/SFST	Integrated Reality Training	Health and Wellness	Health and Wellness	Integrated Reality Training	OVI/SFST	Integrated Reality Training	Health and Wellness	Health and Wellness	Integrated Reality Training

## 2023 Recruit Training

The CDP plans to conduct three entry-level police academies in the training year 2023. The class dates will be determined by Division needs and budget allowances. The City of Cleveland Civil Service Commission posts police civil service exams quarterly and produces a candidate list for consideration. Generally, CDP incorporates two types of basic police academy training, in-house police academies, and transitional academies (CDP does not plan on any lateral-hiring 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 but are not limited to 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, the Consent Decree, and the 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 2023.

Anticipated 2023 Recruit Training				
Class #	Class Type	Start	End	Size
Recruit Class 154	In-house	Q1	Q3	30
Recruit Class 155	In-house	Q2-Q3	Q4	30
Recruit Class 156	In-house	Q3-Q4	2023	30

## **2023 Field Training Program**

As identified in CDP's 2023 Needs Assessment (2023NA), CDP has a significant need to hire and train new officers in 2023. Therefore, in order to ensure CDP has available Field Training Officers (FTO) and Supervisor Training Officers (STO), the Training Section plans to conduct two initial certification classes in 2023.

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 and 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.

Anticipated 2023 Initial Field Training Officer Course Topics			
Training Topic	Purpose	Date	Hours
Introduction to Field Training	Brief overview and introduction to the program	-	1
Field Training Overview/GPO review	1.1.24 FTO GPO Review	-	3
Mentorship	As with any new position, this may be a line officer's first opportunity to mentor a probationary officer	-	1
FTO Paperwork	An overview of the FTO paperwork and expectations	-	2
Standardized Evaluation	An overview of the grading matrices for the FTO's use	-	4
Adult Learning Theory	Provides FTO/STOs with tools to successfully teach adults	-	2
Ethics	A refresher on ethical expectations for FTO/STOs	-	1
Report Writing	A refresher for FTOs/STOs to successfully teach and review field and divisional reports	-	1
Uniforms	Provides expectations on uniforms and grooming standards for FTOs/STOs/PPOs	-	1
Accountability	Enhances FTO's awareness in connection with expectations and the importance of accountability	-	2
Leadership	Provides leadership strategies for new FTOs	-	3
Constitutional Arrests	Legal and search and seizure updates	-	2
Police Academy and Range Updates	Provides FTO/STOs updates on what new techniques the academy and range may be instructing PPOs	-	2
Course Testing	Course test and debrief	-	2

## 2023 Supervisor Training

### Supervisor In-service Training

As identified in CDP's 2023 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.

Anticipated 2023 Supervisor In-service Training			
Training Topic	Purpose	NA p. #	Hours
Managing and Investigating Vehicle Pursuits	Vehicle pursuits are highly dangerous and present a significant amount of supervisor liability. In this training, supervisors will be instructed on managing and investigating vehicle pursuits	28	2
Critical Incident Management	With the emerging trends of high-profile critical incidents, it is important to ensure front-line supervisors are provided essential training on how to manage these often chaotic and rapidly changing incidents	28	4
Performance Evaluations	Provide insight and techniques to conduct timely, fair, and consistent performance evaluations to evaluate officer performance accurately	28	
Reviewing Officer Documentation	Provide training to improve the supervisory review of direct reports documentation to include probable cause statements and written documentation	28	2
Supervisor Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.	28	4

## **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. CDP recently completed a promotional test and assessment center. Promotional dates are based on operational needs. If/when a promotional date is set, the Academy Unit will schedule classrooms and instructors accordingly.

<b>Anticipated 2023 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	TBA	2
Supervisor Transition	Provides newly promoted supervisors tactics and strategies for adjustment to their new role	TBA	1 1/2
Roll Call	Instructs newly promoted supervisors on how to conduct, manage and prepare for roll call briefings. Students will perform roll calls throughout the training	TBA	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	TBA	2
FBR/LERMS	Instructs newly promoted supervisors on FBR and LERMS. This ensures competency and skills in the platform	TBA	1 1/2
Mobile Computer Aided Dispatch	Instructs newly promoted supervisors on MCAD. This ensures competency and skills in the platform	TBA	1 1/2
Sex Crimes	Instructs newly promoted supervisors on managing incidents related to sex crimes	TBA	1
Pursuits	Instructs newly promoted supervisors on vehicle pursuit policy	TBA	1 1/2
Awards/Evaluations	Instructs newly promoted supervisors on how to award officers and conduct performance evaluations properly	TBA	1 1/2
Sexual Harassment/Violence in the workplace	Instructs newly promoted supervisors on the Division's sexual harassment and violence in the workplace GPO	TBA	1
Discipline and Charges	Instructs newly promoted supervisors on expectations when referring to Divisional charges	TBA	1 1/2
Internal Investigations	Instructs newly promoted supervisors on internal affairs investigation	TBA	1 1/2
Leadership	Provides newly promoted supervisors with the latest leadership strategies and tactics for front line and supervisor officers	TBA	6

Injury Investigations	Instructs newly promoted supervisors on how to investigate and document injury investigations	TBA	1
OIC Duties/Sector Supervisor Duties	Instructs newly promoted supervisors on the duties and responsibilities of Unit OICs and Sector Supervisors	TBA	3
Critical Incidents	Instructs newly promoted supervisors on how to manage critical incidents and SWAT call ups	TBA	1
Beanbag Shotgun	Instructs and certifies newly promoted supervisors on the Division beanbag shotgun	TBA	2
Foundations of Leadership	All CDP supervisors receive as initial supervisor training	TBA	4
Community Problem-Oriented Policing	All CDP supervisors receive as initial CPOP supervisor training	TBA	4
Supervisory Use of Force Investigation	All CDP supervisors receive as initial supervisor training	TBA	8

## Technical Skills Training

The intention is to incorporate all training within the Division within this tri-annual training plan. While, this version does not include all specialized unit training, the intention is to meet with the officers in charge of these units and prepare a structured and planned approach to annual training. The intention is to solicit the following Bureau and Divisional units to provide an annual training plan, which will be incorporated in future training plans:

- Field Operations
  - Each District Vice Unit, Detective Bureau, and Community Services Units
  - Community Policing Unit
  - CIT Office
  - Special Events Coordinator
  - Environmental Crimes Unit
  - N.I.C.E. Unit
- Bureau of Compliance
  - Inspection Unit
- Bureau of Support Services
  - Personnel Unit
  - Training Section
  - Record File Section
- Bureau of Special Services
  - Narcotics Unit
  - Gang Impact Unit
  - Task Forces
  - SWAT
- Bureau of Special Investigations
  - AUI/Hit Skip
  - Financial Crimes
  - Crime Scene Unit
  - Sex Crimes/Child Abuse Unit
  - Task Forces
  - Domestic Violence Unit
  - Homicide Unit
- Bureau of Homeland Services
  - RTCC Unit
  - Data Analysis Unit
  - Airport Unit
  - Canine Units
  - Intelligence Unit
  - Security Units
  - Aviation Unit
  - Bomb Squad
  - Marine Patrol/Dive Team
- Internal Affairs Unit
- Employee Assistance Unit

Once completed, this information will be included into this training plan. Currently, unit training is submitted to the Training Section OIC or Bureau of Support Services Commander for review by the Training Review Committee on a case-by-case basis. Using a forward planning approach would greatly assist and improve the efficiency unit training review. Additionally, it is understood that training will often need to be amended and changed due to changing society expectations and other internal and external factors. Therefore, units will be directed to submit changes to the plan to the Training Section OIC for review and approval. Utilizing this process will provide consistency and transparency to all training within CDP.

## Emergency Vehicle Operations (Module 2 of 3)

The need for a Division wide emergency vehicle operations course was noted in the 2023 Needs Assessment regarding officer safety issues on page 37. 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, 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 a driving track.

## Force Review Board

*SA Para 125* specifies that the force review board will receive training on legal updates, updates to CDP's policies, and training curriculum related to the use of force. The intention is to provide information to improve members of the Force Review Board's knowledge relating to current legal updates, any changes to CDP's policies and training curriculum related to use of force. This training will be facilitated either through the Division's Learning Management System or in-person and will include case studies and assessment measures related to use of force incidents to identify and demonstrate FRB member's knowledge and skills related to reviewing use of force incidents.

## 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 2023 Specialized Training</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
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
Emergency Vehicle Operations e-learning	To ensure members are familiar with the Ohio Revised Code and divisional policy as it relates to emergency vehicle operations	TBA	2

## Training Year 2024



## Training Overview for the Year 2024

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

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Use of Force	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	COMPLETED	COMPLETED	TBA
Search and Seizure				COMPLETED		COMPLETED	COMPLETED	COMPLETED	TBA
CPOP			COMPLETED				COMPLETED	COMPLETED	TBA
Bias-Free Policing	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	COMPLETED	COMPLETED	TBA
Supervisor					COMPLETED		COMPLETED	COMPLETED	TBA
Firearms	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	TBA

### 2024 In-service Training

In 2024, 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 requalification training, Crisis Intervention, Operating a vehicle while intoxicated enforcement and policy review, ASP baton, OC Spray and OPOTC-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 2024 in-service training. This is in addition to supervisory-specific training. Training Section instructors will be debriefed, focusing on the 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.

### 2024 OPOTC Continuing Professional Training

For the calendar year 2024, all peace officers in the State of Ohio must receive an as yet unknown amount of hours of Continuing Professional Training (CPT). OPOTC has not approved nor provided guidance on the broad categories in which the required training must be completed. This schedule was designed to remain flexible to account for hours mandated by OPOTC.

## 2024 In-service Training Session I

The 2024 in-service training for CDP stemmed from incorporating OPOTC-required training topics, along with identified training areas indicated in CDP's 2023 Needs Assessment.

The first session will focus on state-required firearms requalification and firearms scenario-based training. The OPOTC 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 OPOTC. This session satisfies eight out of the sixteen hours required annually for firearms training and incorporate the expectations and guidance of CDP policy and procedures. .

Anticipated 2024 Session I In-service Topics			
Training Topic	Purpose	NA Page #	Hours
Pistol Requalification	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.	22	4
Shotgun Requalification	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 the shotgun.	22	4

Anticipated 2024 Session II In-Service Topics			
Training Topic	Purpose	NA Page #	Hours
ABLE	ABLE intended to achieve cultural transformation through refresher training prompting officer wellness and intervention	21	2
eLearning "Session II Preload" (UOF/S&S/BF)	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.	22	1
OPOTC Mandates	This block of instruction was left open in anticipation of the upcoming OPOTC Mandates.	22	4
Taser	CDP has transitioned to the Taser 7 CEW. This training will satisfy the requirements of Taser Axon.	24	4
Scenario 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 bias-free policing.	22	8
Crisis Intervention Training	Training will focus on improving officers' knowledge, skills, and abilities	24	4

	as it relates to interacting with members suffering from mental health illnesses.		
OVI Training	Provide guidance and direction regarding OVI enforcement and proper documentation training	N/A	4

## 2024 In-service Training Session II

### 2024 Recruit Training

The CDP plans to conduct three entry-level police academies in the training year 2024. 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.

Below are the current and anticipated CDP Recruit classes for 2024.

	<b>Anticipated 2024 Recruit Training</b>			
<b>Class #</b>	<b>Class Type</b>	<b>Start</b>	<b>End</b>	<b>Size</b>
Recruit Class 157	In-house	Q1	Q3	30
Recruit Class 158	In-house	Q2	Q4	30
Recruit Class 159	In-house	Q3	2025	30

## **2024 Field Training Program**

As identified in CDP's 2023 Needs Assessment (NA), CDP has a significant need to hire and train new officers in 2023 and will likely continue to be the case for 2024. Therefore, in order to ensure CDP has available FTOs and STOs, the Training Section plans to conduct two certification classes in 2024.

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.

## 2024 Supervisor Training

### Supervisor In-service Training

As identified in CDP's 2023 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.

Anticipated 2024 Supervisor In-service Training			
Training Topic	Purpose	NA p#	Hours
Practical Report Review	This course will provide supervisors with common errors that members may make while completing divisional paperwork. It will also serve as a vehicle for reviewing common report errors	5	2
Tactical Considerations During Foot Pursuits	Foot pursuits are highly dangerous and create a high liability. This course will provide supervisors with techniques on how to manage and terminate a foot pursuit	8	2
Crowd Control and MFF Management	Based on law enforcement trends, supervisors may have to manage a mobile field force. This course will provide supervisor expectations per FEMA	8	8
Supervisor Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.	28	4

## Technical Skills Training

### Emergency Vehicle Operations (Modules 3 of 3)

The need for a Division wide emergency vehicle operations course was noted in the 2023 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 a 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 is prepared and trained for such events. Currently, members from CDP Districts attend, as they serve on the designated District Emergency Response Teams.

### Force Review Board

**SA Para 125** specifies that 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. The intention is to provide information to improve members of the Force Review Board's knowledge relating to current legal updates, any changes to CDP's policies and training curriculum related to use of force. This training will be facilitated either through the Division's Learning Management System or in-person and will include case studies and assessment measures related to use of force incidents to identify and demonstrate FRB member's knowledge and skills related to reviewing use of force incidents.

### Leadership in Police Organizations

LPO is the 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 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 2024 Specialized Trainings</b>			
<b>Training Topic</b>	<b>Purpose</b>	<b>Date</b>	<b>Hours</b>
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

## Training Year 2025



## Training Overview for the Year 2025

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

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Use of Force	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	COMPLETED	COMPLETED	COMPLETED	TBA
Search and Seizure				COMPLETED		COMPLETED	COMPLETED	COMPLETED	COMPLETED	TBA
CPOP			COMPLETED				COMPLETED	COMPLETED	COMPLETED	TBA
Bias-Free Policing	COMPLETED	COMPLETED	COMPLETED	COMPLETED		COMPLETED	COMPLETED	COMPLETED	COMPLETED	TBA
Supervisor					COMPLETED		COMPLETED	COMPLETED	COMPLETED	TBA
Firearms	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	TBA

## 2025 OPOTC Continuing Professional Training

For the calendar year 2025, all peace officers in the State of Ohio will be required to complete an unknown number of hours of CPT. OPOTC has not yet approved nor provided guidance on the broad categories in which the required training must be completed.

Anticipated 2025 OPOTA eLearning Mandates			
Training Topic	Purpose	Date	Hours
TBA	Fulfill the 2025 requirements for CPT hours within the specified category.	TBA	

## 2025 In-service Training

In 2025, 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 requalification training, Crisis Intervention, subject control, ASP baton, OC Spray, and OPOTC-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 2025 in-service training. This is in addition to supervisory-specific training. Training Section instructors will be debriefed, focusing on the 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.

### 2025 In-service Training Session I

The 2025 in-service training for CDP stemmed from incorporating OPOTC-required training topics, along with identified training areas indicated in CDP's 2023 Needs Assessment. As identified in CDP's 2023 Needs Assessment (2023 NA), all CDP members are required to satisfactorily pass an OPOTA proficiency course and complete 16 hours of annual firearms training (page 4).

The first session will focus on state-required firearms requalification and firearms scenario-based training (SA PARA 55). OPOTC 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 OPOTC. This session satisfies eight out of the sixteen hours required annually for firearms training.

Anticipated 2025 Session I In-service Topics			
Training Topic	Purpose	Date	Hours
Pistol Requalification	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.	22	4
Shotgun Requalification	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 the shotgun.	22	4

## 2025 In-service Training Session II

Anticipated 2025 Session II In-Service Topics			
Training Topic	Purpose	NA p#	Hours
ABLE	ABLE intended to achieve cultural transformation through refresher training prompting officer wellness and intervention	21	2
eLearning "Session II Preload" (UOF/S&S/BF)	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 bias-free policing	22	1
OPOTC Mandates	This block of instruction was left open in anticipation of the upcoming OPOTC Mandates.	22	4
Taser	CDP has transitioned to the Taser 7 CEW. This training will satisfy the requirements of Taser Axon and further familiarize officers with the new platform.	24	4
Scenario 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 bias-free policing.	22	8
Crisis Intervention Training	TBD	24	4
CPR	Required by the American Heart Association for all officers to be certified in CPR	24	8

## 2025 Recruit Training

The CDP plans to conduct three entry-level police academies in the training year 2025. 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 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 the 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 2025.

Anticipated 2024 Recruit Training				
Class #	Class Type	Start	End	Size
Recruit Class #160	In-house	TBD	TBD	30
Recruit Class #161	In-house			30
Recruit Class #162	In-house			30

## **2025 Field Training Program**

As identified in CDP's 2023 NA, CDP has a significant need to hire and train new officers in 2025. Therefore, in order to ensure CDP has available FTO and STO, the Training Section plans to conduct two certification classes in 2025.

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.

## 2025 Supervisor Training

### Supervisor In-service Training

As identified in CDP's 2023 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.

Anticipated 2025 Supervisor In-service Training			
Training Topic	Purpose	Date	Hours
Use of force Review and Supervision	Provide 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.	TBD	8
Search and Seizure Policy Legal Updates	Provide updates on legal trends, as instructed by City or County prosecutor's office		4
Critical Incident Management for Supervisors	Expanding on the prior course of instruction and emerging trends of high-profile critical incidents, it is important to ensure front-line supervisors are provided essential training on how to manage these often chaotic and rapidly changing incidents		4
Supervisor Investigations	Provide training updates and lessons learned related to topics covered in prior supervisor training to include investigating use of force incidents and bias-based complaints.	28	4

## Technical Skills Training

### Force Review Board

*SA Para 125* specifies that 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. The intention is to provide information to improve members of the Force Review Board's knowledge relating to current legal updates, any changes to CDP's policies and training curriculum related to use of force. This training will be facilitated either through the Division's Learning Management System or in-person and will include case studies and assessment measures related to use of force incidents to identify and demonstrate FRB member's knowledge and skills related to reviewing use of force incidents.

# Appendix A

## OPOTC Basic Peace Officer Training Courses



**DAVE YOST**  
OHIO ATTORNEY GENERAL



Ohio Peace Officer Training Commission  
Office 800-346-7682  
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P.O. Box 309  
London, Ohio 43140  
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### 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) *	<u>24</u>
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#### 6. Subject Control Techniques

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

## Appendix B

### 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		