



2023 Police Academies and Training Symposium

August 6-8, 2023

Las Vegas

Agenda

[SUNDAY](#)

[MONDAY](#)

[TUESDAY](#)

TIME ZONE: PST

[FILTER](#)

SUNDAY - AUGUST 6, 2023

1:00 PM

Registration

6:30 PM

2:00 PM

Designing Your Academy for Recruits Best Interests

Pre-Conference Workshop Part 1

- Understand how to use time to increase learning and repetition
- Analyze your academy practices and new approaches to improve training practices
- Design your academy for recruit success now and in the future
- Assess the value of virtual learning for specific portions of the education

Bob Rossi, Ed.D, *Leadership and Curriculum Administrator*

Phoenix Regional Police Academy

3:30 PM

3:30 PM

Networking Break

4:00 PM

4:00 PM

Implementation of Team Arrest and Control Tactics

Pre-Conference Workshop Part 2

- Utilize team arrest tactics for law enforcement and citizen safety and injury reduction
- Analyze insurance, FMLA and litigation costs associated with community member injuries during an arrest to highlight the importance of team arrest training
- Comprehend the ripple effect of poor decision making on liability to your agencies and how that could affect your department's ability to recruit and retain people
- Grow LEO capabilities to align with citizen perception and build strong relationships with the community you serve

Mike Ramirez, *Defensive Tactics Coordinator*

Loudoun County Sheriff's Office

5:30 PM

5:30 PM

Networking Cocktail Reception

6:30 PM

Join us for drinks, hors d'oeuvres, and face-to-face networking with peers.

MONDAY - AUGUST 7, 2023

7:45 AM

Registration and Networking Breakfast

8:45 AM

7:45 AM

Exhibit Hall Opens

6:30 PM

8:45 AM

Welcome Remarks

Marvin "Ben" Haiman, *Chief of Staff*

Washington D.C. Metropolitan Police Department

Paul Goldenberg, *Chief Advisor, Policy and International Policing*

Rutgers Center on Policing

8:55 AM

8:55 AM

Panel Discussion: National Level Report on Police Academy Training and Education

- Assess the current state of police academy training across the nation
- Analyze progress that has been made with training, education, and technology
- Explore growth opportunities to ensure academy graduates are prepared for the daily tasks of an officer
- Discuss advancements in training that need to be implemented to achieve success

Moderator

Marvin "Ben" Haiman, *Chief of Staff*

Washington D.C. Metropolitan Police Department

Panelists

Paul Goldenberg, *Chief Advisor, Policy and International Policing*

Rutgers Center on Policing

Monica Alexander, *Executive Director*

Washington State Criminal Justice Training Commission

9:40 AM

9:40 AM

Capitalize on Technology to Advance Training

- Examine different technology solutions that can advance education for educators and students
- Utilize footage and audio from body worn cameras, drones, dispatcher audio, and other technologies as training tools to educate academy students
- Examine virtual reality training tools that can be utilized to recreate real life situations for training purposes
- Assess the value of offering virtual classes for certain portions of the curriculum to reduce burden on professors and students

Deidre Houston Magee, *PhD, Director, Cadet Corps*

Metropolitan Police Department

10:25 AM

10:25 AM

Networking Break

10:45 AM

10:45 AM

Evidence-Based Approach Case Study: Evaluation of Police Learning and Development

- Analyze national and regional data from the United Kingdom to improve learning and development in police academy training
- Understand the process to collect accurate data through surveying thousands of academy students to receive and evidence-based response
- Utilize data to convert theory into practice by adjusting educational approaches, course design, delivery and assessment

Dr. Nick Howe, *Director Institute of Policing*
Staffordshire University UK, Institute of Policing

11:30 AM

11:30 AM

Assess The Role of Academic Institutions and Professors on Police Academy Training

- Explore the opportunities to collaborate with universities and university professors to advance the quality of your education
- Assess the benefits of including skilled non-police professional educators as part of your academy staff
- Discuss the differences in learning between academic students and police academy students to benefit class preparation
- Utilize Academic professionals to enhance your curriculum

Monica Alexander, *Executive Director*
Washington State Criminal Justice Training Commission

Jason Kepp, *Assistant Director, Training and Professional Development*
U.S. Department of Homeland Security

12:15 PM

12:15 PM

Networking Lunch

1:15 PM

1:15 PM

Cognitive Learning and the 21st Century Student

- Identify potential challenges to students retaining information
- Discuss the learning process through the lens of metacognition and how to implement it in police training
- Explain contemporary adult learning concepts and how to improve your training program

Clay Swensen, *Lieutenant, Patrol Division*
Sandy Police Department

Graham Tinius, INCI, *Master Field Training Officer*
NAFTO

2:00 PM

2:00 PM

The Leadership Mindset- How Leaders Think Versus Managers

- Analyze your leadership best practices and tools for success
- Understand the ten things effective leaders do routinely that enable them to stand out

- Utilize strategies to train leaders in your chain of command to improve academy education

Bob Rossi, Ed.D, *Leadership and Curriculum Administrator*

Phoenix Regional Police Academy

2:45 PM

2:45 PM

Networking Break

3:05 PM

3:05 PM

Culture of Excellence: Set Standards from the Beginning

- Set expectations of field training officers and educators that represent your department to emulate the culture of your organization as part of the training process
- Highlight the importance of strong character and integrity throughout your training curriculum
- Evaluate and assess your educators regularly to ensure they are meeting the expectations set to guarantee strong candidates to join your department

Dr. Luann Pannell, *Chief Executive Officer,*

Exceptional Edge Consulting

Former Director, Police Training and Education,

Los Angeles Police Department (LAPD)

3:50 PM

3:50 PM

Physical Ability Testing Success

- Avoid losing quality additions to your department due to physical testing metrics
- Address and manage expectations early by setting short term and long term goals to achieve success when testing
- Offer individual training programs to help candidates achieve their goals and overcome their weaknesses
- Implement an injury reduction and rehabilitation program to educate and enable candidates to achieve success

Mandy Nice, *Cordico Strategic Wellness Director*

Lexipol

4:35 PM

4:35 PM

Use of Force Training and De-Escalation

- Improve officer self-efficacy and confidence during use of force incidents
- Enhance defensive tactics proficiency through video analysis and specific training
- Improve stress management and control in high stress situations

Mike Ramirez, *Defensive Tactics Coordinator*

Loudoun County Sheriff's Office

5:20 PM

5:20 PM

Closing Session

Marvin "Ben" Haiman, *Chief of Staff*

Washington D.C. Metropolitan Police Department

Paul Goldenberg, *Chief Advisor, Policy and International Policing*

Rutgers Center on Policing

5:30 PM

5:30 PM

Networking Cocktail Reception

Join us for drinks, hors d'oeuvres, and face-to-face networking with peers.

6:30 PM

TUESDAY - AUGUST 8, 2023

8:00 AM

Networking Breakfast

9:00 AM

9:00 AM

Opening Remarks

Marvin "Ben" Haiman, Chief of Staff

Washington D.C. Metropolitan Police Department

Paul Goldenberg, Chief Advisor, Policy and International Policing

Rutgers Center on Policing

9:10 AM

9:10 AM

The Future of Police Academy Training and Education

- Reflect on the challenges police educators have faced in recent years
- Evaluate the nationwide recruitment and retention crisis impacting departments across the United States
- Analyze the necessity for police academy success and improvement for the next generation of officers
- Examine positive educational changes that can improve the quality of policing and repair valuable connections with community members

Moderator

Jennifer Lier

Professional Speaker and Moderator

Panelists

Sasha Larkin, *Deputy Chief*

Las Vegas Metropolitan Police Department

Michele Freeman, *Chief (Retired)*

City of Las Vegas, Department of Public Safety

9:55 AM

9:55 AM

Diversity, Equity, and Inclusion Considerations in Learning and Development, Curriculum, and Delivery

- Recognize the importance of DEI throughout your academy and department as a representation of your organization
- Assess your current curriculum to ensure that DEI is considered as part of the learning process
- Ensure your educators are teaching with a DEI approach in mind to confirm inclusion of all academy students

Dr. Nick Howe, *Director Institute of Policing*

Staffordshire University UK, Institute of Policing

10:40 AM

10:40 AM

Networking Break

11:00 AM

11:00 AM

Teacher Assessment and Training for Growth

- Implement teacher assessment by utilizing mentors to review their classes to identify areas of improvement

- Incorporate monthly education refreshers for all teachers to discuss best practices and alterations to training styles
- Utilize role play and video recordings as educational tools with the goal of continuously improving the education that is provided

11:45 AM

Deidre Houston Magee, *PhD, Director, Cadet Corps*
Metropolitan Police Department

11:45 AM

Impact of POST on Academy Training and Organization

- Assess the impact of POST or Standard Commissions training on your current curriculum
- Identify how you must adapt your training to ensure POST requirements are met
- Evaluate how additional training impacts your schedule and budget without jeopardizing your training goals

Dr. Luann Pannell, *Chief Executive Officer,*
Exceptional Edge Consulting
Former Director, Police Training and Education,
Los Angeles Police Department (LAPD)

12:30 PM

12:30 PM

Networking Lunch

1:30 PM

1:30 PM

Educating Supervisors and Managers on Ethical Policing

- Assess new approaches to educate first line supervisors and managers on the importance of ethical policing
- Implement an accountability structure to reward ethical policing to promote a culture of excellence, and intervene when unethical policing occurs
- Educate new sergeants and lieutenants on the importance of ethical policing, as long-term leaders that can change department culture

Ross Swope, *Author and Speaker, Police Ethics & Leadership*
Past Chief of Police

2:15 PM

2:15 PM

Academy Training for Departments of Varying Sizes

- Examine opportunities and challenges for academy training at small, medium, large, federal, and international police academies
- Identify common components that all departments, regardless of size, should have in place
- Explore lessons learned from departments of varying sizes that can be shared across all agencies

Jason Kepp, *Assistant Director, Training and Professional Development*
U.S. Department of Homeland Security

Michelle Folmar, *Lieutenant, Director of Training*
Denver Police Department

3:00 PM

3:00 PM

Closing Remarks

Marvin "Ben" Haiman, *Chief of Staff*
Washington D.C. Metropolitan Police Department

Paul Goldenberg, *Chief Advisor, Policy and International Policing*
Rutgers Center on Policing

3:10 PM



CONTACT US

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