

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

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“Our Mission: To Continually Enhance the Professionalism of Law Enforcement in Serving Its Communities.”

INSTRUCTOR DEVELOPMENT INSTITUTE

Multi-faceted programs to develop professionalism in law enforcement instruction...



INTRODUCTION & PREMISE – NOVEMBER 2006

This document is intended to convey a conceptual plan for instructor development programming at the Commission on POST. It has been developed by POST staff in conjunction with a number of presenter stakeholders over the course of several months. As such, it represents a foundation and framework to work from as POST creates new instructor development programs with our clients.

This development process is intended to be thoughtful and dynamic to allow flexibility for change and modification. It's expected to take 18-24 months to design, pilot, and modify the many courses and components represented by the descriptions below. At this early juncture, this document is neither all-inclusive nor exclusive. This is to say that comprehensive programs may need components that aren't described herein. Likewise, the programs may not need everything we have identified. With the exception of the "Basic Instructor Certificate Program," the programs and curricula described below do not currently exist. This is both a formative and living document.

Through the introduction of this concept document (program outline), POST intends to elicit input from our stakeholders—academies, agencies, trainers, and presenters. Over the coming months we will hold focus groups to receive input from the field. Additionally, questions, comments, ideas, or concerns can be directed to the POST Instructor Development Unit as indicated below.

As we receive feedback from our clients and stakeholders, POST will continue to vet its staff work with its Instructor Standards Advisory Council (ISAC), Long Range Planning Committee (LRPC), and ultimately the Commission itself. Please check for updates to this document by contacting the Instructor Develop Unit.

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INSTRUCTOR DEVELOPMENT INSTITUTE OVERVIEW

The Instructor Development Institute (IDI) provides multi-level, multi-track programs to develop professionalism in the delivery of law enforcement instruction. Beginning with a foundation course and competency verification, subsequent levels of the IDI build in a modular format and provide for advancement and specialization in different areas of law enforcement training.

The IDI is grounded in contemporary adult learning methodologies, paralanguage, critical thinking, and taxonomies of learning, and presentation and platform skills. Progressive learning and proficiency in additional dimensions of subject matter expertise, instructional technology and design, and mentoring, coaching, and leadership, eventually lead to instructional mastery. Following are descriptions of the four POST-certified instructor programs of the IDI.

Basic Instructor Certificate Program (ICP)

This is the entry-level or apprentice program for POST instructors and is based on successful completion of the Instructor Certification Course (ICC or Academy Instructor Certification Course – AICC). This program includes at least 24 hours of instructor development training followed by verification of core competencies demonstrated through a minimum of 8-16 hours of observed teaching. Triennial re-certification and application of skills through teaching are also required.

Intermediate ICP

This program develops the journeyman instructor who, in addition to the Basic ICP, completes required and elective courses complemented by additional instructor development training in the form of an internship with competency verification. Through Intermediate ICP an instructor will become proficient with technology and training aids and be able to effectively deliver a given curriculum to a variety of learning styles.

Advanced ICP

This program introduces an instructor to more advanced components of instructional design and delivery. It builds on coursework and experience gained through the Basic and Intermediate ICP with additional courses to develop subject matter expertise, training delivery and instructional design. It also includes a coaching and mentoring internship component.

Master ICP

This program leads an instructor through a professional project in the form of a Total Training Package. A learning contract provides for flexibility in the curriculum and instructors develop new courses and instructional techniques. Instructors in the Master ICP are expected to serve as a resource to POST and the training community to include coaching and mentoring other instructors in the IDI beginning with a practicum.

BASIC

“A Foundation of Knowledge”

The Instructor Certificate Program (ICP or Academy Instructor Certificate Program – AICP) is the foundation of the IDI and all POST-certified training. The Instructor Certification Course (24-40 hours) or its equivalent will provide the entry-level or apprentice instructor with the basics of contemporary adult learning methodologies, paralanguage, critical thinking, taxonomies of learning, and presentation and platform skills.

Knowledge & Skill Components	Expected Outcomes
<ul style="list-style-type: none"> ◆ Basic Course Instructional System ◆ Roles & Responsibilities of Instructors ◆ Adult Learning Concepts ◆ Lesson Planning ◆ Presentation & Facilitation Skills ◆ Learning Styles ◆ Use of Learning Resources & Training Aids ◆ Evaluation Techniques ◆ Legal & Safety Issues 	Instructors will: <ul style="list-style-type: none"> ◆ “Buy in” to learner-focused training ◆ Incorporate learner-focused activities into their classes
Observed Teaching	Competency Verification
40 Hours	

ICP Triennial Recertification Requirement	
<ul style="list-style-type: none"> ◆ Continuing Professional Training (CPT) 	Ongoing, every-three-years, 8-hour CPT training requirement for academy instructors – Can be either POST-certified or not, but, in either case, must be documented training related to the task of conducting training.
<ul style="list-style-type: none"> ◆ Training Delivery 	24 hours of training delivery.

INTERMEDIATE

“Building and Enhancing Skills to ‘Turn on Learning’ in the Classroom”

Potential Knowledge & Skill Components	Expected Outcomes
<ul style="list-style-type: none"> ◆ Basic ICP – 40 hours 	Prerequisite – A foundation to build on...
<ul style="list-style-type: none"> ◆ Advanced Facilitation Skills 	Instructor will demonstrate facilitation and presentation skills in the classroom using techniques and learning activities that enhance all learning styles
<ul style="list-style-type: none"> ◆ Critical Thinking Skills ◆ Socratic Questioning Methods 	Instructor guides learners through process of tying learning activities to discussions and synthesizing material through connecting those activities and discussions toward a desired outcome.
<ul style="list-style-type: none"> ◆ Technology (Audio/Visual) ◆ Job Aids 	Instructor is skilled at using the Internet as a resource; uses technology to enhance classroom activities; and creates learning aids that reach all learning styles
<ul style="list-style-type: none"> ◆ Subject Matter Expertise 	Instructor will know current laws, content and procedures in their field of expertise that would qualify them to teach the subject matter
<ul style="list-style-type: none"> ◆ Internship 	Instructor will be mentored for continuing development and proficiency and competency will be verified through rubric-based assessment
Hours to be determined...	

ADVANCED

“Creating a Dynamic Classroom for Learning”

Potential Knowledge & Skill Components	Expected Outcomes
♦ Intermediate ICP	Prerequisite – A foundation to build on...
♦ Instructional Systems Design (ISD) ♦ Evaluation/Assessment	Instructor will evaluate/assess and enhance the design of an existing course including development of lesson plans, learning activities and evaluation tools.
♦ Self-Directed Learning	Instructor will develop a learning contract for components within the “Advanced ICP.”
♦ Leadership, Mentoring and Coaching	Instructor will effectively mentor and coach other instructors. They will be an example to others as a leader in the training arena.
♦ Designing Learning Activities	Instructor will design and conduct learning activities applied to a course.
♦ Subject Matter Expertise	Instructors will continue to upgrade their instructional and subject matter expertise and keep current on laws and procedures through self-directed learning.
♦ Lesson Planning	Instructor will design and develop lesson plans and instructional materials using Knowles and Bloom.
♦ Internship	Instructors will receive and give feedback and model good mentoring skills.
Hours to be determined...	

MASTER

“Developing Tools to Create an Effective Course on ‘Any’ Topic”

Knowledge & Skill Components	Expected Outcomes
♦ Advanced ICP	Prerequisite – A foundation to build on...
♦ Advanced Instructional Systems Design (ISD)	Instructors will apply critical thinking skills to all aspects of the instructional design process. They will utilize ISD at higher levels.
♦ Advanced Self-Directed Learning	Instructors will develop a learning contract and a plan for developing a new course (Total Training Package – TTP) with validation measures..
♦ Advanced Evaluation/Assessment	Instructors will evaluate a system, course, or program using objective methodologies and advanced techniques.
♦ Practicum	Instructors will mentor and coach a Basic, Intermediate, or Advanced student in the IDI.
♦ TTP Presentation/Evaluation	Instructors will validate and present a TTP that can be used in the POST system either online or as a stand alone course.

Hours to be determined...