



CRIMINAL JUSTICE TRAINING IN VIRGINIA
FUTURE DIRECTIONS



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EXECUTIVE SUMMARY
Commonwealth of Virginia
Criminal Justice Services Board
Training Advisory Committee

CRIMINAL JUSTICE TRAINING IN VIRGINIA:
FUTURE DIRECTIONS

EXECUTIVE SUMMARY

U.S. Department of Justice
National Institute of Justice

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Criminal Justice Services Board
Training Advisory Committee
May, 1985

ACKNOWLEDGMENTS

The Department of Criminal Justice Services gratefully acknowledges the untiring efforts of the members of the Training Advisory Committee. They shared the concern for the future direction of criminal justice training in Virginia and worked diligently to insure the completion of this report.

The original list of issues considered by the Committee was composed, in part, of issues developed by the various training academy directors and board chairmen. It is because of their thoughtful replies that the Advisory Committee was able to confront a wide variety of issues.

A copy of the complete Training Advisory Committee report can be obtained by writing to the address given below or by calling Lex Eckenrode at 804/786-8475:

Department of Criminal Justice Services
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MEMBERSHIP OF THE
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ORIGIN OF THE ISSUES AND THE TRAINING ADVISORY COMMITTEE

During February and March of 1984, the Department of Criminal Justice Services (DCJS) held meetings with training academy directors and regional academy board chairmen to discuss training concerns. As a result of those meetings, it was decided that a planning group of state and local officials should work together to develop a long-range plan for the future of criminal justice training in the state.

The Training Advisory Committee (TAC) was formed as an advisory group to the Committee on Training. Sheriff Clay Hester, who was vice-chairman of the Committee on Training, chaired the group.

All training academy directors and board chairmen were sent letters asking them to provide issues which they felt were most important to the future of training and should be addressed by the committee. These suggestions were supplemented by issues from the standards and goals in training, established by the Commission on Accreditation for Law Enforcement Agencies, and publications such as "Crime and the Justice System in Virginia."

Fifty-seven distinct issues were derived from the various sources of input. They fell into six general categories:

- Academy Funding/Administration
- Mandated Training
- Specialized Training/Facilities
- Field Training
- Instructors
- Higher Education

Each member of the TAC was asked to prioritize the issues in each category in order of importance, and the top 25% of each category's prioritized issues were selected to be the most important for consideration and action through 1988.

Each of the TAC's three subcommittees was assigned issues in two of the categories identified above. The subcommittee reviewed each issue, the history behind the issue, a rationale for change, the impact on affected groups, and then formulated a recommendation. Each subcommittee presented its recommendations to the full committee for comment and tentative approval at a meeting on November 29, 1984.

The full committee met again on February 7, 1985 to adopt the recommendations made in November along with corrections or amendments suggested at that meeting.

The recommendations contained herein are the final recommendations approved by the Training Advisory Committee on February 7, 1985.

The completed recommendations were submitted to the DCJS' Committee on Training (COT) where they were approved with several minor modifications. Following the COT meeting on April 3, 1985, the full Criminal Justice Services Board (CJSB) approved the recommendations as amended.

LIST OF RECOMMENDATIONS

RECOMMENDATION:

1. Academy Accreditation/Certification
2. Alternative funding methods for academies
3. The State to assume all costs for mandated training
4. Reexamination of the regional academy configuration
5. New officers to complete academy before assuming duties
6. Development of a statewide competency examination
7. Mandated training at all functional levels
8. Expansion of standards for court security officers and jailors
9. Consolidation of training into a single statewide facility
10. Construction of a statewide driver training facility
11. All new officers to have an F.T.O. during the first year of employment
12. Establishing a certification process for F.T.O.'s
13. Instructors or departments to be reimbursed for teaching
14. Agencies to adopt educational incentive programs
15. Agencies to make financial assistance available for educational expenses
16. Incentive pay should be provided for specific levels of academic achievement

RECOMMENDATION:

1. THAT THE DEPARTMENT OF CRIMINAL JUSTICE SERVICES MOVE FORWARD WITH THE DEVELOPMENT AND IMPLEMENTATION OF AN ACADEMY ACCREDITATION/ CERTIFICATION PROCESS.
2. THAT AN ALTERNATIVE METHOD OF FINANCIAL SUPPORT FOR LAW ENFORCEMENT TRAINING BE DEVELOPED.
3. THAT THE STATE BEAR THE COSTS FOR ALL MANDATED CRIMINAL JUSTICE TRAINING.
4. THAT THE CRIMINAL JUSTICE SERVICES BOARD HIRE A PRIVATE CONTRACTOR TO CONDUCT A FOLLOW-UP TO THE STUDY DONE BY DIVERSIFIED MANAGEMENT RESEARCH CORPORATION IN 1979.
5. THAT THE DEPARTMENT OF CRIMINAL JUSTICE SERVICES INITIATE A STUDY TO DETERMINE THE IMPACT THE BELOW-LISTED POLICY WOULD HAVE ON POLICE DEPARTMENTS, SHERIFFS' DEPARTMENTS AND LOCAL GOVERNMENTAL AGENCIES.

THE POLICY STATEMENT IS: EVERY LAW ENFORCEMENT AGENCY REQUIRE ALL NEW OFFICERS TO COMPLETE THE RECRUIT ACADEMY BEFORE BEING ALLOWED TO EFFECT AN ARREST OR CARRY A FIREARM, UNLESS SUPERVISED BY A FIELD TRAINING OFFICER.

6. THAT THE DEPARTMENT OF CRIMINAL JUSTICE SERVICES PROCEED WITH THE DEVELOPMENT OF A COMPETENCY EXAMINATION FOR LAW ENFORCEMENT ACADEMY GRADUATES.
7. THAT THE DEPARTMENT OF CRIMINAL JUSTICE SERVICES, BY WORKING WITH THE VIRGINIA ASSOCIATION OF CHIEFS OF POLICE AND THE VIRGINIA STATE SHERIFFS' ASSOCIATION, IDENTIFY THE NECESSARY AREAS OR FUNCTIONAL LEVELS NECESSITATING MANDATED TRAINING.
8. THAT THE DEPARTMENT OF CRIMINAL JUSTICE SERVICES REVIEW CURRENT RULES IN ACCORDANCE WITH THE ADMINISTRATIVE PROCESS ACT, AND SEEK TO AMEND THE PRESENT RULES PERTAINING TO MINIMUM TRAINING STANDARDS FOR COURT SECURITY OFFICERS AND JAILERS.
9. THAT THE STATE CONSTRUCT AND OPERATE A CENTRAL TRAINING FACILITY DESIGNED TO PROVIDE QUALITY, UNIFORM INSTRUCTION IN SPECIAL SKILL AREAS, SUCH AS DRIVER TRAINING, FIREARMS, AND DEFENSIVE TACTICS.
10. THAT THE STATE CONDUCT A SURVEY OF POTENTIAL SITES FOR A CENTRALLY LOCATED FACILITY FOR DRIVER TRAINING.

11. THAT DURING THE FIRST YEAR OF EMPLOYMENT, EVERY AGENCY PROVIDE SWORN EMPLOYEES WITH COACHED FIELD TRAINING AND SUPERVISED FIELD EXPERIENCE, AND EACH EMPLOYEE SHOULD BE EVALUATED ON THEIR PERFORMANCE.
12. THAT A FORMAL CERTIFICATION PROGRAM BE ESTABLISHED FOR FIELD TRAINING OFFICERS; HOWEVER, PARTICIPATION IN SUCH PROGRAM WOULD BE OPTIONAL TO THE INDIVIDUAL DEPARTMENT.
13. THAT THE INSTRUCTORS OR THEIR RESPECTIVE DEPARTMENTS BE REIMBURSED BY THE STATE FOR SALARY AND BENEFIT EXPENSES FOR PROVIDING INSTRUCTIONAL SERVICES FOR MANDATED TRAINING IN FUNDED ACADEMIES ONLY.
14. THAT THE STATE OF VIRGINIA ENCOURAGE LOCALITIES TO ADOPT FORMAL EDUCATIONAL INCENTIVE PROGRAMS BUT SHOULD NOT MANDATE SUCH PROGRAMS.
15. THAT THE CRIMINAL JUSTICE SERVICES BOARD INITIATE A STUDY CONCERNING THE CURRENT FUNDING LEVEL FOR THE STATE LAW ENFORCEMENT OFFICERS' EDUCATION PROGRAM (SLEOEP). BASED UPON THE RESULTS OF THE STUDY, THE BOARD MAY WANT TO ACTIVELY PURSUE SEEKING ADDITIONAL FUNDS FOR THE SLEOEP PROGRAM.
16. THAT THE STATE ENCOURAGE STATE AGENCIES AND LOCALITIES TO ADOPT INCENTIVE PROGRAMS BASED ON LEVELS OF ACADEMIC ACHIEVEMENT.

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