

WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Presented by:
Tisha H. Jones, Peace Officer Certification Manager

Mission:

The WSCJTC enhances public safety by establishing standards and providing education and training.

Accountability – Integrity - Professionalism

Facility

- 221,163 sq. ft. on 37 acres
- Nine buildings
 - 1,500 seat Auditorium
 - Redesigned with new audio/visual equipment
 - Three dormitories (one uninhabitable)
 - Firing Range (15 lanes) with gymnasium
 - Gymnasium
 - Track
 - Cafeteria



Technology

- Fully equipped classrooms:
 - Projector
 - Audio
 - Laptop w/ Office and Internet Access
 - Few classrooms w/ Smartboard (touch capabilities)
- Full wireless access
 - Wireless printing to the dorms.
- 2 computer labs: 50 total workstations
- Cloud bases sharing of files and data via HP Flow
- Corrections academy has dedicated laptops for their recruits.
- Through LMS, users can check on training records.

Training the Guardians of Democracy

- Peace officer certification mandated by law
- Single, state-wide academy for all city, county, and tribal police
 - 10,000 officers
 - 285 agencies
 - 500-600 new officers trained per year
- Staff is mixed
 - Full-time trainers employed by academy
 - Rotating commissioned officers (3-4 year rotation)
 - Contract specialists (DT, Firearms, Forensics, etc...)
- Advanced, specialized, and leadership training mandated (24 hrs. per year)

Why the change?

- After decades of falling crime rates, and improved tools and training, public trust and support of the police has not improved.
- We need a training environment which supports the development of critical thinking, decision-making, and the ability to manage human behavior - essential skills for a street officer.
- Research about adult learning does not support the “boot camp” model.
- Instilling values is a more effective way of ensuring legal and honorable behavior on the street
- Working “for a higher purpose” is an effective motivation for attracting and retaining qualified candidates from the millennial generation.

What didn't change?

- The physical and mental rigor actually increased
- Marching, ceremonies, and deference to rank maintained
- Rules and code of conduct strictly upheld
- Stress and situational awareness drills increased
- Emphasis on Defensive Tactics (tightened up, increased drills)
- Emphasis on Firearms training (enhanced with SIRT pistols, more integration with defensive tactics)

We haven't *abandoned* the warrior. Rather officers are defined by their *role* as guardians, with the skills and determination of warriors

What Changed?

- Bracing protocol replaced with conversation initiation
- “Tune Up” during orientation replaced with coaching
- TAC officers act as role models rather than intimidators
- New symbols and rituals introduced
 - Flag Ceremony formalized and enhanced
 - Constitutions handed to each new recruit
 - Trophy case replaced by mural of Constitution
 - “Blue Courage” posters integrated with officer safety posters
- Scholarship emphasized and rewarded

What Changed? (cont)

- Behavioral and Social Science programs infused into curriculum
 - Crisis Intervention Training
 - Justice Based Policing (procedural justice principles - LEED)
 - Fair and Impartial Policing
 - “Respect Effect”
- Mock scenes “re-engineered”
 - Scenes no longer test a specific skill, rather they test critical thinking and decision making, and the ability to properly assess the situation
 - Skills are tested in other ways
 - More “practice” scenes
 - Greater variety and volume of test scenes

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Enforcement Academies

- Basic Law Enforcement Academy (BLEA)
 - 720 course hours
 - \$3,063 agency cost per officer
- Basic Law Enforcement Reserve Academy
 - 246 course hours
 - The course is held at the agency level, using WSCJTC approved curricula
- Basic Law Enforcement Equivalency Academy
 - 80 course hours in seat

Corrections Academies

- Corrections Officer Academy (COA)
 - Four-week course for corrections officers in county and city jails.
 - Cost: \$985
- Juvenile Services Academy (JSA)
 - Two-week course for juvenile court probation counselors.
 - Cost: \$425
- Juvenile Corrections Officers Academy (JCOA)
 - Two-week course for security/custody officers in juvenile detention facilities at the county level.
 - Cost: \$639

Corrections Academies (cont.)

- Misdemeanant Probation Counselor Academy (MPCA)
 - Two-week course for county and city probation officers supervising misdemeanor offenders who have been placed on probation supervision.
 - Cost: \$502
- Juvenile Rehabilitation Administration Academy (JRAA)
 - Two-week course for juvenile probation officers supervising juvenile offenders who have been placed on probation supervision.
 - Cost \$383

Advanced Training Division

- Provides/coordinates statewide training and education to develop additional technical skills and knowledge beyond basic academy levels and refresh perishable skills. (specialized investigations, advanced firearms, instructor development, procedural justice, etc...)
- Leadership and supervision training and certification
- Crisis Intervention Team (CIT) training for law enforcement and mental health personnel together.
- County team training in domestic violence for law enforcement, prosecutors, and DV advocates.
- Individual training in child abuse interviewing and investigation.

Telecommunicator Program

- Project supported by the WA State Dept. of Military, State E-911 Office
- Offers two core classes:
 - Telecommunicator I – Basic Call Receiver
 - Telecommunicator II – Basic Law Enforcement and Fire Dispatcher
 - Voluntary certification upon successful completion
 - Voluntary certification may be renewed
 - every two years with 24-hours of in-service training or continuing education for each
 - two-year period

Peace Officer Certification

- RCW 43.101.095
 - Requires all fully commissioned peace officers to attain Peace Officer Certification
 - Each time a peace officer moves from one agency to another, they are required to completed:
 - Background Investigation
 - Psychological Examination
 - Polygraph or similar assessment
- RCW 43.101.105
 - Denial or Revocation
 - Agency's must submit a Notice of Officer Separation to us within 15 days of separation.
 - Commission may revoke certification if:
 - Disqualifying Misconduct lead to the termination or resignation

Definitions RCW 10.93.020

- General Authority Peace Officer
 - Works for a PD, County Sheriff, or other unit of local government having as its primary function the detection and apprehension of persons committing infractions or violating the traffic or criminal laws in general
- Specially Commissioned Peace Officer
 - Any officer, whether part-time or full-time, compensated or not, commissioned by a general authority Washington law enforcement agency to enforce some or all of the criminal laws of the state of Washington
 - For example, reserve officers
- Limited Authority Peace Officer
 - Works for a limited authority agency empowered by that agency to detect or apprehend violators of the laws in some or all of the limited subject areas for which that agency is responsible
 - For example, Gambling Commission, Liquor Control Board, DNR

Lapse in Peace Officer Certification

- RCW 43.101.125
 - Certification lapses automatically when there is a break of more than twenty-four consecutive months in the officer's service as a full-time law enforcement officer.
 - Individuals that leave law enforcement, in good standing
 - 24-60 months: Equivalency Academy
 - 60+ months: Full 720-hour academy
 - Veterans returning from active duty
 - We know that, as employers, the Uniformed Services Employment and Reemployment Rights Act (USERRA) requires you to restore returning military veterans to duty as quickly as public safety allows.
 - 24-60 months: Equivalency Academy
 - 60+ months: Full 720-hour academy

CALEA Accreditation

- Better trained public safety personnel
- Greater accountability within the agency
- Be one of the pioneers in Training Academy Accreditation and to help define other intrinsic benefits for future accreditation of Academies.
- Verification of excellence
- To promote superior public safety training services
- To assist stakeholder agencies with proofs for their law enforcement accreditations
 - Accredited law enforcement agencies may qualify for lower insurance rates
 - Accredited law enforcement agencies earn greater public trust
- Our goal is to complete the CALEA process and be accredited by 2016.

Questions?

- Executive Director
 - Sue Rahr, srahr@cjtc.state.wa.us or 206.835.7372

- Deputy Director
 - Debbie Mealy, PhD, dmealy@cjtc.state.wa.us or 206.835.7352

- Peace Officer Certification
 - Tisha Jones, tjones@cjtc.state.wa.us or 206.835.7332

Tisha Jones has worked for the Washington State Criminal Justice Training Commission (WSCJTC) for more than 10 years and currently holds the position of Peace Officer & Canine Certification Manager. Tisha began her career with the WSCJTC as the Office Assistant for the Basic Law Enforcement Academy (BLEA); a couple of years later, she was promoted to Assistant to the BLEA Commander and was assigned the responsibility of the Basic Reserve Academy Coordinator, and two years ago, she was promoted to Peace Officer Certification Manager. She currently oversees all matters pertaining to the Certification and Revocation of all peace officers in Washington State and K-9 Team Certifications.

Prior to working for the WSCJTC, Tisha served six years in the U.S. Army. While serving in the Army, she held the rank of Sergeant in the Heavy Equipment Operations field. A couple of her assignments include road upgrades in Laredo, Texas and Operation Joint Guardian in Kosovo.

Tisha holds a BA in Criminal Justice from St. Martin's University and earned her MA in Organizational Leadership from Brandman University.