

# Colorado Springs Police Department

## Site Visit Report

### Description of Training Organization

The Colorado Springs Police Department (CSPD) is responsible for providing law enforcement services for the City of Colorado Springs, Colorado. The mission statement of the Department is: "Our mission is promoting the quality of life in Colorado Springs by providing police services with integrity and with a spirit of excellence, in partnership with our community." The Department's total work force, including sworn, civilian, civilian grant and temporary employees is 965. CSPD is funded by appropriations of the City Council of Colorado Springs and a special sales tax with a total budget of \$74.6 million (Fiscal Year 2003).

Four bureaus report directly to the Chief of Police in CSPD:

- Management Services, which includes Information Technology, Planning, Fiscal & Support Services, and Staff Resources.
- Patrol Bureau, which includes Falcon Division, Gold Hill Division, and Sand Creek Division.
- Office of Professional Standards, which includes Internal Affairs, Inspections, Student Crime Stoppers, Court Liaison, Public Information, Crime Stoppers, Community Relations, and the Training Academy.
- Operations Support Bureau, which includes Central Division; Metro Vice, Narcotics, and Intelligence Division; and Investigations Division.

#### *Colorado Springs Police Department Training Academy*

"The Colorado Springs Police Department Training Academy has incorporated the aspects of Problem Based Learning into the training approaches for both the Training Academy as well as the field training," according to the Recruit Class Training Manual. The Academy provides basic and advanced training to law enforcement officers in the State of Colorado. The mission statement of the Colorado Springs Police Department Training Academy is "to challenge ourselves and our students to attain the highest ethical, physical, and academic standards of the law enforcement." Training values are provided in the Recruit Class Training Manual as follows:

- We will not tolerate mediocrity, dishonesty, or cheating.
- We are committed to preparing police professionals to fully serve their community in the most effective and efficient way possible.
- We believe integrity and ethics go hand-in-hand and are therefore important aspects of all training.
- We shall constantly seek technical advances and strategies to enhance the performance level of our students.
- We believe educating members of the community has a positive effect on our service delivery and leads to enhanced support of understanding.

The recruit class provides training to individuals seeking certification as law enforcement officers in the State of Colorado. The academy conforms to the guidelines of the Colorado Peace Officer Standards and Training (POST).

- The Director of the CSPD Training Academy reports directly to the Commander of the Professional Standards Division.
- The Training Administrator, In-Service Training Supervisor, and Recruit Training Supervisor all report directly to the Academy Director.
- Ten additional academy staff members report directly to the Training Administrator, In-Service Supervisor, or Recruit Training Supervisor.
- All instructors are certified by ASLET (American Society of Law Enforcement Training).

CSPD offers two types of programs of instruction – Mandated Training, which includes the basic training received by law enforcement officers, and In-Service Courses, which includes training in specific areas of law enforcement. CSPD mandates annual in-service training requirements of thirty-six hours for sworn personnel and ten hours for non-sworn personnel. The total workforce of the academy, including commissioned personnel, technical, clerical, supervisory, and administrative positions, is seventeen. This workforce is supplemented by five volunteers. The total budget of the CSPD Training Academy was \$1.2 million (Fiscal Year 2003).

### Source of Official Student Records

In order to award credit, colleges and universities require proof of completion of coursework issued by the training organization. A student who has completed training provided by the Colorado Springs Police Department Training Academy may obtain such records of this training by contacting:

Training Administrator  
Colorado Springs Police Department  
725 N. Murray Blvd.  
Colorado Springs, CO 80915

### Description of Training Programs

The courses listed below comprise the Recruit Class. This is an 858.5-hour, 22-week basic training program that includes and/or exceeds all requirements of Colorado Peace Officer Standards and Training (POST). Colorado POST provides comprehensive information to all state police jurisdictions on the content and duration of basic police training. The curriculum of the Recruit Class at the Colorado Springs Police Department Training Academy provides new officers with instruction in Administration of Justice, Basic Law, Community Interaction, Patrol Procedures, Traffic Control, Investigative Procedures, Communications, Arrest Control, Basic Firearms, Driving, and other areas. According to the Recruit Class Training Manual, the "recruit officer curriculum is specifically designed to achieve technical competence and physical proficiency coupled with an empathetic classroom attitude toward public service."

All written examinations must be passed with a minimum score of 75 percent. Exceptions are as follows: Arrest Control (85 percent), PR-24 (85 percent), Driving (85 percent), Firearms (85 percent), and Use of Force (100 percent).

**Location:** Colorado Springs Police Department Academy, Colorado Springs, CO

**Length:** 858.5-hours (22 weeks)

**Program Objective:** To provide participants with the knowledge, skills and abilities necessary to serve effectively as law enforcement officers in the State of Colorado.

**Learning Objective:** Upon successful completion of this program, the graduate will be able to perform all routine duties of an entry level peace officer in the State of Colorado.

**Instructional Methods:** A combination of lecture (supplemented by PowerPoint, video and handouts), class exercises, group exercises, and practical exercises are used.

**Learning Assessments:** Assessments include traditional written exams as well as demonstrations of competence, and oral presentations.

**Description of Team**

Three assessment consultants and one Criminal Justice Training Assessment coordinator were on the team. Below is a list of all participants; CJTA and Excelsior College have full curriculum vitae on file for each.

Kelly Asmussen, PhD  
Associate Professor and Chair  
Criminal Justice and Psychology Department  
Peru State College  
Peru, Nebraska

Clayton Johnson, MA  
Chief of Police  
Ponca City Police Department  
Ponca City, Oklahoma

J. Patrick "Joe" Gallagher, PhD  
Department Chair  
Legal Services and Public Safety  
Santa Fe Community College  
Santa Fe, New Mexico

Timothy Birch, MS  
Assessment Coordinator  
Criminal Justice Training Assessment  
Albany, New York

On August 27th, 2004, a second team returned to re-assess the Colorado Springs Police Department's Academy. That team consisted of the following individuals:

Kelly Asmussen, PhD  
Associate Professor and Chair  
Criminal Justice and Psychology Department  
Peru State College  
Peru, Nebraska

Timothy Birch, MS  
Assessment Coordinator  
Criminal Justice Training Assessment  
Excelsior College  
Albany, New York

Jeffrey Bumgarner, PhD  
Associate Professor and Law Enforcement Program Director  
Department of Political Science and Law Enforcement  
Minnesota State University, Mankato  
Mankato, Minnesota

**Description of Visit**

From June 2 to June 4, 2003, the above four representatives of Excelsior College conducted a site visit to the Colorado Springs Police Department (CSPD) Training Academy to assess the educational programs offered by the Recruit Class.

On the first morning (Monday, June 2, 2003), the team assembled at the CSPD Training Academy. The team met briefly with Lieutenant John Godsey, Academy Director, and Sergeant Jane Anderson, In-Service Training Supervisor. The assessment team was shown to its conference room headquarters to begin the assessment process.

The team determined that the remainder of the morning would be spent organizing the various subject modules of the recruit training program into familiar college course content areas. In the afternoon, the team met with several members of the academy staff (including Lieutenant Godsey and Sergeant Anderson). The assessment coordinator presented information (supplemented by PowerPoint) to the academy staff with the assistance of the assessment consultants. Before finishing for the day, the course areas were discussed and then assigned to a specific faculty member for review to begin the next day.

Assistant Professor Asmussen reviewed material for the following courses: Introduction to Criminal Justice, Community Policing, and Communications.

Doctor Gallagher reviewed material for the following courses: Criminal Procedure, Criminal Law, Criminal Investigation, Traffic Investigation and Enforcement, and Fitness and Wellness

Chief Johnson reviewed material for the following courses: Patrol Procedures, Law Enforcement Tactics, Basic Firearms, and Driving.

The above list of courses was developed from a list of subjects mandated by Colorado Peace Officer Standards and Training and from the supplemental subject areas included in the recruit class training program by the Colorado Springs Police Department. The team spent June 3 and the morning of June 4 conducting an in-depth review of the recruit class materials. On the afternoon of June 4, the team completed its review of program materials and discussed the credit recommendations with the training staff (including Lieutenant Godsey and Sergeant Anderson).

On Friday, August 27, 2004, the second team from Criminal Justice Training Assessment conducted a site visit to the Colorado Springs Police Department (CSPD) Training Academy to assess the educational programs offered by the Recruit Class and select Advanced Programs.

The team assembled at the CSPD Training Academy. The team met briefly with Lieutenant John Godsey, Academy Director, and Sergeant Jane Anderson, In-Service Training Supervisor. The assessment team was shown to its conference room headquarters and conducted the assessment. Discussions centered on established criteria previously used by the experienced team.

Associate Professor Asmussen reviewed material for the following courses: Advanced Community Policing, Advanced Law Enforcement Driving, Law Enforcement Practicum, and Special Topics in Law Enforcement. Associate Professor Bumgarner reviewed material for the following courses: Law Enforcement Practicum, Police Supervision, Problem-Based Learning in Law Enforcement, and Traffic Accident Investigation.

Credit Recommendations

**Summary of Credit Recommendations**

<i>Program:</i> Recruit Class	
Community Policing	3 credits
Criminal Investigation	5 credits*
Criminal Procedure	2 credits
Custody and Control	3 credits
Fitness and Wellness	3 credits

Colorado Springs Police Department

---

Functions of Patrol	3 credits
Introduction to Criminal Justice	2 credits
Law Enforcement Practicum	3 credits*
Police Driving	2 credits
Police Firearms	2 credits
Report Writing	2 credits
Substantive Criminal Law	3 credits
<u>Traffic Investigation and Enforcement</u>	<u>2 credits</u>
<b>TOTAL</b>	<b>35 credits</b>

*Program:* Driving Instructor Course  
Advanced Law Enforcement Driving 2 credits

*Program:* Level One Traffic Accident Investigation  
Traffic Accident Investigation 2 credits\*

*Program:* Police Instructor for Problem-Based Learning  
Problem-Based Learning in Law Enforcement 2 credits\*

*Program:* Police Training Officer School  
Advanced Community Policing 2 credits\*

*Program:* PR-24 Instructor Course  
Special Topics in Law Enforcement 2 credits

*Program:* Supervisor School  
Police Supervision 4 credits

\* indicates upper level credit

Course Descriptions

**Advanced Community Policing** (2 credits, upper division)

*Program:* Police Training Officer School

*Location:* Colorado Springs Police Training Academy, Colorado Springs, CO

*Length:* 30 hours

*Dates:* August 1999 through June 2009

*Objectives:* Identify, compare, and apply the basic structure of problem-based learning to practical situations involved in daily police operations within the community. Understand and apply adult learning theories and experiential learning through various learning modalities in policing. Discuss and evaluate multiple and emotional intelligence levels involved in general learning situations, including conflict management. Recognize and be able to apply principal PTO program core competencies to daily police work.

*Instruction:* Students must complete no fewer than: one hour of "Problem-Based Learning," one hour of adult learning theory, four and one-half hours of "Multiple and Emotional Intelligence," and "General Learning Issues," two hours of "Mentoring/Decision-Making for Police Training Officers," one hour of "Police Training Officer Program Structure," one hour of "Neighborhood Portfolio Exercises," one hour of "Core Competencies," one hour of "Learning Matrix," one hour of "Evaluation Process," three hours of "Coaching and Training Reports," one-half hour of "Journalizing," one-half hour of "Learning Activity Packages," two hours of "Applied Learning Activity Exercises," one hour of "Problem-Based Learning Exercises," three hours of "Applied Problem-Based Learning Exercises," one-half hour of "Board of Evaluators," one hour of "Program Review," one hour of "Duties and Responsibilities," one hour of "Program Introduction," and two hours of "Applied Presentations." Instructional methods for this course include lecture, discussion, and inter-active exercise. Evaluation methods include a three-to-five page pre-course typed research paper on problem-based learning and a five-minute presentation based upon the pre-course research paper findings.

*Credit Recommendation:* In the upper division baccalaureate degree category, two semester credits.

**Advanced Law Enforcement Driving** (2 credits, lower division)

*Program:* Driving Instructor Course

*Location:* Colorado Springs Police Training Academy, Colorado Springs, CO

*Length:* 40 hours

*Dates:* August 1999 to August 2005

*Objectives:* Identify statutory law, case law, departmental policy, and principles of liability governing the use of police vehicle operations. Demonstrate effective and consistent operation of a law enforcement vehicle under varying conditions. Develop capacity to convey proper skills, knowledge, and abilities to law enforcement officers enrolled in training courses. Learn and apply adult learning theory as it relates to law enforcement driving instruction.

*Instruction:* Students must complete no fewer than: one hour of classroom instruction and one hour of practical application of "Adult Learning Theory," two hours of classroom instruction and four hours of "Practical Performance Modeling," and three and one-half hours of classroom instruction and twenty-four hours of practical instruction on "Vehicle Dynamics." Instructional methods include lecture, demonstration, and practical application. Evaluation methods include demonstrated proficiency on each required driving skill and passing written tests.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.

**Community Policing** (3 credits, lower division) #

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 45 hours

*Dates:* June 1998 through June 2009 #

*Objectives:* Discuss the historical development of community-based policing operations, roles and goals compared to traditional policing styles. Identify core components, philosophies, and strategies to effectively implement problem-solving policing. Discuss emerging issues, such as those listed below.

*Instruction:* Students must complete no fewer than: four hours "Introduction/Framework of Community Policing," eleven hours of "Problem Oriented Policing and Problem-solving Techniques," four hours of "Community Partnerships," two hours of "Crime Prevention," four hours of "Ethnic Intimidation," one hour of "Suicide

Prevention,” four hours of “Victims’ Rights,” four hours of “Special Populations,” three hours of “Civil Disputes,” four hours of “Program Orientation and Assignments,” and four hours of “Anti-bias Training.” Instructional methods for this course include lecture (supplemented by PowerPoint and videotape) and practical exercises. Evaluation methods include written examination and practical examination.

**Credit Recommendation:** In the lower division associate/baccalaureate degree category, three semester credits. #

# Credit Recommendation for students who completed Recruit Class program in May 1999, December 2000, May 2001, and January 2002 is two credits, lower division.

**Criminal Investigation** (5 credits, upper division)

**Program:** Recruit Class

**Location:** Colorado Springs Police Department Training Academy, Colorado Springs, CO

**Length:** 72 hours

**Dates:** June 1998 through June 2009

**Objectives:** Identify the relationship of physical evidence to the process of criminal investigations. Discuss the identification, collection and preservation of physical evidence and the introduction of evidence into the criminal trial process. Recognize sources of information and interviewing and interrogation techniques. Discuss criminal investigations, including elements of proof of burglary, robbery, sexual assault, computer crime, assault drugs, gangs, vehicle theft, fraud, arson, and homicide.

**Instruction:** Students must complete no fewer than: four hours of “Preliminary Investigations,” three hours of “Crime Scene Search,” four hours of “Crime Scene Documentation (Sketching),” two hours of “Crime Scene Documentation (Photography),” two hours of “Crime Scene Documentation (Investigative Notes),” two hours of “Identification and Collection (Fingerprints),” seven hours of “Identification and Collection of Evidence,” six hours of “Interview and Interrogation Techniques,” eight hours of “Courtroom Testimony (Moot Court),” and twenty-six hours of “Major Case Considerations,” to include three hours of “Burglary/Arson,” three hours of “Robbery,” three hours of “Sexual Assault,” one hour of “Fraud,” one hour of “Computer Crime,” seven hours of “Mock Crime Scene,” and four hours of “Assault/Homicide.” Instructional methods for this course include lecture (supplemented by PowerPoint and videotape) and practical exercises. Evaluation methods include written examination and practical examination.

**Credit Recommendation:** In the upper division baccalaureate degree category, five semester credits.

**Criminal Procedure** (2 credits, lower division)

**Program:** Recruit Class

**Location:** Colorado Springs Police Department Training Academy, Colorado Springs, CO

**Length:** 29 hours

**Dates:** June 1998 through June 2009

**Objectives:** Discuss the basic structure of state and federal court systems and steps in processing a case in the criminal justice system. Realize the significance of law enforcement and the courts in the criminal justice system. Discuss the juvenile justice system. Acquire knowledge of the Constitution with special attention paid to the Exclusionary Rule, rules of arrest, search, and seizure, identification procedures, confessions and admissions (including Miranda), interview and interrogation, double jeopardy, the right to counsel, and use of force, civil liability, and sexual harassment.

**Instruction:** Students must complete no fewer than: five hours of “The United States Constitution,” three hours of “Interrogation and Confessions,” six hours of “Laws of Arrest, Search, and Seizure,” three hours of “Rules Of Evidence,” one hour of “Search and Seizure (Final Overview),” three hours of “Case Law Study (Search/Seizure),” two hours of “Legal Liability (Civil Liability),” two hours of Legal Liability (Sexual Harassment), and four hours of “Legal Liability (Use of Force).” Instructional methods for this course include lecture (supplemented by PowerPoint and study handouts), classroom and group discussion, and case studies. Evaluation methods include written examination.

**Credit Recommendation:** In the lower division associate/baccalaureate degree category, two semester credits.

**Custody and Control** (3 credits, lower division)

**Program:** Recruit Class

**Location:** Colorado Springs Police Department Academy, Colorado Springs, CO

**Length:** 79 hours

**Dates:** June 1998 through June 2009

**Objectives:** Explain the proper use of physical force within the law enforcement framework. Identify each level of physical force. Apply appropriate statutes in a use of force situation to include Title 42 USC 19983 and Colorado Revised Statutes §18-1-707 and §18-8-01 through §18-1-803. Explain and discuss verbal skills as applied to physical force. Perform proper physical skills used to gain custody and control of suspect. Properly manipulate authorized tools and weapons such as handcuffs, batons, and chemical agents. Document use of force and explain the de-escalation of force.

**Instruction:** Students must complete no less than: one hour of “Arrest Control Orientation,” four hours of “Edged Weapon Defense,” two hours of “De-escalation of Force,” four hours of “Alternatives/OC,” four hours of “Balance and Movement,” four hours of “Search & Handcuff,” four hours of “Alternatives to Deadly Force,” four hours of “Control Technique,” two hours of “Sudden Custody Death,” four hours of “Weapon Retention,” two hours of “Neck Restraint,” four hours of “Pressure Point Distraction Techniques,” sixteen hours of “Impact Instruction, PR-24,” eight hours of “Individual Programs and Scenarios,” and sixteen hours of “Ground Fighting.” Instructional methods for this course include lecture (supplemented by PowerPoint presentation, video and handouts), class participation, and small group discussion. Evaluation methods include written and practical examinations.

**Credit Recommendation:** In the lower division associate/baccalaureate degree category, three semester credits.

**Fitness and Wellness** (3 credits, lower division)

**Program:** Recruit Class

**Location:** Colorado Springs Police Department Training Academy, Colorado Springs, CO

**Length:** 63 hours

**Dates:** June 1998 through June 2009

**Objectives:** Discuss stress, nutrition strategies, physical assessment, circuit training, muscular development and weight training. Apply principles of circuit training, muscular development and weight training. Recognize the need for physical conditioning and proper mental preparedness. Identify the concept of stress and recognize its sources.

**Instruction:** Students must complete no fewer than: one classroom hour and forty-five laboratory hours of “Physical Fitness,” two hours of “Dynamic Stress Training,” and four hours of “Stress Management” in the Recruit Class. Instructional methods include lecture (supplemented by handouts) and practical exercise, as well as physical training, and pre- and post-testing on the Colorado Police Department Training Academy’s Health/Fitness Evaluation Exam. Evaluation methods include written examination and practical examination.

**Credit Recommendation:** In the lower division associate/baccalaureate degree category, three semester credits.

**Functions of Patrol** (3 credits, lower division)

**Program:** Recruit Class

**Location:** Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 73 hours

*Dates:* June 1998 through June 2009

*Objectives:* Identify different methods and tactics of patrol. Recognize the differences between perception and observation. Discuss the techniques for the mental, emotional and physical preparation necessary to respond to and recover from a critical incident. Explain relevant legal issues and demonstrate proper tactics in conducting pedestrian contacts. Identify and demonstrate the basic techniques of safe vehicle stops. Recognize the elements of a legal, safe and effective search of a motor vehicle. Identify the factors in responding to in-progress crimes. Describe and demonstrate assessment and intervention in domestic violence situations. Recognize crowd behavior and compare a lawful assembly to civil disobedience. Demonstrate an awareness of hazardous materials. Employ proper radio communications procedures. Recognize the policy and procedure system of a law enforcement agency. Demonstrate the proper use of summons and complaints in the adult and juvenile justice system. Recognize and develop good decision making skills in stressful. Demonstrate an awareness of issues concerning Weapons of Mass Destruction.

*Instruction:* Students must complete no fewer than: three hours of "Patrol Observation and Perception," eight hours of "Officer Survival," two hours of "Pedestrian Contacts," six hours of "Vehicle Stops," four hours of "Vehicle Searches," six hours of "Handling In-Progress Calls," seven hours of "Domestic Violence," eight hours of "Crowd Control," eight hours of "Hazardous Materials," three hours of "Radio Procedures," five hours of "Policies and Procedures," three hours of "Summons and Complaints," two hours of "Tactical Decision Making," and eight hours of "Weapons of Mass Destruction" in the Recruit Class. Instructional methods include lecture (supplemented by PowerPoint presentation, video and handouts), class participation, and small group discussion. Evaluation methods include written examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, three semester credits.

#### **Introduction to Criminal Justice (2 credits, lower division) #**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 29 hours

*Dates:* June 1998 through June 2009 #

*Objectives:* Recognize and discuss the interrelationships of the local, state, and federal criminal justice system regarding courts, law enforcement, and corrections, with the legislative, judicial, and executive processes. Identify and apply ethical standards in public service. Discuss the impact of emerging and contemporary issues.

*Instruction:* Students must complete no fewer than: three hours regarding "Introduction to Criminal Justice," nine hours of "Law Enforcement Ethics," four hours of the "Administration of Justice," two hours of "Role of Prosecuting/Defense Attorney," two hours of "Jurisdiction of Courts," two hours of "State and Federal Agencies," and seven hours of "Gangs." Instructional methods include lecture (supplemented by PowerPoint presentation and handouts), class participation, videos, and small group discussion. Evaluation methods include written examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits. #

# Credit Recommendation for students who completed Recruit Class program in July 1998, May 1999, May 2000, December 2000, and May 2001 is two credits.

#### **Law Enforcement Practicum (3 credits, upper division)**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 58 hours

*Dates:* June 2004 through June 2009

*Objectives:* Apply academic skills and professional knowledge acquired during basic academy. Reinforce, refine, and be evaluated upon such skills and knowledge.

*Instruction:* Students must complete no fewer than: eight hours of "Non-Emergency Outcome-Based Scenario," eight and one-half hours of "Emergency Response," eight hours of "Vehicle Stop/Search Scenarios," eight hours of "Outcome-Based Scenarios with Patrol Activities," twenty-two hours of "Outcome-Based Scenarios with Crime Investigations," two hours of "CTR Training," seven hours of "Introduction to Outcome-Based Scenarios." Instructional methods include applied practical exercise. Evaluation methods include practical evaluation.

*Credit Recommendation:* In the upper division baccalaureate degree category, three semester credits.

#### **Police Driving (2 credits, lower division)**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 40 hours

*Dates:* June 1998 through June 2009

*Objectives:* Explain the legal aspects associated with emergency vehicle operation, demonstrate skills required for operation of a law enforcement vehicle and explain the factors that affect law enforcement driving.

*Instruction:* Students must complete no less than: eight lecture hours and thirty-two hours of "Law Enforcement Driving Program." Instructional methods for this course include lecture (supplemented by PowerPoint presentation and handouts), practical exercises, class participation, and small group discussion. Evaluation methods include written and practical examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.

#### **Police Firearms (2 credits, lower division)**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 53 hours

*Dates:* June 1998 through June 2009

*Objectives:* Demonstrate the safe handling of law enforcement firearms. Perform basic principles of firing weapons. Employ the use of deadly force in accordance to applicable statutes to include Colorado Revised Statute 18-1-707(2). Operate firearms in a variety of positions and utilizing proper tactics. Operate firearms in low light settings.

*Instruction:* Students must complete no less than: four hours of "Firearms Safety," three hours of "Shotgun Training," four hours of "Equipment Selection," two hours of "Weapons Maintenance," eight hours of "Basic Principles, Handgun," four hours "Weapons Management," four hours of "Decisional Shooting," twenty hours "Tactical Situations," four hours of "Dim Light Shooting." Instructional methods for this course include lecture (supplemented by PowerPoint presentation, video and handouts), practical exercises, class participation, and small group discussion. Evaluation methods include written examination and practical examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.

#### **Police Supervision (4 credits, lower division)**

*Program:* Supervisor School

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* Sixty-four hours

*Dates:* Feb 2003 through June 2009

*Objectives:* To develop a comprehensive understanding of police supervision and leadership against the backdrop of organizational, ethical, managerial, and legal contexts. In particular, to learn the role of the police supervisor under routine, tactical, critical incident, and special circumstances; to develop an understanding of the principles of effectively training and motivating employees; to learn the current procedural and legal requirements for police supervision and employee discipline, including an understanding of controlling court cases; and to understand to police supervisors roles in relation to the community and develop competencies that permit supervisors to be effective in those roles.

*Instruction:* Students must complete no fewer than: three hours of "Supervisor Expectations and Dynamics of Leadership," three hours of "Supervisor Role in Problem Oriented Policing" two hours of "Search/Seizure and New Case Law," two hours of "Problem Based Learning/Supervisory Scenarios," one hour of "Overview of Police Training Officer Program," one hour of "Unusual Occurrences," four hours of "Improving Productivity/Managing Problem Employees," six hours of "Issues on Supervision," two hours of "Tactical Decision Making," sixteen hours of "Internal Affairs," two hours of "Civil/Vicarious Liability," one hour of "Major Accident Investigations," one hour of "Community Relations," two hours of "FMLA, ADA, Safety Issues," two hours of "Meth Labs," four hours of "Handling Critical Incidents," one hour of "Media Relations," one hour of "Communications Center," two hours of "Enhancing Preliminary Investigations," three hours of "Role of Supervisors in Major Investigations," one hour of "Volunteer Programs," three hours of "Making Ethical Decisions," and one hour of "Sex Crimes/Crimes Against Children."

*Credit Recommendation:* In the lower division baccalaureate degree category, four semester credits.

#### **Problem Based Learning in Law Enforcement (2 credits, upper division)**

*Program:* Police Instructor-PBL

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 24 hours and pre-course reading requirement

*Dates:* August 1999 through June 2009

*Objectives:* Develop an understanding of the principles of adult learning and education. Identify specific principles of the Problem Based Learning (PBL) model of education. Acquire skills through exercises in delivering adult education/law enforcement training utilizing the PBL model.

*Instruction:* Students must complete no fewer than: one hour of "Course Introduction," two hours of "Problem Based Learning," two and one-half hours of "Ill-Structured Problems," one and one-half hours of "Adult Learning," four hours of "Adult Learning/Learning Outcomes," three hours of "Lesson Plans/Presentation," one hour of "Neighborhood Portfolio Exercises," two hours of "Failure to Train," two hours of "Mentoring/Leadership," and five hours of "Student Presentations." Students must also complete a significant, seven section pre-course reading assignment consisting of dozens of articles and papers relating to PBL, learning theories, emotional intelligence, generational issues, training strategies, failure to train issues, and the roll of supervisors in training. Instructional methods include lecture, discussion, and exercise. Evaluation methods include development of written lesson plans, presentations, and exercises.

*Credit Recommendation:* In the upper division baccalaureate degree category, two semester credits.

#### **Report Writing (2 credit hours, lower division)**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 32 hours

*Dates:* August 2005 through June 2009

*Objectives:* Recruits will identify and utilize the principles of clear writing, be able to implement the characteristics of a well written report, know the types and uses of reports used with the department and avoid common problems found in these reports, and utilize correct grammar in all official departmental correspondence. Learn how to effectively fill out departmental and POST forms using the proper legal procedures and evaluate these forms for accuracy, completeness, fairness, factualness, and submit them mistake-free.

*Instruction:* Recruits must complete no fewer than three hours of grammar emphasizing NIBRS codes, two hours on investigations and note-taking, three hours on theft regarding shoplifting, three hours on motor vehicle theft, three and one-half hours on burglary and property reports, three and one-half hours on theft reports and summons of persons, six hours on breaking and entering a vehicle, including stolen guns, three hours on homonym test (use of force), eight hours on use of deadly force, five hours on robbery, and thirty-two hours on various crime scene scenarios. Instructional methods include practical written exercises that accompany instructional blocks. Evaluation methods include written examinations, as well as written exercises.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.

#### **Special Topics in Law Enforcement (2 credits, lower division)**

*Program:* PR-24 Instructor Course

*Location:* Colorado Springs Police Training Academy, Colorado Springs, CO

*Length:* 40 hours

*Dates:* August 1999 through June 2009

*Objectives:* Discuss agency and individual liability on U.S. Code 42 Section 1983 litigation in federal and state courts regarding training and instructing law enforcement officers in the proper use of the side-handle baton. Demonstrate proper instructional techniques and applications, proper training reviews and drills, and proficiency testing methodology to enhance professional skill development and teaching ability.

*Instruction:* Students must complete no fewer than: two hours of "Instructional Enhancement Techniques," two hours of "Instructor Responsibilities and Safety," two hours of "Civil Liability," two hours of "Instructor Development," four hours of "PR-24 Basic Course Techniques and Enhancements," and twenty-eight hours of "Practical Course Applications and Skill Development." Instructional methods for this course include lecture, demonstration, and practical application. Evaluation methods include practical examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.

#### **Substantive Criminal Law (3 Credits, Lower Division)**

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 43 hours

*Dates:* June 1998 through June 2009

*Objectives:* Discuss the purposes of criminal law and explain elements of crimes (such as actus reas, mens rea, and causation). Recite elements of specific crimes against persons, property, morality and public order, as well as inchoate offenses. Identify parties to a crime and defenses to crime.

*Instruction:* Students must complete no fewer than: four hours of "[Crimes Against] Persons," three hours of "[Crimes Against] Property," three hours of "Fraud," four hours of "[Crimes Against the] Public Peace," four hours of "Government Operations," three hours of "Miscellaneous Crimes," four hours of "Family and Morals," one hour of "Pawn Investigations," four hours of "Introduction to the Colorado Revised Statutes," eight hours of "Children's Code," two hours of "Liquor Code," and five hours of "Narcotics-Controlled Substances." Instructional methods for this course include lecture (supplemented by PowerPoint presentation and handouts), class participation, and small group discussion. Evaluation methods include written examination.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, three semester credits.

**Traffic Accident Investigation** (2 credits, upper division)

*Program:* Level One Traffic Accident Investigation

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 37 hours

*Dates:* August 1999 through June 2009

*Objectives:* To familiarize officers with the principles of proper accident investigation; to learn how to recognize, interpret, and prepare physical evidence pursuant to accident investigations; to gain an understanding of local and state laws that have bearing on accident investigations; to develop proficiency in the use of mathematical formulas which aid accident investigations; to learn how to properly document accident investigations through the use of measurements, drawings, and photography.

*Instruction:* Students must complete no fewer than: one hour of "Introduction/Pretest," one hour of "Accident Forms," one hour of "Accident Scene," one and one-half hours of "Roadway Evidence," one and one-half hours of "Photographs and Measuring," one-half hour of "Math Review/Traffic Templates," one hour of "Passenger Kinematics," seven hours of "Speed Formulas," one and one-half hours of "Traffic Code," one-half hour of "Motorcycles," three-quarters of an hour of "Auto Pedestrian," three-quarters of an hour of "Video," two hours of "Tangent Offset," two hours of "Measuring Project," three hours of "Diagramming Project," two hours of "Impound Lot," two hours of "Test Skid," two hours for "Final Exam," two hours for "Final Project," and four hours for "Homework Exercises." Evaluation methods include written examination, in-class exercises, homework exercises, and a final project.

*Credit Recommendation:* In the upper division baccalaureate degree category, two semester credits.

**Traffic Investigation and Enforcement** (2 credits, lower division)

*Program:* Recruit Class

*Location:* Colorado Springs Police Department Training Academy, Colorado Springs, CO

*Length:* 29 hours

*Dates:* June 1998 through June 2009

*Objectives:* Acquire the skills necessary to investigate traffic accidents and enforce the traffic code. Discuss and learn how to apply the Colorado Revised Statutes and Department General Orders concerning Traffic Operations and Traffic Law Enforcement and Driving Under the Influence.

*Instruction:* Students will complete no fewer than: thirteen hours of "Accident Investigation," eight hours of "Driving Under the Influence," six hours of the "Traffic Code," and two hours of "Traffic Direction and Control" in the Recruit Class. Instructional methods include power point, lecture, video scenarios, and practical exercises. Evaluation methods include written examination and written reports and observation of practical exercises.

*Credit Recommendation:* In the lower division associate/baccalaureate degree category, two semester credits.