

- Present: Nick Arnold, Jim Blocker, Casey Coker, Kevin Conklin, Bryan Ergang, Richard Fuller, Michelle Greenlee, Chuck Heit, Mark Honeysett, Joseph Kempa, Sholanna Lewis, Eric Marshall, Dale Mitchell, Christine Packard, Karen Robyn, Karianne Thomas, Dennis Wilkins, Ashley Zielger
- Absent: Dan Abbott, Dale Hinz, Zoann Snyder, Susan Standish, Tommy Simpson
- KVCC: Jessica, Brinks, Kenyatta Herrion, Craig Jbara, Victor Ledbetter, Marty Myers, Kara Protz-Sanders, Dr. Marshall Washington
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1. Victor Ledbetter welcomes everyone to the advisory board meeting and lays out the agenda
 - a. Vision for the Police Academy
 - b. Expectations of the Board
2. Introductions
3. Marty Myers presented the following updates to Law Enforcement Training Center Program (LEN)
 - a. Additions to the current LEN curriculum
 - i. 101 Intro to Law Enforcement has been proposed to run in summer of 2020 and as a nighttime class in fall of 2020
 - ii. Intro to Corrections has also been added
 - iii. Currently working with Kalamazoo Valley staff to add law enforcement classes to the online database
 - Law Enforcement, Fire Science and Forensic Pathology will be offered in the fall
 - The intention is to keep adding more online classes as interest builds
 - iv. TRS104 has been added to increase the success rate of students attending the LEN program. This class will focus on all general aspects in law enforcement
 - b. Changes to class structure
 - i. At the beginning of each class, Marty Myers will take 10 minutes to announce which departments are hiring
 - ii. All students will receive letters from the department to discuss career paths
 - iii. Instructors will begin encouraging students and departments to organize ride-alongs and walk-alongs for one night as a way to facilitate an informal interview for both parties leading to potential internships for the students
 - c. The Middle College program has approved Fire Science classes
 - d. Notification of the current Perkins Audit and surveys were passed out with instructions to please return when completed
 - e. Discussion of students deemed "stop-outs" (students who start classes with KVCC and then stop attending classes) by the Kalamazoo Promise Coordinators and potential outreach options

4. Victor Ledbetter presented the following Police Academy Updates
 - a. Discussion of new courses added to the Police Academy curriculum
 - i. Autism Awareness: training on how to handle community members or suspects who are on the autism spectrum
 - ii. De-escalation Training: training to provide the cadets with an organized way of making decisions about how they will act in any situation, including situations that may involve uses of force
 - iii. Media Relations: how to effectively use the media as a law enforcement tool and to avoid potential pitfalls
 - iv. Deaf and Hard-of-Hearing: training how to handle community members or suspects who are either deaf or hard-of-hearing
 - v. Black and Blue: contracted through Expanding Our Horizons this is a community-based training wherein cadets have the opportunity to meet with and have open discussion with diverse groups of people to gain better cultural and racial awareness
 - KVCC Police Academy is the only one in the State of Michigan currently offering this training
 - vi. Human Trafficking
 - vii. Implicit bias: discussions with the cadets regarding the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner
 - viii. Spanish: the cadets learn basic Spanish to better help them communicate in their future positions
 - ix. Adverse Childhood Experience (ACES): this training teaches the cadets about potentially traumatic events that can have negative, lasting effects on health and well-being.
 - b. Discussion of potential classes to add to the Police Academy Curriculum
 - i. Immigration
 - ii. Financial wellness
 - iii. Bullying
 - iv. Best practices to manage your sleep cycles
 - v. Discussion of what is part of the Post-Shooting Training
 - Covered as a part of Red Man Training
 - c. Lessons Learned from previous academy
 - i. Cadets were required to apply to 2 agencies a week but this resulted in cadets applying to departments they were not actually interested in just to meet the requirement. The Law Enforcement Academy is working on a new strategy to adjust or replace this requirement
 - ii. The cadets enjoyed the traffic stop scenarios and so more of that training has been added in for the current academy
 - d. Discussion of Shoot/Don't Shoot scenarios in the utilization of the MILO Range Technology with the following comments from the board:
 - i. Not every scenario can be depicted

- ii. Guns are being built to appear as everyday objects such as wallets and packs of cigarettes
 - iii. No situation can be simplified. Facts without context will not be helpful. Best practice is to expose the cadets to multiple variables and then have them critique themselves
 - iv. Instruct the cadets using Graham vs. Connor
 - v. 2 key features in teaching scenarios:
 - Never put officers back on the street after a failed scenario
 - Use a 90/10 debrief model wherein the officer speaks 90% of the time with 10% response from instructor. Slow them down, run the scenario again until they achieve a successful outcome
 - vi. Train the cadets how to instruct an armed suspect to lower their weapon so they do not have the option to aim the gun
 - e. Discussion of the Explorer Program: this program is for ages 14-21, designed to expose young people to law enforcement
 - f. The Police Academy has been using evaluations as a tool of improvement for instructors with positive results
 - g. Previous Police Academy graduated 15 with 100% passing MCOLES test
 - i. 13 of the 15 are employed with 1 choosing not to apply based on personal circumstances
 - h. Current Police Academy began with 19 cadets and are currently at 16 with confirmation from Victor Ledbetter he would not run an academy with more than 36 cadets
 - i. Tuesday October 1st is the Police Academy Career Fair
 - j. Confirmation from Vic Ledbetter that they are willing to be flexible with MCOLES testing if additional dates or adjustment of testing dates are needed
 - k. Upcoming training for the cadets are resume building and Mock Interviews with professionals in the community
 - l. Questions and discussion concerning diverse age ranges amongst cadets
 - i. Current academy has some variance in age range and backgrounds which has created a helpful dynamic amongst the group
5. Floor opened to discussion of Chair Person for Police Academy Advisory Board
 - a. Eric Marshall was nominated and appointed without opposition
6. Discussion of the next meeting day
 - a. Recommended that it be scheduled between each Police Academy and will be determined at a later date by Victor Ledbetter and Chair Person Eric Marshall
7. Board given time for feedback and final thoughts

Next Meeting: TBD
Kalamazoo Valley Groves Campus
7107 Elm Valley Dr | Kalamazoo MI 49009

