

Present: Nick Arnold, Casey Coker, Bryan Ergang, Gretchen Galloway, Michelle Greenlee, Mark Honeysett, Eric Marshall, Scott Merlo, Dale Mitchell, Christine Packard, Zoanna Snyder, Dennis Wilkins, Ashley Zielger

Absent: Dan Abbott, Jim Blocker, Kevin Conklin, Richard Fuller, Chuck Heit, Dale Hinz, Joseph Kempa, Sholanna Lewis, Karen Robyn, Karianne Thomas, Susan Standish, Tommy Simpson

KVCC: Jessica, Brinks, Kenyatta Herrion, Victor Ledbetter, Marty Myers, Kara Protz-Sanders

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1. Victor Ledbetter welcomes everyone to the advisory board meeting and lays out the agenda
2. Approval of Minutes
  - a. The Minutes of the September 25, 2020 meeting were approved as written.
3. Confirmation of Chief Blocker as vice chair of the advisory board
4. Vic Ledbetter gives a summary of the impact of Covid19 on the previous academy; January 2020
  - 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

5. 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 1<sup>st</sup> 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
- 6. Floor opened to discussion of Chair Person for Police Academy Advisory Board
  - a. Eric Marshall was nominated and appointed without opposition
- 7. 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
- 8. Board given time for feedback and final thoughts

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

