

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

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 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
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

