



## POLICE EXECUTIVE RESEARCH FORUM

*We Provide Progress in Policing*

---

### **PERF's Sheriffs' Newsletter**

*December 2022*

I can't believe another year has ended! As the calendar turns over, we have a full year planned, and I'll be sure to keep you informed about our upcoming activities. I wish you the best and safest holiday season, and although I will be taking some time off, I am just a phone call or email away. Thank you all for a fantastic year and the best of partnerships.

### **Upcoming Events**

#### **National ICAT Conference in San Diego**

*Tuesday, January 24 and Wednesday, January 25, 2023*

*Paradise Point, San Diego, California*

Since PERF launched the [Integrating Communications, Assessment, and Tactics \(ICAT\)](#) training in 2016, agencies [across 33 states and Canada](#) have taught their officers ICAT. PERF has continually updated the training material by adding new case studies, refining PowerPoint slides, and creating a seventh module, "Step Up and Step In."

To keep ICAT trainers updated on the latest materials and training practices, PERF is holding an in-person conference in San Diego on January 24-25. At this conference, PERF and experienced ICAT trainers will share updates to the training program, discuss model fidelity, and ask agencies to share lessons they've learned as they've implemented ICAT.

There will be no charge to attend this conference. Agencies may want to send ICAT instructors, training academy leaders, and agency leaders to the conference. The conference will discuss training strategies and some of the training material for those who have already been trained in ICAT, but agencies will find the conference beneficial whether they have already implemented ICAT or are still considering it.

In preparation for this conference, we are asking agencies that have implemented ICAT to complete a brief survey about how they've implemented the ICAT curriculum, what

changes they might suggest, and what topics they think we should cover at the conference in San Diego. Please [click here](#) to complete the survey.

[Click here](#) to register for the conference.

### **ICAT Train-the-Trainer Session for Conference Attendees**

For those who have not yet received ICAT training, PERF and the San Diego Police Department will host an ICAT train-the-trainer session on Thursday, January 26 from 8:00 a.m. to 5:00 p.m. and Friday, January 27 from 8:00 a.m. to 1:00 p.m. This session will take place at the San Diego Police Academy and will be **free for anyone attending the national ICAT conference**.

[Click here](#) for more information and to register for the session. The group room block at Paradise Point will be available through Friday.

If you have any questions, feel free to contact me or Jason Cheney at [jcheney@policeforum.org](mailto:jcheney@policeforum.org) or (202) 454-8331. I hope to see you or your trainers in San Diego!

### **New from PERF**

#### **Transforming Police Recruit Training: 40 Guiding Principles**

Policing has changed dramatically over the past several decades, but one aspect of the profession has remained stubbornly unchanged: how we train our recruit officers. There have been advancements and pockets of innovation. But for the most part, the basic approach to training new police officers is much the same as it was decades ago. In many academies, recruits are still treated more like soldiers in a boot camp than students trying to learn and master a profession. Curricula are strong on firearms skills and defensive tactics (which are essential training components) but short on other essential skills such as decision making, critical thinking, and communications. Academy facilities are often antiquated and not conducive to modern, technology-driven teaching methods. And the lack of quality field training remains a major shortcoming in many agencies.

PERF's [new report](#) examines the current state of recruit training and presents 40 Guiding Principles for transforming how new officers are taught. The Guiding Principles were developed following an extensive research effort that included a national survey of PERF members, interviews with subject matter experts, a review of literature, and academy visits. Here are a few of the Guiding Principles:

- Critical thinking and values-based decision making should be at the heart of all recruit training, with adult learning principles used throughout.
- National standards for recruit training are needed to bring greater quality and consistency to the hundreds of police academies that operate in the United States.
- Academies should embrace “Monday-morning quarterbacking” as a way for recruits to think critically about challenging incidents and learn from them.
- Recruits should learn the history of policing, with an emphasis on racial justice issues and local community concerns.
- Physical fitness should be treated as a career-long aspiration, not a short-term test.
- Field training should be centralized and standardized in agencies, and FTOs should undergo a thorough vetting process and annual requalification.

## **Features**

### **Death in Custody Reporting Act Convening**

Our PERF colleague Laura Wyckoff attended the Death in Custody Reporting Act (DCRA) convening at the Department of Justice (DOJ) earlier this month. She learned that the Department of Justice is working hard to collect accurate information on deaths in custody from across the country as a means to ultimately save lives. Quite simply, meeting the requirements of the DCRA will enable DOJ to study the types of deaths in custody and the context of these deaths, so we can better understand what improvements in policies and procedures can reduce deaths.

DOJ has asked every state and territory to submit deaths in custody to DOJ on a quarterly basis as a requirement of their Justice Assistance Grant (JAG) funding. So local law enforcement, jails, and prisons should work with their State Administrators to assure this information is submitted to DOJ. The Bureau of Justice Assistance has a wealth of resources about the collection located [here](#).

This collection is different from the FBI’s use of force data collection, so agencies should report to the DCRA collection even if they already report to the FBI collection. Some states are streamlining these two collections and may also collect this data themselves for a state law, so if you have questions we suggest you reach out to your [State Administrator](#) or the [Bureau of Justice Assistance](#) to learn more about your role in the DCRA collection.

## **Essex County Sheriff's (MA) STAR program graduates first participants, offers hope for the future**

### [First group graduates from STAR, an alternative to incarceration in Essex County](#)

The Essex County Sheriff's Department has graduated its first group of individuals from its new, community-based Supporting Transitions and Reentry (STAR) Program. These nine individuals were all justice-involved and in need of services to help keep them out of jail and on a pathway to successful citizenship. Each participant was assigned a STAR Navigator, who developed an individualized plan for services and connections to community resources that helped participants get any needed treatment, counseling, educational services, workforce training, and other supports.

"This is just the start for these men and women who came to the STAR program looking for a chance. They put their trust in our Navigators, they put in the hard work, and now they have hope for a better life," said Sheriff Kevin Coppinger. "It doesn't matter how they got to our program. It matters that they are here, continuing to do the work, and ready for a change." All nine graduates have decided to stay with the program on a voluntary basis to continue the work they started.

For the full press release and photos from the December 6 graduation, click [here](#).

## **Sheriffs in the News**

- [Robert Luna Takes Oath as Next LA County Sheriff](#)
- [Pasco County detective, therapy dog provides assistance to struggling veterans](#)
- [Deputies warn boaters of debris floating in waterways after Hurricane Nicole](#)
- [TeamHCSO forms new STAR squad to investigate school-based threats](#)
- [Florida Deputy Sheriff's Association Distributes \\$350,000 in Hurricane Ian Disaster Relief Checks](#)
- [Aurelius girl who called 911 for her father honored by Cayuga County sheriff](#)
- [Harris County Sheriff's Deputy helps homeless man get his own apartment just in time for Thanksgiving](#)
- [Citrus County Sheriff's Office hosts summit to better serve seniors](#)
- [Good Samaritan honored in Fulton County for subduing fugitive](#)
- [Dax does it again! Lake Co. Sheriff's K-9 helps to save woman's life](#)
- [County creates job positions for EMS enhancement program](#)
- [Volusia Family Resource Center opens to help troubled youth](#)
- [Cazenovia College Police Academy partners with Madison County Sheriff's Office](#)
- [Walton County Jail's new rehabilitation program sees success](#)

- [Sheriff's program introduces youth to law enforcement: Ten graduate from TEEN academy](#)
- [Barron County Sheriff's Department, 4 automotive dealers launching new program](#)
- [Dover Woman Held Against Will Freed With Help Of K-9 Specter: Sheriff](#)
- [Flagler County deputy, dispatcher save choking child during 'Shop with a Cop' event](#)
- [Virginia attorney general and Roanoke sheriff renew TRIAD program to protect seniors](#)
- [Suffolk Sheriff Announces New Tool to Aid Officers in Communicating with Hearing Impaired](#)
- [Aurora nonprofit Challenge II Change, sheriff's office to open transitional living house for people who were recently released from jail](#)
- [CCSO goes 'door to door' offering help for those struggling with addiction](#)
- [Examining PERF's "40 Guiding Principles" to "Retool" Police Recruit Training](#)

### **In Memoriam**

- [Melvin C. High broke barriers in policing over 53 years. He died weeks before retiring.](#)
- [Deputy Sheriff José Angel DeLeon, Warren County Sheriff's Office, North Carolina](#)
- [Deputy Sheriff Christopher Taylor, Charlotte County Sheriff's Office, Florida](#)
- [Detention Corporal Gregory Thomas Horne, Sr., Edgecombe County Sheriff's Office, North Carolina](#)
- [Deputy Sheriff Sidnee Carter, Sedgwick County Sheriff's Office, Kansas](#)