



DEPUTY SHERIFFS' TRAINING BULLETIN

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Expanded Training for Deputy Sheriffs

The effort to develop and implement expanded basic training for deputy sheriffs, summarized in previous issues of the Deputy Sheriffs' Training Bulletin and the 1998 Annual Report of the Deputy Sheriffs' Education and Training Board of the Pennsylvania Commission on Crime and Delinquency (PCCD), is proceeding essentially as planned. The projected timing of the parallel tasks of curriculum development and training delivery entailed in this effort are outlined below, with additional information provided in the text of this issue of the Bulletin.

Training Development

As originally scheduled, the initial draft outline of the curriculum is currently being developed by Temple University, the Board's training development contractor.

The curriculum is being designed and implemented in an incremental approach with the first design stage presently in process to produce a draft basic training curriculum of approximately 560 hours.

The second stage of curriculum design, projected to begin in the fall of 2000, will focus on the design of an additional 200 hours of training.

Temple is presently preparing the first draft of curriculum content and support materials to be used in the initial presentation and pilot testing of the 560-hour basic training and its subset, the 100-hour basic waiver training, beginning in July '00.

Training Delivery

Utilizing the Commonwealth's request-for-proposals process, the Board/PCCD identified Pennsylvania State University's Institute for Continuing Justice Education and Research as the training delivery contractor for the expanded deputy sheriffs' basic training. The contract will be executed by May '00 to allow pilot testing of the expanded basic training starting in July '00.

Penn State will work closely with Temple to deliver the first year of the new training program from about July '00 through June '01.

In addition to providing for training and certification of deputy sheriffs, this cooperative effort will accomplish pilot testing of the curriculum and pilot testing of the organization and methods of delivery of the expanded training.

Tentative Training Program Information for July 2000 – June 2001

It is important to note that the following information concerning the 2000-01 training programs is developmental in nature, as it is further refined, additional information will be provided in future issues of the Bulletin.

Commencing July '00 training will be offered on a year-round basis with both basic and waiver training offered as residential courses at the Pennsylvania State University, University Park.

Training will be from Monday through Friday each week, trainees will return home every weekend and Commonwealth holidays will be observed along with a two-week Christmas break.

During the pilot testing in 2000-01 basic training will consist of 560 hours of instruction, presented over approximately 14 weeks, and waiver training will consist of approximately 100 hours, presented over two and a half weeks.

To prepare for the training, in March '00 the PCCD will conduct a survey of all sheriffs' departments to determine the employment and training status of deputies, similar to the annual employment surveys previously conducted each December for the past 15 years.

Registration of deputies for training will be accomplished directly through the training provider, Pennsylvania State University. Please do not send requests for training registration to either the PCCD or Penn State until registration is announced subsequent to the execution of the training contract (estimated for April-May '00).

Training classes will be limited to 40 trainees each; therefore, it may be necessary to prioritize attendance based upon each deputy's date of hire.

Tentative Training Schedule

The tentative start dates for July '00 - June '01 training classes are listed below. As the dates are solidified, additional information will be provided in future issues of the Bulletin.

Basic Training	Waiver Training
July 10, 2000	July 17, 2000
November 27, 2000	December 4, 2000
January 8, 2001	January 15, 2001
February 12, 2001	April 23, 2001

Continuing Development Process

The written survey and focus group meetings conducted during 1999 provided the basis for the identification of potential curriculum content. In considering the initial draft curriculum outline, the Board looked at the overall view of an expanded basic training, consensus from past Board meetings, focus group meetings and the written survey. The Board also considered the fact that, throughout the curriculum development process, sheriffs and deputies consistently expressed the need for parity with municipal police officers' training provided under Act 120. In addition, the Board noted the issue of training parity as the subject of Pennsylvania Supreme Court rulings, such as that in Commonwealth v. Leet and more recently in Commonwealth v. Kline.

The consensus of the Board in the ensuing discussion established that while parity does not mean identical, training that reasonably and equitably covers all subjects considered important for law enforcement, as well as traditional roles of deputies as officers of the court, is needed to adequately prepare deputies for all of their duties and roles. The Board expressed the position that it is their role to fully prepare each deputy for all potential, entry-level deputy sheriff duties and functions, and that all of those duties and functions should be included in the basic training curriculum. Further, the basic training should focus not only on expanded training for the traditional roles of civil process, court security and prisoner transportation but also on inclusion of the several roles of deputies related to law enforcement.

Temple University's initial development report identified a rough draft outline of the basic training with a potential total length that approximated 760 hours. The consensus expressed by the Board in the ensuing discussions established that the continued development efforts would proceed in an incremental manner. The first step, presently in process, is to draft a core of approximately 560 hours of entry-level topics, established to provide basic certification of all deputies. The 560-hour course is to be produced in final draft form by the spring of '00 and to be pilot-tested in the delivery of basic training beginning in July '00.

Following pilot testing and production of final curriculum documentation of the 560-hour course, the development effort will then focus on the remaining estimated 200 hours of topics. That second step of the development effort is projected to begin in early '01. The Board concluded that this approach would allow for a focused use of curriculum development resources, provide the training resources needed to continue certification of deputies as the curriculum is developed, and ultimately meet the judicial requirements for training parity in law enforcement functions.

Draft Proposed Hours & Topics For Pilot Testing as of July 2000

It is important to stress that the topics and number of instructional hours identified in the outline below are initial, draft estimates. In arriving at these estimates of instructional hours the broadest possible net was cast to ensure the inclusion of all job-related topic areas. Likewise, the topic areas themselves are draft in nature as are the individual elements listed underneath each. At this point in the curriculum development effort, the topics and topic elements must be considered as illustrative and should not be construed as the complete or final curriculum content. In addition, the sequence of the outline below does not in any way reflect the sequence of the topics as they will be presented in the training. The on-going effort to further refine the curriculum will provide additional focus and organization to the topic areas and will likely result in a decrease of the hours identified in this draft.

Topic Area	Proposed	Former
Introduction to Criminal Justice	16	8
Unified Court System of Pennsylvania Framework of the Unified Judicial System, the Court of Common Pleas, Trial Structure, Court Procedures, Practice Skills in Court/Trial Security	14	6
Civil Law and Procedure Rules and Service of Civil Process, Picketing, Labor Disputes, Crowd Control, Intelligence and Identification, Domestic Intervention/PFA, Practice Skills in Approach/Interview	60	30
Crimes Code and Criminal Procedure Arrest/Use of Force Legal Issues; Practice Skills in Arrest Techniques And Tactics; Use of Force Continuum; Civil Liability; Criminal Prosecutions; and Inter-relationships to Prisoner Transport, Control Tactics, And Officer Survival	60	18
Other Legal Issues ¹ Juvenile Law; Liquor Law; Victims' Bill of Rights and Assistance Act; Mental Health Law (302 Commitments); Domestic Violence; and PFA's And Related Actions	20	*
Court Security General Court Security; High Threat/Profile Trials; Dealing with the Media; Harassment & Stalking; and, Practice Skills in Trial/Courthouse Security	15	5
Prisoner Transport Transportation Security and Safety; Use of Restraints; Officer Awareness And Survival; and Electronic Monitoring Technology	8	5
First Aid/CPR First Responder Level	45	18
Crisis Intervention Emotionally Disturbed Persons; De-escalation Skills; Barricaded Persons And Hostage Situations; and Practice Skills in Intervention	16	10
Families in Crisis ²	16	*
Firearms Range Qualification for Pistol and Shotgun; Night/Flashlight/Low-light Shooting; Close-Combat Techniques and Tactics; Law Enforcement Weapons Familiarization; Judgmental Issues; Post Traumatic Incident And Stress Control; and Safety	68	24
Defensive Tactics Practice Skills in Mechanics of Arrest, Defensive Tactics and Control and Handling Techniques; and, Use of Force Judgmental Issues	55	25

1 The former curriculum contained this topic as a subset of Civil Law & Procedure and Criminal Law & Procedure.

2 The former curriculum dealt with issues related to families in crisis as a part of Crisis Intervention.

Less than Lethal Weapons 3 Expandable Baton and Chemical Weapons	16	*
Emergency Vehicle Operations (EVOC) 4	40	*
Communications 5 Note Taking/Report Writing; Radio Procedures/Emergency Transmissions; Emergency and Death Notifications; and Court or other Sworn Testimony	24	*
Ethics and Professional Development Professional Conduct; Ethics and Decision Making; and, Communication And Community Relations	16	10
Technology and Law Enforcement G.P.S. Tracking Systems; Fingerprint/Photo Databases; and, Computer Applications	8	0
Physical Conditioning 6	48	*
Testing and Administration 7	15	1
TOTAL (For Pilot Testing as of July 2000)	560	160

Additional Training Topics

As for the topics listed above, it is important to stress that the topics and number of instructional hours identified in the outline below are initial, draft estimates. At this point in the curriculum development effort, the topics and topic elements must be considered as illustrative and should not be construed as the complete or final curriculum content. The on-going effort to further refine the curriculum will provide additional focus and organization to this outline.

Topic Area	Proposed	Former
Patrol Procedures and Operations	76	0
Motor Vehicle Code/Accident Investigation	44	0
D.U.I. Enforcement	12	0
Criminal Investigation	55	0
Drug Related Investigations	8	0
Testing and Administration	5	0
TOTAL (For Subsequent Development)	200	0

3 The Defensive Tactics topic of the former curriculum dealt with use of impact weapons, straight baton. It also discussed the use of chemical incapacitants in instruction concerning use of force.

4 Issues related to driving and driving safety were included in the Prisoner Transport topic in the former curriculum.

5 Communications was a subset of the Professional Development topic in the former curriculum.

6 Instruction in and aspects of physical conditioning were included under the Defensive Tactics topic of the former curriculum.

7 The former curriculum included all but one hour of administrative activities under the individual topic headings.

Initial Training Delivery

In its review of the method of delivery of the expanded basic training during its pilot-testing phase, the Board determined that, in view of the critical developmental nature of the delivery of the new basic training program, the new training curriculum should be delivered by a single contractor at a single, centrally located residential site offering year round courses for both basic and waiver training. Given the importance of the pilot testing of the curriculum to the ultimate success of the program, the Board concluded that this approach would allow for close control and scrutiny by staff, and Temple University, of the presentation of the pilot basic training courses.

Control afforded by delivering training in this manner will ensure needed coordination between the training delivery and the training development contractors, and allow for first-hand staff and Board input into the delivery of the new basic training at both a classroom presentation level and at the level of overall course administration. In addition, focus group discussions and comments from the written survey indicate that trainees derive benefit from this method of training delivery in terms of both uniformity and continuity of training, and especially the opportunity to work closely with deputies from other departments. As the Board moves beyond the critical developmental phase of the new training program, it will again review the method of delivery in light of experience with the program, its fiscal impact and the status of the training account

Based upon this direction and as a result of the Commonwealth's request-for-proposals process, the Board/PCCD selected Pennsylvania State University's Institute for Continuing Justice Education and Research was selected as the training delivery contractor to provide for all aspects of the delivery of the expanded program of basic training. Key to the continued development and implementation of expanded training for deputy sheriffs is the cooperative working relationship being established between Penn State and Temple. Working closely with the Board/PCCD the two contractors will refine elements of the new curriculum and identify appropriate methods of training organization and delivery, approaching the tasks involved in a flexible manner with a considerable level of original thinking and attention to detail.

Thank You to Participants

The Deputy Sheriffs' Education and Training Board, the Pennsylvania Commission on Crime and Delinquency, and Temple University Department of Criminal Justice would like to thank all the deputy sheriffs, sheriffs, and chief deputies who participated in the curriculum development effort to date. The level of participation was exemplary for a curriculum development project of this nature, producing statistically significant results in the written survey and considerable discussion in the focus groups. As previously reported in the October '99 issue of the Deputy Sheriffs' Training Bulletin, the mailing of the job/task analysis survey resulted in responses from 57 of the state's 67 sheriff's departments. In addition the series of six focus group meetings were well attended with 25 departments participating.