

RIVER FOREST POLICE DEPARTMENT

TRAINING PROGRAM



HOW WE TRACK TRAINING?

- THE DEPARTMENT RECENTLY BEGAN USING TRAINING SOFTWARE TO TRACK TRAINING IN THE DEPARTMENT- "FRONTLINE TRAINING TRACKER"
- WEB-BASED SOFTWARE
- ABILITY TO EASILY ACCESS INDIVIDUAL OFFICER'S TRAINING RECORDS
- STREAMLINES THE PROCESS OF ASSIGNING OFFICERS TO TRAINING
- ENSURES OFFICERS ARE ATTENDING THE MANDATED AND APPLICABLE COURSES
- ABILITY TO RUN TRAINING REPORTS WITH DETAILED AND FILTERED INFORMATION FOR THE DEPARTMENT AND INDIVIDUAL OFFICERS

DEPARTMENT TRAINING YEAR 2021

- OFFICERS ATTENDED OVER 111 DIFFERENT TRAINING COURSES
- OVER 7,000 HOURS OF TRAINING
- AVERAGE TRAINING PER OFFICER WAS 191 HOURS
- OVER 700 HOURS OF TRAINING RELATING TO COMMUNITY POLICING/CRISIS INTERVENTION AND PROCEDURAL JUSTICE
- OVER 200 HOURS OF TRAINING DEDICATED TO MEDICAL/WELLNESS TRAINING
- OVER 550 HOURS OF TRAINING GEARED TOWARDS LEGAL UPDATES

2022 TRAINING YEAR TO DATE

- OVER 1100 HOURS OF TRAINING COMPLETED AND MORE TO COME
- 10 OFFICERS ATTENDED OR SCHEDULED TO ATTEND INSTRUCTOR LEVEL TRAINING
- TRAINING BECOMING MORE NORMALIZED AS WE EMERGE FROM THE PANDEMIC

WHAT KIND OF TRAINING?

- PROCEDURAL JUSTICE/HUMAN RIGHTS/CULTURAL COMPETENCY/IMPLICIT BIAS
- COMMUNITY AND PROBLEM-ORIENTED POLICING
- LEGAL UPDATES
- INSTRUCTOR CERTIFICATION
- DEFENSIVE TACTICS
- EMERGENCY DRIVING COURSES
- USE OF FORCE
- CRISIS INTERVENTION
- EMERGENCY MEDICAL RESPONSE
- DOMESTIC VIOLENCE/CHILD ABUSE
- AND MUCH MORE...

PROCEDURAL JUSTICE/EQUITY TRAINING

- COPS-COMMUNITY ORIENTATED POLICING SERVICES-DOJ (INTERACTIVE ONLINE TRAININGS)
- “CHANGING PERCEPTIONS: A FAIR AND IMPARTIAL POLICING APPROACH”
- “ETHICAL DECISION MAKING: POLICING WITH PRINCIPLED INSIGHT”
- ILETSB-ONLINE TRAINING-”PROCEDURAL JUSTICE”
- NEMRT-ON-SITE- “FAIR AND IMPARTIAL POLICING THROUGH CULTURAL COMPETENCY”
- AND MORE...

DE-ESCALATION/CRISIS INTERVENTION TRAINING

- NEMRT-DE-ESCALATION AND SMARTER POLICING IN CHANGING TIMES
- NEMRT-40HR CRISIS INTERVENTION TEAM
- DEMENTIA LIVE TRAINING
- ILETSB-MENTAL HEALTH AWARENESS
- NEMRT-MENTAL HEALTH AWARENESS AND RESPONSE
- LEXIPOL-"RESPONSE TO PEOPLE IN CRISIS"
- NEMRT-CRISIS COMMUNICATION

HOW IS TRAINING DELIVERED?

- OFF SITE TRAINING
- IN-SERVICE TRAINING
- ONLINE TRAINING

NEMRT-OFF SITE

- NORTH EAST MULTI-REGIONAL TRAINING (NEMRT)
- COVERS AGENCIES FROM COOK, DUPAGE, KANE, KENDALL, LAKE AND MCHENRY COUNTIES
- LIMITED SEATING PER CLASS
- COVERS A WIDE RANGE OF COURSES
- CLASSES ARE CERTIFIED THROUGH THE ILETSB (STATE)
- COURSES INCLUDE BOTH STATE MANDATED AND BEST PRACTICE TOPICS

OTHER OFF-SITE PROVIDERS

- FLETC-FEDERAL LAW ENFORCEMENT TRAINING CENTER
- NIPSTA-NORTHEASTERN ILLINOIS PUBLIC SAFETY TRAINING CENTER
- ITOA-ILLINOIS TACTICAL OFFICER ASSOCIATION
- NORTHWESTERN UNIVERSITY
- AND OTHERS...

IN SERVICE TRAINING

- INSTRUCTED BY RFPD PERSONNEL
- MEDICAL TRAINING-CPR/AED/EMERGENCY MEDICAL TRAINING
- RANGE TRAINING
- DE-ESCALATION AND DUTY TO INTERVENE
- USE OF FORCE TRAINING
- TASER AND LESS-LETHAL TRAINING
- RAPID DEPLOYMENT TRAINING
- MEGGITT-REAL WORLD SCENARIOS, USE OF FORCE SIMULATOR
- NUMEROUS DEPARTMENT SPECIFIC TRAININGS

ONLINE TRAININGS

- “COPS”-COMMUNITY ORIENTATED POLICING SERVICES (DOJ)-PROVIDES INTERACTIVE WEB-BASED TRAININGS INVOLVING COMMUNITY POLICING, IMPARTIAL POLICING, IMPLICIT BIAS
- ILETSB EXECUTIVE INSTITUTE-NUMEROUS ONLINE TRAININGS, CERTIFIED THROUGH THE STATE
- POLICE LAW INSTITUTE-MONTHLY LEGAL UPDATES AND TRAINING TOPICS
- OTHER PROVIDERS: FEMA, DCFS, ILEAS, BLUE LINE

STATE OF ILLINOIS MANDATES

- WITH CHANGES IN THE STATUTORY REQUIREMENTS, THERE ARE NOW A TOTAL OF 17 MANDATED TRAINING CATEGORIES
- FREQUENCY OF TRAININGS RANGE FROM YEARLY TO EVERY FIVE YEARS
- ALL TRAININGS HAVE TO BE APPROVED BY ILETSB
- MANDATES CONTINUE TO BE UNFUNDED BY THE STATE AND COSTS ARE PASSED ON TO THE LOCAL MUNICIPALITY

STATE MANDATES

- CIVIL RIGHTS
- CONSTITUTIONAL AND PROPER USE OF LAW ENFORCEMENT AUTHORITY
- CRISIS INTERVENTION
- HUMAN RIGHTS
- LEGAL UPDATES
- OFFICER WELLNESS AND MENTAL HEALTH
- PROCEDURAL JUSTICE
- PSYCHOLOGY OF DOMESTIC VIOLENCE
- REPORTING CHILD ABUSE AND NEGLECT
- SEXUAL ASSAULT/ABUSE TRAUMA-INFORMED RESPONSE TRAINING

**THESE ARE THE MINIMUM MANDATES; THE DEPARTMENT OFTEN EXCEEDS THE MINIMUM REQUIREMENTS*

NEW MANDATES

- DE-ESCALATION TECHNIQUES
- EMERGENCY MEDICAL RESPONSE TRAINING AND CERTIFICATION
- FIREARMS RESTRAINING ORDER ACT
- HIGH-RISK TRAFFIC STOPS
- OFFICER SAFETY TECHNIQUES, INCLUDING COVER, CONCEALMENT, AND TIME

ADDRESSING THE NEW MANDATES

- NEMRT AND THE STATE WILL NOT HAVE ENOUGH SLOTS IN OFF-SITE TRAININGS TO COVER THE NEW HANDS-ON AND SCENARIOS BASED MANDATES
- THE DEPARTMENT HAS BEEN IN CONTACT WITH THE STATE TO ADDRESS THIS ISSUE
- WE ARE CURRENTLY DEVELOPING IN SERVICE TRAININGS AT RFPD REFERENCE THE NEW MANDATES
- THESE COURSES WILL BE SUBMITTED TO THE STATE FOR CERTIFICATION
- THE DEPARTMENT WILL CONDUCT YEARLY IN HOUSE TRAININGS, THAT WILL COVER THE MANDATES
- GIVES US THE ABILITY TO TAILOR THE TRAININGS TO OUR DEPARTMENT AND COMMUNITY

DEPARTMENT SPECIAL TRAINING



SPECIALIZED TRAINING:

- **CRISIS INTERVENTION TEAM**
- **ELDERLY SERVICE OFFICER**
- **CHILD PASSENGER SAFETY SEAT TECHNICIAN**
- **EVIDENCE TECHNICIAN**
- **LEAD HOMICIDE INVESTIGATOR**
- **SCHOOL RESOURCE OFFICER**

IN-HOUSE INSTRUCTORS

- **RESCUE TASK FORCE INSTRUCTOR**
- **CPR INSTRUCTOR**
- **RAPID DEPLOYMENT INSTRUCTOR**
- **LESS-LETHAL INSTRUCTOR**
- **RAD (RAPE DEFENSE) INSTRUCTOR**
- **EMERGENCY MEDICAL RESPONSE INSTRUCTOR**
- **NARCAN INSTRUCTOR**
- **USE OF FORCE INSTRUCTOR**

SPECIALTIES AND TRAINING

- **AIR SOFT INSTRUCTOR**
- **ARMORER**
- **ASP BATON INSTRUCTOR**
- **BICYCLE OFFICER**
- **BREATH TESTER (DUI)**
- **DEFENSIVE TACTICS INSTRUCTOR**
- **PEER SUPPORT**
- **CHILD PASSENGER SAFETY TECHNICIANS**
- **CRISIS INTERVENTION TEAM**
- **SCHOOL RESOURCE OFFICER**
- **ELDERLY SERVICE OFFICER**
- **FATS/MEGGITT FIREARMS TRAINING INSTRUCTOR**
- **EVIDENCE TECHNICIAN**
- **FIELD TRAINING OFFICER (FTO)**
- **RIFLE INSTRUCTOR**
- **HAZMAT INSTRUCTOR**
- **HOSTAGE/CRISIS NEGOTIATOR**
- **I-SEARCH OFFICER**
- **JUVENILE OFFICER**
- **LEAD HOMICIDE INSTRUCTOR**
- **LESS LETHAL INSTRUCTOR**
- **NARCAN INSTRUCTOR**
- **NARCOTICS INVESTIGATOR**
- **OC SPRAY INSTRUCTOR**
- **PEPPERBALL INSTRUCTOR/ARMORER**
- **RAD INSTRUCTOR (RAPE AGRESSION DEFENSE)**
- **RAD KIDS INSTRUCTOR**
- **RAPID DEPLOYMENT INSTRUCTOR**
- **MACTAC INSTRUCTOR (MULTI ASSAULT COUNTER TERRORIST ACTION CAPABILITIES)**
- **RESPIRATOR MASK INSTRUCTOR**
- **SHIELD INSTRUCTOR**
- **FIREARMS INSTRUCTOR**
- **TASER INSTRUCTOR**
- **TRUCK ENFORCEMENT INSTRUCTOR**
- **MEDICAL/BUDDY AID**

WHAT IS ABLE?

ACTIVE

BYSTANDERSHIP FOR

LAW

ENFORCEMENT

GOAL: TO PREPARE OFFICERS TO SUCCESSFULLY INTERVENE TO PREVENT HARM AND TO CREATE A LAW ENFORCEMENT CULTURE THAT SUPPORTS PEER INTERVENTION.

WHY SHOULD WE GET INVOLVED?

- ACTIVE BYSTANDERSHIP IS A PROVEN MODEL IN REDUCING HARM IN HIGH-STRESS, HIGH-STAKES DECISION MAKING (E.G. MEDICAL PROFESSIONALS, COLLEGE CAMPUSES, AIRLINE INDUSTRY).
- THESE TOOLS CAN HELP PREVENT UNNECESSARY HARM IN LAW ENFORCEMENT. PREVENTING MISTAKES AND MISCONDUCT WHILE PROMOTING OFFICERS' HEALTH AND WELLBEING.

HOW IS THIS DIFFERENT FROM “DUTY TO INTERVENE” TRAINING?

- DUTY TO INTERVENE IS TYPICALLY TAUGHT WITH EMPHASIS ON THE LEGAL DUTY ITSELF. ABLE FOCUSES ON HOW TO INTERVENE SUCCESSFULLY, OFFERING SKILLS BASED TRAINING IN THE SCIENCE OF ACTIVE BYSTANDERSHIP.
- OFFICERS ARE TRAINED IN HOW TO GIVE AND RECEIVE INTERVENTION.
- IN ADDITION TO THE INITIAL TRAINING, ABLE HELPS AGENCIES CREATE A CLIMATE IN WHICH ACTIVE BYSTANDERSHIP IS WELCOME AND EFFECTIVE.

STEPS IN BECOMING AN “ABLE” AGENCY

- EACH AGENCY ACCEPTED INTO THE PROGRAM MUST ABIDE BY THE “10 ABLE STANDARDS” AND SUBMIT LETTERS FROM COMMUNITY GROUPS VOUCHING FOR THE AGENCY’S SINCERE COMMITMENT TO ABLE.
- THE STANDARDS AND COMMUNITY LETTERS ALONE MAKE ABLE FAR DIFFERENT FROM TRADITIONAL DUTY-TO-INTERVENE TRAININGS.

10 ABL STANDARDS

1. COMMUNITY SUPPORT
2. MEANINGFUL TRAINING
3. DEDICATED COORDINATION
4. PROGRAM AWARENESS
5. ACCOUNTABILITY
6. OFFICER WELLNESS
7. REPORTING
8. MEASURING OFFICER PERCEPTIONS
9. FOLLOW-THROUGH
10. PAYING IT FORWARD

WHO ELSE HAS ADOPTED ABLE?

- ABLE HAS RECEIVED PUBLIC COMMITMENTS FROM:
- LARGE POLICE AGENCIES - PHILADELPHIA, DENVER, BALTIMORE, BOSTON AND WILMINGTON NC POLICE DEPARTMENTS.
- STATEWIDE/REGIONAL – WASHINGTON CJ TRAINING COUNCIL, STATE OF NEW JERSEY, NEW HAMPSHIRE STANDARDS AND TRAINING COUNCIL AND MORE.
- FBI NATIONAL ACADEMY PLANS TO INCORPORATE ABLE INTO THEIR LAW ENFORCEMENT PROGRAM.

FACTS AND STATS

By the Numbers

213 ABLE-certified agencies

1,330 instructors trained

39 U.S. states represented

3 Canadian provinces represented

121,750 officers at ABLE agencies

74.6 million community members served by ABLE agencies

WHAT DOES “ABLE” OFFER OUR AGENCY?

- FREE TRAIN-THE-TRAINER PROGRAM FOR AGENCIES.
- CERTIFICATION AND TRAINING PORTALS FOR INSTRUCTORS TO TEACH THEIR AGENCIES.
- FREE ONGOING IMPLEMENTATION AND TECHNICAL ASSISTANCE.
- ABLE WILL ALSO PROVIDE “A WIDE ARRAY OF RESOURCES TO COMMUNITIES AND LAW ENFORCEMENT AGENCIES” FOR DEVELOPING PEER INTERVENTION PROGRAMS OF THEIR OWN.
- ADDS ADDITIONAL TRANSPARENCY AND ACCOUNTABILITY FOR ALL STAKEHOLDERS.

WHERE IS RIVER FOREST IN THE “ABLE” PROCESS?

- AD HOC COMMITTEE OF COMMAND, SUPERVISORS, AND FRONT-LINE PERSONNEL EVALUATED THE VALUE AND BENEFITS OF THE PROGRAM.
- LETTERS OF SUPPORT HAVE BEEN RECEIVED FROM DOMINICAN UNIVERSITY AND RIVER FOREST PUBLIC SCHOOL DISTRICT 90, AND THE COMMUNITY CENTER AS PART OF THE APPLICATION PROCESS.
- THE CHIEF OF POLICE HAS PREPARED A LETTER OF SUPPORT AND INTENT TO ADOPT THE GEORGETOWN UNIVERSITY “ABLE” PROGRAM.
- THE FINAL STEP PRIOR TO FINAL SUBMISSION IS A LETTER OF SUPPORT FROM THE VILLAGE PRESIDENT; WHICH IS BEING DRAFTED AT THIS TIME.
- THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES WILL BE PROVIDED WITH STATUS UPDATES ON THIS IMPORTANT INITIATIVE.