

POST – NEW COURSE CERTIFICATION TRAINING NEEDS ASSESSMENT

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This form must be submitted to your POST Regional Consultant the required minimum 60 days in advance of desired course presentation date(s). Please complete ALL portions. This does not constitute for presentation of a course until POST review is final and approval is granted.

A. COURSE INFORMATION

PROPOSED COURSE TITLE

DE-ESCALATION COURSE

DATE SUBMITTED (MM/DD/YY)

10/16/19

SUBMITTING PRESENTER

SAN DIEGO POLICE DEPARTMENT

COURSE PRESENTATION DATE(S) – Use commas to separate dates (MM/DD/YY)

STARTING JANUARY 2020

- Are you affiliated with: [X] A law enforcement agency [] A Regional Training Center/Institute/Consortium [] A College [] A 501 (c) (3) or (4) Non-Profit Organization [] A LLC, S-Corp, etc.

B. CONSULTATION

- 1. Did you consult with your regional POST Consultant prior to developing this proposed course? [X] Y [] N
a. IF YES, provide Consultant's Name: DANIEL SCHMITT-REGION 10 Date: 09/12/19
b. IF NO, please give reason:

C. DEMONSTRATED NEED

- 1. Is there a demonstrated unmet need expressed by a survey of agencies/associations? [X] Y [] N
IF YES:
a. Did you survey the County Chiefs & Sheriff's Association? [] Y [X] N
Association Name:
b. Did you survey the training managers association and/or training association group? [X] Y [] N
Association Name(s): 1) SAN DIEGO TRAINING MANAGERS ASSOC
2)
c. Did you survey other advisory groups (e.g., Community College Advisory Council)? [] Y [X] N
Council Name(s): 1)
2)
2. Are there existing courses available locally, or that can be imported into the area, to meet the need? [] Y [X] N
a. Did you survey existing courses for performance and viability? [] Y [X] N
b. Result findings: Attendance numbers:
Projected presentation numbers:

- 3. Is the course an expressed priority by legislation/POST Commission? If YES, Statute or POST Regulation. [] Y [X] N
4. Is there required POST standardized curriculum? [X] Y [] N
a. IF YES, did you request a copy of the curriculum from your POST Consultant? [X] Y [] N

D. DEMONSTRATED CAPABILITIES

- 1. Did you identify instructional expertise/capability to instruct this course? [X] Y [] N
a. Does the instructor require specialized training (e.g., AICC, Regulation 1070)? [X] Y [] N
2. Do you have adequate and safe curriculum training facilities to hold this type of course instruction? [X] Y [] N
a. Will this course be presented at multiple locations? [] Y [X] N
b. If applicable, will this course require a written safety policy? [X] Y [] N
3. If applicable, has this proposal been reviewed and approved by your agency/college chief executive, director, training administrator and training manager (or equivalent curriculum manager)? [X] Y [] N
Name(s): 1) SANDRA ALBREKTSEN Title(s): SDPD ASSISTANT CHIEF
2) MIKE BELZ TRAINING MANAGER
3) ALBERT LEOS TRAINING CAPTAIN

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D. DEMONSTRATED CAPABILITIES *continued*

4. Have you or your agency's training manager and/or administrator attended the POST-certified *Training Administrator's Course* and/or *Training Managers Course*? Y N
 Date: 08/09/18 Location: RIVERSIDE, CALIFORNIA

E. ASSESSMENT

1. **Type of Course**

- Basic In-Service Technical Supervisory Management Executive

2. **Requirement(s)** (*check all that apply*)

- Legislative mandate Commission regulation Local agency need Regional agencies need

3. **Types of Students**

- Affiliated Non-affiliated New hires Incumbent Peace Officer Dispatcher NPO/Non-Dispatcher

4. **Schedule/Attendance**

- a. Number of presentations per year: 60
 b. Anticipated number of trainees attending per fiscal year: 1800
 c. Maximum number of enrollees per class presentation: 30

5. Have you completed a budget for this course? Y N
 a. Are there subventions (i.e., FTEs, Grant, Contract, Tuition)? Y N

IF YES, what are they: POST PLAN V -REIMBURSEMENT FOR PRESENATATION (INSTRUCTORS) COSTS ONLY
 Estimated Tuition Fee per Student: \$ 0.00

F. ADDITIONAL COMMENTS

Please provide written comments to further justify training need and to identify the unmet training need.

THE DE-ESCALATION COURSE IS DESIGNED TO PROVIDE PEACE OFFICERS WITH SPECIFIC GUIDELINES, STRATEGIES AND TECHNIQUES TO DECREASE THE INTENSITY OF THE SITUATION. ALTHOUGH THERE ARE OTHER LOCAL COURSES IN THE AREA, DUE TO THE LARGE NUMBER OF SWORN OFFICERS WITHIN OUR REGION THAT WOULD BE REQUIRED TO ATTEND, IT IS NECESSARY TO PROVIDE AN ADDITIONAL SERIES OF CLASSES.

G. AUTHORIZATION

PRESENTER NO: _____

SIGNATURE OF INDIVIDUAL REQUESTING/AUTHORIZING COURSE CERTIFICATION (REQUIRED)

PRINT FULL NAME



10/15/2019
DATE

SHANNAH OLIVERAS

TITLE

TRAINING COORDINATOR

CONTACT NUMBER

(619) 388-7963

EMAIL ADDRESS

SOLIVERAS@PD.SANDIEGO.GOV

PROPOSED PRESENTER

SAN DIEGO POLICE DEPARTMENT

**FOR POST
USE ONLY**

RECEIVED VIA: MAIL EMAIL FAX

RECEIVED BY: _____

THIS SPACE FOR DATE STAMP

San Diego Police Department De-Escalation Training Course

2020-2021 Course Presentation Cycle

COURSE OBJECTIVES

Students will receive methodology, tactics and techniques to employ during critical incidents. The course will consist of lecture, Force Options Simulator training, interactive table top discussions and live action scenarios.

I. Core Concepts of De-Escalation

1. Self-control
 - a. How to develop emotional intelligence in officers
 - b. Officers should recognize loss of self-control
 - c. Know your weaknesses (Name it, Define it)
2. Effective communication
 - a. Recognize the type of subject you're dealing with
 - b. Roles (real self, self by self, self by others)
 - c. Attempt to identify what the problem is
 - d. See the problem as they see it
 - e. Utilize basic negotiation skills to gain compliance
 - f. 5 universal truths
 - g. Content, Voice, Body Language
3. Scene assessment and management
 - a. Evaluate the operating space
 - b. Suspect capabilities/motivation/equipment
 - c. C.L.I.R method
4. Force options
 - a. Identify and request appropriate force options for the circumstances
 - b. Understand the benefits and limitations of all available options
 - c. Develop plans to employ the selected force options
5. Time
 - a. When time is provided by the suspect, use it
 - b. Be preemptively prepared when time is compressed

II. De-Escalation Concepts for Improved Officer Performance

1. Voluntary compliance
 - a. Present lawful orders and request cooperation
 - b. 5 Step Hard-style Approach
 - c. Provide clear, concise direction to achieve a successful resolution
 - d. Control the space to limit suspect movement
2. Defusing
 - a. Create a buffer zone to decrease perceived pressure
 - b. Communicate with carefully selected language

- c. L.E.A.P.S.
- d. Avoid soliciting demands
- 3. Mitigating unintended consequences using threat and error management
 - a. Identify potential threats
 - b. Anticipate issues and develop contingency plans
 - c. Manage the incident, considering all areas of concern
- 4. Officer safety concerns
 - a. Acceptable risks based on known information
 - b. Weigh the danger against the desired outcome
 - c. 5 times words fail: S.A.F.E.R.
- 5. Public safety concerns
 - a. Prioritize victims and innocent, uninvolved persons
 - b. Be mindful of establishing special relationships
- 6. Police legitimacy
 - a. Developing community trust
 - b. The Contact professional
 - c. The art of representation

III. Critical Incident Decision Making

- 1. Information collection
 - a. Dispatch to Officers- to establish all outside intelligence before, during and after our response.
 - b. Officer to Officer- What is the expectation in regards to assignments, use of force, contact and cover etc.
 - c. Officer to Subject- Recognize who you're dealing with and what the problem is.
- 2. Threat and risk assessment
 - a. Identifying the three types of "People in Crisis"
 - a) Mental illness and/or presence of drugs or alcohol
 - b) Suicidal
 - c) Desperation due to circumstance
- 3. Law and policy
 - a. AB392
 - b. Officers responsibility to know policy changes
 - c. Pre planning and de escalation
- 4. Consideration of options
 - a. Matrix
 - b. Identify suspect behavior
 - c. Know legal and appropriate force response
 - d. Matrix tools
 - a) Know your tool's capabilities and limitations
 - b) Know your capabilities and limitations
- 5. Planning
 - a. Use dispatched information and knowledge to develop initial response
 - b. Execute an effective tactical plan
 - c. Adapt the plan as additional information becomes available.

6. Action and assessments
 - a. How your plans unfold
7. Respect for human life and dignity
 - a. Procedural Justice
- IV. Time and Tactical Opportunities
 1. How time effects decisions
 - a. Time expansion and time compression
 - b. OODA Loop
 2. Timely tactics
 - a. Using time elements to your advantage
- V. Officer Safety and Field Tactics
 1. Situational awareness
 - a. Identifying issues in your operational space
 2. Tactical repositioning
 - a. Cover and barriers
- VI. Use of Force Documentation
 1. Describe the scene in detail
 - a. Legal standing
 - b. Totality of the circumstances
 2. Graham factors
 - a. Establishing objective reasonableness
 - b. Severity of Crime
 - c. Identify threat to Officer or Public
 - d. Level of resistance or flight
 3. Suspect Factors
 4. Investigation Factors
 5. Modalities of force
 - a. Pros and cons
 6. Appropriate documentation
 - a. Articulating modalities of force used and not used